

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

<p><b>1a</b> Name of plan <u>MONTANA CONTRACTORS ASSOC., INC. 401(K) RETIREMENT PLAN &amp; TRUST</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>002</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>JACKSON CONTRACTOR GROUP, INC.</u></p> <p style="text-align: center;"><u>PO BOX 967</u> <span style="margin-left: 200px;"><u>5800 HIGHWAY 93 SOUTH</u></span> <u>MISSOULA, MT 59806</u> <span style="margin-left: 100px;"><u>MISSOULA, MT 59806</u></span></p>	<p><b>1c</b> Effective date of plan <u>07/01/2006</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>81-0535453</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>406-542-9150</u></p> <p><b>2d</b> Business code (see instructions) <u>236200</u></p>

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

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

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/12/2025	JESSE FALLON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/08/2025	ALEX BASILE
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor  ADMIN COMMITTEE, MONTANA CONTRACTORS ASSOC  404 N 31ST STREET STE 205 PO BOX 30177 BILLINGS, MT 59107	<b>3b</b> Administrator's EIN 81-0448832  <b>3c</b> Administrator's telephone number 406-256-9910
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<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN  <b>4d</b> PN
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<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	471
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<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).		
<b>a(1)</b> Total number of active participants at the beginning of the plan year .....	<b>6a(1)</b>	327
<b>a(2)</b> Total number of active participants at the end of the plan year .....	<b>6a(2)</b>	249
<b>b</b> Retired or separated participants receiving benefits.....	<b>6b</b>	0
<b>c</b> Other retired or separated participants entitled to future benefits .....	<b>6c</b>	124
<b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....	<b>6d</b>	373
<b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....	<b>6e</b>	0
<b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....	<b>6f</b>	373
<b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....	<b>6g(1)</b>	336
<b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....	<b>6g(2)</b>	309
<b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6h</b>	0

<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	
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**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
 2E 2J

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

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

(4)  **C** (Service Provider Information)

(5)  **D** (DFE/Participating Plan Information)

(6)  **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code \_\_\_\_\_

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

<b>A</b> Name of plan <b>MONTANA CONTRACTORS ASSOC., INC. 401(K) RETIREMENT PLAN &amp; TRUST</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>JACKSON CONTRACTOR GROUP, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>81-0535453</b>	

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

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

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

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

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

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

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

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**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

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

CULLEN CAPITAL MANAGEMENT LLC

06-1614949

(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?
28	NONE	9969	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

LOOMIS, SAYLES & COMPANY, L.P.

04-3200030

(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?
28	NONE	8810	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

MERRILL LYNCH, PIERCE, FENNER & SMI

13-5674085

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	7660	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**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)

ADMN COMMITTEE, MT CONTRACTORS ASSN

81-0448832

(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?
14 15	PLAN ADMINISTRATOR	6677	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

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

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

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

**Part II Service Providers Who Fail or Refuse to Provide Information**

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

<b>A</b> Name of plan <u>MONTANA CONTRACTORS ASSOC., INC. 401(K) RETIREMENT PLAN &amp; TRUST</u>	<b>B</b> Three-digit plan number (PN)	<u>002</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>JACKSON CONTRACTOR GROUP, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>81-0535453</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>SHORT-TERM INVESTMENT FUND A</u>	
<b>b</b> Name of sponsor of entity listed in (a):	<u>SEI TRUST COMPANY</u>	
<b>c</b> EIN-PN <u>41-6292499-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>778866</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>MONTANA CONTRACTORS ASSOC., INC. 401(K) RETIREMENT PLAN &amp; TRUST</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>JACKSON CONTRACTOR GROUP, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>81-0535453</b>

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

	(a) Beginning of Year	(b) End of Year
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	20593
<b>b</b> Receivables (less allowance for doubtful accounts):		
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	45128
<b>(3)</b> Other .....	<b>1b(3)</b>	14412
<b>c</b> General investments:		
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	912885
<b>(3)</b> Corporate debt instruments (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	575009
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	529855
<b>(4)</b> Corporate stocks (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	3189504
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	114008
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	905200
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	778866
<b>(15)</b> Other .....	<b>1c(15)</b>	1162270

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>	4433	3464
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	5760579	6983473
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>	3434	275
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>	4001	4857
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	7435	5132
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	5753144	6978341

**Part II Income and Expense Statement**

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

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>		
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	817721	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>		
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		817721
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>	38253	
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>	25677	
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>		
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		63930
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>	78409	
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	12804	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		91213
(3) Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>	3208866	
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	3091265	
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		117601
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>	448665	
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		7904
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		112161
<b>c</b> Other income .....	<b>2c</b>		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	<b>2d</b>		1659195

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	<b>2e(1)</b>	390070	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other.....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		390070
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	<b>2g</b>		
<b>h</b> Interest expense.....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>	254	
(4) IQPA audit fees .....	<b>2i(4)</b>	422	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	33003	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>	3278	
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses.....	<b>2i(11)</b>	6971	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		43928
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	<b>2j</b>		433998

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		1225197
<b>l</b> Transfers of assets:			
(1) To this plan.....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**Part III Accountant's Opinion**

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

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

(1)  Unmodified (2)  Qualified (3)  Disclaimer (4)  Adverse

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

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

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

(1) Name: EIDE BAILLY LLP

(2) EIN: 45-0250958

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

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

**Part IV Compliance Questions**

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

During the plan year:

	Yes	No	Amount
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	X		18594
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		500000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?  Yes  No  
 If "Yes," enter the amount of any plan assets that reverted to the employer this year 0.

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

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

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

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

<b>A</b> Name of plan <u>MONTANA CONTRACTORS ASSOC., INC. 401(K) RETIREMENT PLAN &amp; TRUST</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>002</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>JACKSON CONTRACTOR GROUP, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>81-0535453</u>	

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

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	<b>1</b>	<u>0</u>
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**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): 42-1466678

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

<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	<b>3</b>	<u>38</u>
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<b>Part II</b>	<b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....  Yes  No  N/A  
**If the plan is a defined benefit plan, go to line 8.**

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

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

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

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

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

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

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

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

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

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

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

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

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

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702329A.

Financial Statements

December 31, 2024 and 2023

**Jackson Contractor Group, Inc.**

**Montana Contractors' Association, Inc.**

**401(k) Retirement Plan and Trust**

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
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December 31, 2024 and 2023

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CPAs & BUSINESS ADVISORS

## Independent Auditor's Report

The Board of Trustees  
Jackson Contractor Group, Inc.  
Montana Contractor's Association, Inc. 401(k) Retirement Plan and Trust  
Missoula, Montana

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

We have performed audits of the financial statements of Jackson Contractor Group, Inc., Montana Contractor's Association, Inc. 401(k) Retirement Plan and Trust ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the 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 (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

### Opinion

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

- The amounts and disclosures in the 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.

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the 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 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

#### **Other Matters – Supplemental Schedules Required by ERISA**

The supplemental schedule H, line 4i – schedule of assets held at end of year and schedule H, line 4a – schedule of delinquent participant contributions as of or for the year ended December 31, 2024, are presented for purposes of additional analysis and is not a required part of the financial statements but are supplementary information required by the DOL'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 DOL'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 DOL'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).

*Eide Bailly LLP*

Billings, Montana  
October 8, 2025

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
<b>Assets</b>		
Investments, at fair value	\$ 6,877,915	\$ 5,696,606
<b>Receivables</b>		
Participant contributions	62,739	45,128
Accrued interest and dividends	18,762	14,412
Cash	20,593	-
Computer equipment, net	<u>3,464</u>	<u>4,433</u>
Total assets	<u>6,983,473</u>	<u>5,760,579</u>
<b>Liabilities</b>		
Accounts payable	<u>5,132</u>	<u>7,435</u>
<b>Net Assets Available for Benefits</b>	<u><u>\$ 6,978,341</u></u>	<u><u>\$ 5,753,144</u></u>

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Statement of Changes in Net Assets Available for Benefits  
Year Ended December 31, 2024

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Additions	
Investment Income	
Interest and dividends	\$ 163,047
Net appreciation in fair value of investments	<u>678,427</u>
	<u>841,474</u>
Participant Contributions	<u>817,721</u>
Total additions	<u>1,659,195</u>
Deductions	
Benefits paid to participants	390,070
Administrative expenses and investment management fees	<u>43,928</u>
Total deductions	<u>433,998</u>
Net Increase	1,225,197
Net Assets Available for Benefits	
Beginning of year	<u>5,753,144</u>
End of year	<u><u>\$ 6,978,341</u></u>

## **Note 1 - Description of Plan**

The following description of the Montana Contractors' Association, Inc. 401(k) Retirement Plan and Trust ("the Plan") is provided for general information only. Participants should refer to the Plan document for a more complete description of the Plan's provisions. Jackson Contractor Group, Inc. (Employer) is the Plan Sponsor.

### **General**

The Plan is a defined contribution plan covering qualified employees of the Employer. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

The Board of Trustees determines the appropriateness of the Plan's investment offerings, and monitors investment performance.

### **Eligibility**

Employees are eligible to participate in the Plan after completing one hour of service with the Employer.

### **Contributions**

Each year, participants may contribute an amount not exceeding the dollar limitations provided by Internal Revenue Code (IRC) Section 402(g). Prior to each Plan year, the Employer elects to contribute a specified dollar amount for each hour of work performed by hourly employees. A similar contribution is made each month for salaried employees using a percentage based on the ratio of hourly employee contributions to hourly employee compensation.

Employees may also contribute amounts representing distributions from other qualified plans (rollover).

Contributions are limited under Section 415 of the IRC to \$69,000.

### **Participant Accounts**

Each participant's account is credited with the employee's and Employer's contributions and Plan earnings. Participant accounts are charged with an allocation of expenses that are paid by the Plan. Plan earnings are allocated to the participants' accounts in proportion to their account balances. Administrative expenses are charged to each account at an established flat fee or the account balance, whichever is less.

### **Vesting**

Participants are immediately 100% vested in their account balances. Therefore, the Plan does not have any account forfeitures.

### **Payment of Benefits**

Participants may elect to receive a joint and survivor annuity, a lump-sum distribution or annual installments, upon termination of service due to death, disability, or retirement. For termination of service due to other reasons, a participant may receive the value of the interest in his or her account as a lump-sum distribution.

In any event, if a participant's account balance is greater than \$200 on termination of service, then upon election by the participant a distribution shall be made in a single lump-sum at the earliest time designed in the Plan.

A participant shall cease to be a participant when he/she receives a complete distribution of his/her account.

### **Plan Termination**

On September 6, 2024, the Employer provided written notice to the Plan administrator that it plans to withdraw from participation in the Plan with an effective date of the end of the day on December 31, 2024. Upon such withdrawal, contributions shall cease except to the extent of contributions required for hours of service up to the effective date of withdrawal. The Employer intends to merge the Plan with another plan effective January 1, 2025.

## **Note 2 - Significant Accounting Policies**

### **Basis of Accounting**

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

### **Use of Estimates**

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

### **Investment Valuation and Income Recognition**

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Board of Trustees determines the Plan's valuation policies utilizing information provided by the investment advisors and custodians. See Note 3 for discussion of fair value measurements.

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

The classification of investment earnings reported in the statement of changes in net assets available for benefits may differ from the classification of earnings on Form 5500 due to different reporting requirements on Form 5500.

### **Contributions**

Participant contributions are recorded in the year in which the employee contributions are withheld from compensation.

### **Payments of Benefits**

Benefit payments to participants are recorded upon distribution.

### **Expenses**

The Plan's expenses are paid by the Plan, as provided by the Plan document. Expenses paid by the Plan are recorded as deductions in the accompanying statement of changes in net asset available for benefits. In addition, certain investment related expenses are included in net appreciation (depreciation) of fair value of investments presented in the accompanying statement of changes in net assets available for benefits.

### **Note 3 - Fair Value Measurements**

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under the FASB ASC 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;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

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

Common stock – Valued at the closing price reported on the active market on which the individual securities are traded.

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

Government securities – Valued using pricing models maximizing the use of observable inputs for similar securities.

Mutual funds – Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended 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.

Common collective fund – Valued at fair value based on NAV of units held of the collective fund. The NAV is based on the observable market prices of the underlying investments within the fund less liabilities. The NAV for the underlying assets of the fund is a readily determinable measure of their fair value and is the basis used by the fund for current transactions.

The Board of Trustees determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians, and other third parties.

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Notes to Financial Statements  
December 31, 2024 and 2023

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

	2024			Total
	Level 1	Level 2	Level 3	
Common collective fund	\$ -	\$ 22,041,175	\$ -	\$ 22,041,175
Common stocks	95,787,037	-	-	95,787,037
Corporate bonds	-	14,994,377	-	14,994,377
Government securities	28,924,654	-	-	28,924,654
Mutual funds	32,891,140	-	-	32,891,140
	<u>\$ 157,602,831</u>	<u>\$ 37,035,552</u>	<u>\$ -</u>	<u>\$ 194,638,383</u>

  

	2023			Total
	Level 1	Level 2	Level 3	
Common collective fund	\$ -	\$ 3,361,914	\$ -	\$ 3,361,914
Common stocks	94,053,132	-	-	94,053,132
Corporate bonds	-	16,956,066	-	16,956,066
Government securities	26,919,453	-	-	26,919,453
Mutual funds	26,692,832	-	-	26,692,832
	<u>\$ 147,665,417</u>	<u>\$ 20,317,980</u>	<u>\$ -</u>	<u>\$ 167,983,397</u>

**Note 4 - Certified Information**

Certain information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments held at December 31, 2024 and 2023, and net appreciation (depreciation) in fair value of investments, interest and dividends, for the year ended December 31, 2024, was obtained by management and agreed to or derived from information certified as complete and accurate by Principal Trust Operations, custodian.

**Note 5 - Tax Status**

The Plan uses a volume submitter profit sharing plan, with a cash or deferral arrangement, which received an advisory letter from the Internal Revenue Service (IRS), dated June 30, 2020, which states that the volume submitter plan document satisfies the applicable provisions of the IRC. The Plan itself has not received a determination letter from the IRS and the volume submitter plan has been amended since receiving the opinion letter. However, the Plan's management believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust

Notes to Financial Statements  
December 31, 2024 and 2023

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (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 6 - Nonparticipant-Directed Investments**

The Plan's investments (all non-participant directed) are held in a bank administered common trust fund (Trust Fund). Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments as of December 31, 2024 and 2023, and for the year ended December 31, 2024, is as follows:

	2024	2023
Net Assets		
Common stocks	\$ 95,787,037	\$ 94,053,132
Government securities	28,924,654	26,919,453
Corporate bonds	14,994,377	16,956,066
Mutual funds	32,891,140	26,692,832
Common collective fund	22,041,175	3,361,914
	\$ 194,638,383	\$ 167,983,397
Changes in Net Assets		
Contributions	\$ 12,234,206	
Dividends and interest	4,747,140	
Net appreciation	19,752,690	
Benefits paid to participants	(7,439,773)	
Administrative expenses	(1,124,096)	
Investment management fees	(960,903)	
Net change in receivables and payables	(554,278)	
	\$ 26,654,986	

Jackson Contractor Group, Inc.'s share of the Trust Fund and pooled investments was \$6,877,915 and \$5,696,606 at December 31, 2024 and 2023, respectively.

**Note 7 - Account Transfers**

During the year ended December 31, 2024, participants in the Plan moved from one Plan Sponsor (Employer) to another Plan Sponsor in the Plan. Therefore, as allowed in the Plan document, the participant's account balances were transferred to or from another plan. These amounts are reported as account transfers.

**Note 8 - Related Party and Party-in-Interest Transactions**

The Plan paid Montana Contractor's Association Trust Office, a related party, fees of approximately \$7,000 to administer the Plan during the year.

Certain Plan investments are shares of a common collective fund managed by Principal Trust, the custodian, as defined by the Plan. As described in Note 2, the Plan paid certain expenses related to Plan operations and investment activity to various providers. These transactions qualify as exempt party-in-interest transactions under ERISA.

**Note 9 - 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. Market risks include global events which could impact the value of investment securities, such as a pandemic or global conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term, and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

**Note 10 - Subsequent Events**

Effective December 31, 2024, the Plan was terminated, and during 2025, the assets were transferred to another plan.

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

Supplementary Information  
December 31, 2024

**Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust**

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Schedule H, Line 4i – Schedule of Assets Held at End of Year  
December 31, 2024  
Plan: 002

EIN: 81-0535453

The following list of assets represents the holdings of the Montana Contractors' Association, Inc. Money Purchase Retirement Plan and Trust and the Montana Contractors' Association, Inc. 401(k) Retirement Plan and Trust for Employers that have adopted one or both Plans and have pooled the contributions in a single trust for investment purposes. A portion of the investments listed below are available to pay benefits to the employees of the employer.

(a)	(b)	(c)	(c)	(c)	(d)	(e)
Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value	
US GOVERNMENT	CALIFORNIA ST 7.500%	04/01/2034	55,000	\$ 83,915	\$ 62,747	
US GOVERNMENT	CALIFORNIA ST EDUCN 4.842%	10/01/2048	100,000	100,000	86,201	
US GOVERNMENT	CALIFORNIA STWD CMNT 0.732%	02/01/2025	175,000	175,000	174,480	
US GOVERNMENT	CENTRL TX REGL MOBIL 3.593%	01/01/2042	180,000	180,000	143,248	
US GOVERNMENT	COLORADO ST CTFS PAR 6.450%	09/15/2039	200,000	255,386	212,526	
US GOVERNMENT	NEW YORK CITY NY TRA 3.950%	08/01/2032	275,000	285,833	257,026	
US GOVERNMENT	PORT OF SEATTLE WA 3.755%	05/01/2036	75,000	81,275	66,067	
US GOVERNMENT	US TREASURY BOND 1.250%	05/15/2050	1,630,000	1,193,413	772,767	
US GOVERNMENT	US TREASURY BOND 1.625%	11/15/2050	970,000	700,647	505,768	
US GOVERNMENT	US TREASURY BOND 2.500%	02/15/2045	250,000	191,914	173,455	
US GOVERNMENT	US TREASURY BOND 2.875%	05/15/2043	3,250,000	2,711,356	2,461,615	
US GOVERNMENT	US TREASURY BOND 3.000%	02/15/2048	55,000	65,630	40,345	
US GOVERNMENT	US TREASURY BOND 3.000%	02/15/2049	210,000	256,623	152,783	
US GOVERNMENT	US TREASURY BONDS 2.875%	05/15/2052	570,000	478,089	398,618	
US GOVERNMENT	US TREASURY BONDS 3.625%	05/15/2053	370,000	330,621	300,773	
US GOVERNMENT	US TREASURY BONDS 4.125%	08/15/2053	250,000	232,102	222,660	
US GOVERNMENT	US TREASURY BONDS 4.125%	08/15/2044	595,000	568,597	538,457	
US GOVERNMENT	US TREASURY BONDS 4.125%	07/31/2028	2,900,000	2,894,073	2,879,990	
US GOVERNMENT	US TREASURY NOTE 0.625%	08/15/2030	1,735,000	1,404,712	1,408,976	
US GOVERNMENT	US TREASURY NOTE 0.875%	11/15/2030	180,000	179,311	147,274	
US GOVERNMENT	US TREASURY NOTE 1.125%	02/15/2031	305,000	246,979	251,701	
US GOVERNMENT	US TREASURY NOTE 1.125%	02/29/2028	315,000	310,129	285,727	
US GOVERNMENT	US TREASURY NOTE 2.625%	02/15/2029	705,000	659,298	659,126	
US GOVERNMENT	US TREASURY NOTES 2.750%	08/15/2032	1,405,000	1,304,626	1,245,996	
US GOVERNMENT	US TREASURY NOTES 3.375%	05/15/2033	220,000	207,210	202,176	
US GOVERNMENT	US TREASURY NOTES 3.875%	08/15/2033	295,000	287,671	280,757	
US GOVERNMENT	US TREASURY NOTES 4.125%	11/15/2032	2,685,000	2,666,817	2,618,734	
US GOVERNMENT	US TREASURY NOTES 4.250%	02/28/2031	220,000	218,269	217,503	
US GOVERNMENT	US TREASURY NOTES 4.375%	05/15/2034	815,000	824,727	802,473	
US GOVERNMENT	US TREASURY NOTES 4.625%	09/30/2030	360,000	369,408	363,344	
TOTAL US GOVT			21,350,000	\$ 19,463,630	\$ 17,933,315	
FEDERAL AGENCY	FED HOME LOAN MTG 2.500%	9/1/2031	33,546	\$ 32,089	\$ 31,704	
FEDERAL AGENCY	FED HOME LOAN MTG 2.500%	6/1/2051	127,091	132,279	104,698	
FEDERAL AGENCY	FED HOME LOAN MTG 2.500%	2/1/2051	300,543	246,610	247,260	
FEDERAL AGENCY	FED HOME LOAN MTG 3.000%	8/1/2050	205,372	217,000	175,534	
FEDERAL AGENCY	FED HOME LOAN MTG 3.500%	5/1/2046	94,255	94,654	84,706	
FEDERAL AGENCY	FED HOME LOAN MTG 3.500%	2/1/2052	358,047	367,185	318,268	
FEDERAL AGENCY	FED HOME LOAN MTG 3.500%	2/1/2052	556,450	580,157	495,524	
FEDERAL AGENCY	FED HOME LOAN MTG 4.000%	5/1/2052	442,903	437,989	405,894	

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(a)	(b)	(c)	(c)	(c)	(d)	(e)
Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value	Current Value
FEDERAL AGENCY	FED HOME LOAN MTG 4.500%	7/1/2052	326,237	330,442	307,096	
FEDERAL AGENCY	FED HOME LOAN MTG 4.500%	9/1/2037	330,409	326,220	323,229	
FEDERAL AGENCY	FED HOME LOAN MTG 4.500%	8/1/2052	407,677	395,033	383,713	
FEDERAL AGENCY	FED HOME LOAN MTG 5.000%	3/1/2038	17,438	18,805	17,367	
FEDERAL AGENCY	FED HOME LOAN MTG 5.000%	9/1/2052	309,816	313,786	299,998	
FEDERAL AGENCY	FED HOME LOAN MTG 5.000%	3/1/2038	405,914	404,005	404,420	
FEDERAL AGENCY	FED HOME LOAN MTG 5.000%	11/1/2052	517,191	500,144	500,723	
FEDERAL AGENCY	FED HOME LOAN MTG 5.500%	1/1/2036	6,595	6,532	6,681	
FEDERAL AGENCY	FED HOME LOAN MTG 5.500%	1/1/2055	325,000	320,252	320,824	
FEDERAL AGENCY	FED HOME LOAN MTG 6.000%	11/1/2036	3,029	3,048	3,144	
FEDERAL AGENCY	FED NATL MTG ASSN. 2.500%	9/1/2031	42,880	44,401	40,558	
FEDERAL AGENCY	FED NATL MTG ASSN. 2.500%	12/1/2050	194,321	167,268	158,549	
FEDERAL AGENCY	FED NATL MTG ASSN. 2.500%	6/1/2050	308,234	317,577	255,603	
FEDERAL AGENCY	FED NATL MTG ASSN. 2.500%	6/1/2051	588,296	581,328	483,379	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	10/1/2046	110,337	110,044	95,744	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	9/1/2050	112,375	106,014	97,285	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	8/1/2050	130,548	136,086	112,324	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	7/1/2050	177,165	184,708	152,489	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	5/1/2050	185,477	191,440	158,316	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	5/1/2051	263,564	233,313	225,626	
FEDERAL AGENCY	FED NATL MTG ASSN. 4.000%	11/1/2037	259,594	256,085	249,498	
FEDERAL AGENCY	FED NATL MTG ASSN. 4.000%	9/1/2037	263,688	262,441	253,510	
FEDERAL AGENCY	FED NATL MTG ASSN. 4.000%	5/1/2052	657,405	640,597	602,479	
FEDERAL AGENCY	FED NATL MTG ASSN. 4.9994%	6/1/2044	10,839	11,733	10,414	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	8/1/2040	18,595	20,388	18,411	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	5/1/2039	19,231	21,019	19,162	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	8/1/2041	24,106	26,697	24,020	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	6/1/2035	28,349	31,331	28,117	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	12/1/2052	175,277	174,292	169,896	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.500%	11/1/2036	7,294	7,706	7,380	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.500%	1/1/2038	358,506	359,024	361,223	
FEDERAL AGENCY	FED NATL MTG ASSN. 6.000%	11/1/2054	268,207	271,463	269,535	
FEDERAL AGENCY	FED NATL MTG ASSN. 6.000%	12/1/2053	274,163	274,805	275,599	
FEDERAL AGENCY	FED NATL MTG ASSN. 6.000%	1/1/2053	357,807	353,852	359,782	
FEDERAL AGENCY	GOV NATL MTG ASSN. 5.500%	4/20/2053	627,676	627,804	624,412	
FEDERAL AGENCY	GOV NATL MTG ASSN. 6.500%	10/20/2054	173,548	177,561	176,628	
FEDERAL AGENCY	GOV NATL MTG ASSN. 6.500%	11/20/2054	184,394	188,240	187,990	
FEDERAL AGENCY	GOV NATL MTG ASSN. 6.500%	9/20/2054	327,082	335,438	333,339	
FEDERAL AGENCY	GOV NATL MTG ASSN. 6.500%	8/20/2054	539,244	549,355	548,815	
FEDERAL AGENCY	GOV NATL MTG ASSN. 7.000%	6/20/2054	253,963	259,994	260,472	
TOTAL FED AGENCY			11,709,673	\$ 11,648,232	\$ 10,991,339	
CORPORATE ISSUE	AEP TRANSMISSION CO 3.100%	12/1/2026	160,000	\$ 155,488	\$ 155,405	
CORPORATE ISSUE	ALIMENTATION COU 3.550%	7/26/2027	340,000	319,371	328,365	
CORPORATE ISSUE	AMAZON.COM INC 3.875%	8/22/2037	125,000	147,342	110,396	

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(a)	(b)	(c)	(c)	(c)	(d)	(e)
Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value	
CORPORATE ISSUE	AMERICAN WATER CAPIT 2.950%	9/1/2027	105,000	100,229	100,372	
CORPORATE ISSUE	AMPHENOL CORP 2.800%	2/15/2030	190,000	175,791	171,842	
CORPORATE ISSUE	AT&T INC 2.300%	6/1/2027	240,000	226,870	226,526	
CORPORATE ISSUE	AVERY DENNISON CORP 4.875%	12/6/2028	160,000	159,018	159,626	
CORPORATE ISSUE	AVIATION CAPITAL 1.950%	9/20/2026	100,000	91,581	94,926	
CORPORATE ISSUE	AVIATION CAPITAL 6.250%	4/15/2028	160,000	158,921	165,096	
CORPORATE ISSUE	BERKSHIRE HATHAWAY 5.750%	1/15/2040	145,000	173,817	152,847	
CORPORATE ISSUE	BLOCK FINANCIAL LLC 3.875%	8/15/2030	120,000	115,932	110,717	
CORPORATE ISSUE	BMW US CAP LLC 4.650%	8/13/2029	285,000	286,767	279,739	
CORPORATE ISSUE	BURLINGTON NORTH SAN 6.150%	5/1/2037	115,000	140,174	122,882	
CORPORATE ISSUE	BWX TECHNOLOGIES 4.125%	6/30/2028	175,000	175,928	163,847	
CORPORATE ISSUE	CANADIAN PACIFIC RAI 1.750%	12/2/2026	270,000	254,883	255,677	
CORPORATE ISSUE	CCO HLDGS LLC/CA 5.000%	2/1/2028	165,000	165,485	159,042	
CORPORATE ISSUE	COMCAST CORP 6.500%	11/15/2035	114,000	130,353	123,773	
CORPORATE ISSUE	COMMONWEALTH EDISON 5.900%	3/15/2036	215,000	217,167	224,148	
CORPORATE ISSUE	CROWN CASTLE TOW 4.241%	7/15/2028	210,000	204,347	202,163	
CORPORATE ISSUE	CUMMINS INC 5.450%	2/20/2054	90,000	88,439	87,577	
CORPORATE ISSUE	DAIMLER TRUCKS 2.375%	12/14/2028	255,000	220,706	231,517	
CORPORATE ISSUE	DIAMONDBACK ENERGY 3.500%	12/1/2029	185,000	190,097	172,061	
CORPORATE ISSUE	DICK'S SPORTING GOOD 3.150%	1/15/2032	200,000	189,423	175,148	
CORPORATE ISSUE	DUKE ENERGY CAR 4.850%	1/15/2034	290,000	280,420	281,074	
CORPORATE ISSUE	FEDEX CORP 5.100%	1/15/2044	95,000	99,344	86,815	
CORPORATE ISSUE	FISERV INC 3.200%	7/1/2026	235,000	237,227	229,825	
CORPORATE ISSUE	FORD MOTOR CREDIT CO 3.375%	11/13/2025	225,000	232,927	221,472	
CORPORATE ISSUE	GATX CORP 3.500%	6/1/2032	155,000	151,264	136,757	
CORPORATE ISSUE	GATX CORP 5.400%	3/15/2027	40,000	39,966	40,448	
CORPORATE ISSUE	GROUP 1 AUTOMOTI 4.000%	8/15/2028	167,000	168,996	156,347	
CORPORATE ISSUE	GTP ACQUISITION 3.482%	6/16/2025	385,000	395,710	382,324	
CORPORATE ISSUE	GUARDIAN LIFE GL 1.400%	7/6/2027	300,000	262,908	276,597	
CORPORATE ISSUE	H&E EQUIPMENT SE 3.875%	12/15/2028	175,000	173,961	159,940	
CORPORATE ISSUE	HCA INC 3.500%	9/1/2030	240,000	227,705	217,968	
CORPORATE ISSUE	HOST HOTELS & RESORT 2.900%	12/15/2031	135,000	106,379	114,865	
CORPORATE ISSUE	JOHN DEERE ABS 5.590%	6/15/2026	82,145	81,994	82,237	
CORPORATE ISSUE	LAMAR MEDIA CORP 3.750%	2/15/2028	70,000	68,425	65,645	
CORPORATE ISSUE	LAMAR MEDIA CORP 4.875%	1/15/2029	70,000	72,616	67,248	
CORPORATE ISSUE	LKQ CORP 6.250%	6/15/2033	195,000	194,045	201,131	
CORPORATE ISSUE	MARTIN MARIETTA 2.400%	7/15/2031	260,000	206,888	221,130	
CORPORATE ISSUE	MASCO CORP 2.000%	10/1/2030	100,000	82,418	84,221	
CORPORATE ISSUE	MASCO CORP 6.500%	8/15/2032	60,000	70,710	63,212	
CORPORATE ISSUE	MASSMUTUAL GLBL MTN 4.350%	9/17/2031	260,000	259,405	249,642	
CORPORATE ISSUE	MOLSON COORS BREWING 3.000%	7/15/2026	305,000	297,418	297,101	
CORPORATE ISSUE	MONDELEZ INTL INC 4.750%	8/28/2034	190,000	189,641	181,790	
CORPORATE ISSUE	MPT OPER PARTNERSP/F 5.000%	10/15/2027	215,000	220,471	181,262	
CORPORATE ISSUE	NATIONAL RURAL UTIL 3.250%	11/1/2025	235,000	225,171	232,147	
CORPORATE ISSUE	NEW YORK LIFE GL 1.150%	6/9/2026	175,000	157,603	166,752	
CORPORATE ISSUE	NEW YORK LIFE MTN 5.000%	1/9/2034	165,000	168,153	163,071	
CORPORATE ISSUE	NEXTERA ENERGY CAP 5.749%	9/1/2025	230,000	231,587	231,449	
CORPORATE ISSUE	NORTHWESTERN MUT 3.850%	9/30/2047	115,000	90,887	86,166	
CORPORATE ISSUE	NORTHWESTERN UNIVERS 3.688%	12/1/2038	145,000	167,039	123,691	
CORPORATE ISSUE	NSTAR ELECTRIC CO 5.400%	6/1/2034	220,000	220,238	221,087	

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(a)	(b)	(c)	(c)	(c)	(d)	(e)
Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value	
CORPORATE ISSUE	OCCIDENTAL PETROLEUM 7.500%	5/1/2031	85,000	90,814	92,927	
CORPORATE ISSUE	OGLETHORPE POWER 4.500%	4/1/2047	80,000	79,645	65,546	
CORPORATE ISSUE	OGLETHORPE POWER COR 5.250%	9/1/2050	100,000	93,045	89,790	
CORPORATE ISSUE	OLD REP INTL CORP 5.750%	3/28/2034	205,000	206,801	205,232	
CORPORATE ISSUE	ONCOR ELECTRIC DELIV 4.550%	12/1/2041	75,000	87,888	65,789	
CORPORATE ISSUE	ONEOK INC 5.000%	3/1/2026	85,000	96,574	85,131	
CORPORATE ISSUE	ORACLE CORP 3.850%	7/15/2036	235,000	198,696	201,334	
CORPORATE ISSUE	OTIS WORLDWIDE CORP 2.565%	2/15/2030	205,000	188,372	182,097	
CORPORATE ISSUE	PACIFIC GAS & ELEC 5.800%	5/15/2034	50,000	49,676	51,126	
CORPORATE ISSUE	PG&E CORP 5.000%	7/1/2028	170,000	157,993	166,080	
CORPORATE ISSUE	PINNACLE WEST CAPITA 1.300%	6/15/2025	380,000	361,471	373,612	
CORPORATE ISSUE	PNC FINANCIAL V-D 6.875%	10/20/2034	205,000	205,140	223,770	
CORPORATE ISSUE	PROVIDENT FDG ASSOCI 9.750%	9/15/2029	110,000	110,000	112,600	
CORPORATE ISSUE	PUBLIC SERVICE COLOR 6.500%	8/1/2038	125,000	139,025	135,110	
CORPORATE ISSUE	QORVO INC 4.375%	10/15/2029	170,000	162,207	159,431	
CORPORATE ISSUE	QUANTA SERVICES INC 2.900%	10/1/2030	205,000	200,448	182,928	
CORPORATE ISSUE	QVC INC 6.875%	4/15/2029	26,000	21,750	21,155	
CORPORATE ISSUE	RANGE RESOURCES CORP 8.250%	1/15/2029	153,000	157,490	157,529	
CORPORATE ISSUE	SBA TOWER TRUST 2.836%	1/15/2025	350,000	370,178	349,640	
CORPORATE ISSUE	SERVICE CORP INTL 4.625%	12/15/2027	45,000	47,723	43,788	
CORPORATE ISSUE	SERVICE CORP INTL 5.125%	6/1/2029	102,000	110,238	98,684	
CORPORATE ISSUE	SM ENERGY CO 6.500%	7/15/2028	115,000	115,539	114,279	
CORPORATE ISSUE	TELEFLEX INC 4.250%	6/1/2028	120,000	125,848	113,838	
CORPORATE ISSUE	TENET HEALTHCARE 6.125%	10/1/2028	185,000	178,369	184,658	
CORPORATE ISSUE	TENNESSEE GAS PIPELI 8.375%	6/15/2032	125,000	153,910	141,859	
CORPORATE ISSUE	TEVA PHARMACEUTICALS 3.150%	10/1/2026	130,000	124,714	124,917	
CORPORATE ISSUE	TOYOTA AUTO REC ABS 5.300%	9/15/2027	294,589	293,841	296,333	
CORPORATE ISSUE	UNION PACIFIC CORP 4.050%	3/1/2046	130,000	109,480	103,761	
CORPORATE ISSUE	UNITED AIR 2014-2 A 3.750%	9/3/2026	127,273	124,690	124,762	
CORPORATE ISSUE	UNITED AIR 2019-2 B 3.500%	5/1/2028	125,712	125,151	119,261	
CORPORATE ISSUE	UNITED RENTALS NORTH 3.875%	2/15/2031	220,000	227,840	196,535	
CORPORATE ISSUE	VIRGINIA ELEC & PWR 5.550%	8/15/2054	50,000	49,783	48,329	
CORPORATE ISSUE	VISTRA OPERATION 5.000%	7/31/2027	225,000	228,453	220,768	
CORPORATE ISSUE	VR BANK OF AMERICA 1.898%	7/23/2031	270,000	234,940	227,156	
CORPORATE ISSUE	VR CITIGROUP INC 2.561%	5/1/2032	135,000	110,988	114,264	
CORPORATE ISSUE	VR JPMORGAN CHASE 2.739%	10/15/2030	50,000	52,019	45,041	
CORPORATE ISSUE	VR WELLS FARGO & COM 3.584%	5/22/2028	225,000	237,850	218,034	
CORPORATE ISSUE	WEC ENERGY GROUP 4.750%	1/9/2026	340,000	339,997	340,180	
TOTAL CORPORATE BONDS			15,686,719	\$ 15,438,228	\$ 14,994,377	
3I GROUP PLC ADR	COMMON STOCK	N/A	6,828	\$ 79,902	\$ 154,313	
ALIBABA GROUP HOLDING LTD ADR	COMMON STOCK	N/A	4,157	483,126	352,472	
ALPHABET INC CL A	COMMON STOCK	N/A	12,697	312,572	2,403,542	
ALPHABET INC CL C	COMMON STOCK	N/A	4,894	119,902	932,013	
ALTRIA GROUP INC	COMMON STOCK	N/A	8,565	326,537	447,864	
AMAZON COM INC COM	COMMON STOCK	N/A	15,696	620,601	3,443,545	
ASE TECHNOLOGY HOLDING CO SPONS ADR	COMMON STOCK	N/A	12,976	89,924	130,668	
AT & T INC	COMMON STOCK	N/A	30,700	612,872	699,039	
AUTODESK INC	COMMON STOCK	N/A	5,061	289,520	1,495,880	

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Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value
BAE SYSTEMS PLC - ADR	COMMON STOCK	N/A	3,693	96,220	211,092
BANK OF AMERICA CORP	COMMON STOCK	N/A	22,226	641,993	976,833
BCE INC	COMMON STOCK	N/A	37,732	1,507,342	874,628
BHP GROUP LTD-SPON ADR	COMMON STOCK	N/A	793	48,163	38,722
BLOCK INC CL A	COMMON STOCK	N/A	6,380	674,543	542,236
BNP PARIBAS - ADR	COMMON STOCK	N/A	3,226	103,334	99,038
BOEING CO	COMMON STOCK	N/A	13,096	2,251,749	2,317,992
BRITISH AMERICAN TOBACCO P.L.C - ADR	COMMON STOCK	N/A	5,351	206,984	194,348
BROADCOM INC	COMMON STOCK	N/A	3,895	144,299	903,017
CHEVRON CORP	COMMON STOCK	N/A	6,735	770,483	975,497
CHUBB LTD	COMMON STOCK	N/A	3,822	423,680	1,056,019
CISCO SYSTEMS INC	COMMON STOCK	N/A	16,481	517,421	975,675
CITIGROUP INC.	COMMON STOCK	N/A	10,916	824,473	768,377
COCA-COLA EUROPACIFIC PARTNE	COMMON STOCK	N/A	2,555	168,903	196,250
COCA-COLA FEMSA SAB DE CV ADR	COMMON STOCK	N/A	2,226	137,768	173,383
COMCAST CORP CLASS A	COMMON STOCK	N/A	26,365	1,041,270	989,478
COMPAGNIE DE SAINT-UNSP ADR	COMMON STOCK	N/A	8,771	86,817	155,291
CONOCOPHILLIPS	COMMON STOCK	N/A	8,794	681,395	872,101
CROWN CASTLE INC REIT	COMMON STOCK	N/A	8,295	768,626	752,854
DEERE & CO	COMMON STOCK	N/A	619	65,396	262,270
DEUTSCHE POST AG ADR	COMMON STOCK	N/A	2,205	94,777	76,955
DEUTSCHE TELEKOM AG - ADR	COMMON STOCK	N/A	5,157	86,373	153,936
DIAGEO PLC - ADR	COMMON STOCK	N/A	5,860	699,071	744,982
DNB BANK ASA ADR	COMMON STOCK	N/A	8,537	174,805	169,886
DOW INC	COMMON STOCK	N/A	21,791	1,084,514	874,473
DUKE ENERGY HOLDING CORP. COM	COMMON STOCK	N/A	8,890	804,632	957,809
ENEL SOCIETA PER AZIONI - ADR	COMMON STOCK	N/A	32,981	230,750	233,505
EXPEDITORS INTL WASH INC	COMMON STOCK	N/A	5,019	223,913	555,955
EXXON MOBIL CORPORATION	COMMON STOCK	N/A	8,834	625,840	950,273
FACTSET RESH SYS INC COM	COMMON STOCK	N/A	1,322	155,641	634,930
GENERAL DYNAMICS CORP	COMMON STOCK	N/A	3,577	669,861	942,504
GENUINE PARTS CO	COMMON STOCK	N/A	6,656	607,689	777,155
HEALTHPEAK PROPERTIES INC	COMMON STOCK	N/A	38,874	1,038,681	787,976
IBERDROLA S.A.ADA ADR	COMMON STOCK	N/A	4,261	212,136	234,952
ILLUMINA INC	COMMON STOCK	N/A	3,729	892,501	498,306
INTUITIVE SURGICAL INC	COMMON STOCK	N/A	1,532	249,461	799,643
JOHNSON & JOHNSON	COMMON STOCK	N/A	8,050	797,706	1,164,191
JOHNSON CONTROLS INTERNATION	COMMON STOCK	N/A	11,962	524,694	944,161
JPMORGAN CHASE & CO	COMMON STOCK	N/A	4,798	352,254	1,150,129
JULIUS BAER GROUP LTD-UN ADR	COMMON STOCK	N/A	12,085	140,532	155,616
KENVUE INC	COMMON STOCK	N/A	46,761	830,870	998,347
KOMATSU LIMITED - ADR	COMMON STOCK	N/A	5,688	156,008	155,396
LOWES COS INC	COMMON STOCK	N/A	2,816	263,787	694,989
MEDTRONIC PLC	COMMON STOCK	N/A	11,881	1,129,353	949,054
MERCEDES-BENZ GROUP AG	COMMON STOCK	N/A	7,015	129,519	96,947
MERCK & CO INC NEW	COMMON STOCK	N/A	9,373	388,419	932,426
META PLATFORMS INC CL A	COMMON STOCK	N/A	6,724	587,215	3,936,969
MICHELIN (CGDE) ADR	COMMON STOCK	N/A	7,009	103,925	114,878
MICROSOFT CORP	COMMON STOCK	N/A	6,204	271,678	2,614,986
MONSTER BEVERAGE CORP	COMMON STOCK	N/A	22,714	371,727	1,193,848

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Schedule H, Line 4i – Schedule of Assets Held at End of Year  
December 31, 2024

EIN: 81-0535453

Plan: 002

(a)	(b)	(c)	(c)	(c)	(d)	(e)
	Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value
	MORGAN STANLEY	COMMON STOCK	N/A	7,763	306,202	975,964
	MS&AD INSURANCE GR HOLDINGS INC ADR	COMMON STOCK	N/A	10,776	166,361	234,594
	MUENCHINER RUECK ADR	COMMON STOCK	N/A	24,248	151,289	242,965
	NATIXIS LOOMIS FOCUSED GRWTH ETF	COMMON STOCK	N/A	13,836	475,303	537,390
	NESTLE S.A. REGISTERED SHARES - ADR	COMMON STOCK	N/A	2,601	230,391	212,502
	NETFLIX INC	COMMON STOCK	N/A	3,564	1,138,447	3,176,664
	NEXTERA ENERGY INC	COMMON STOCK	N/A	14,495	525,831	1,039,147
	NIKE INC CL B	COMMON STOCK	N/A	6,166	467,221	466,581
	NIPPON TELEGRAPH AND TELEPHONE - ADR	COMMON STOCK	N/A	9,507	234,778	237,366
	NN GROUP NV-UNSPON ADR	COMMON STOCK	N/A	7,574	146,198	165,416
	NOVARTIS AG - ADR	COMMON STOCK	N/A	17,799	1,292,368	1,732,021
	NOVO NORDISK A/S - ADR	COMMON STOCK	N/A	10,589	431,756	910,866
	NVIDIA CORP	COMMON STOCK	N/A	37,300	138,846	5,009,017
	ORACLE CORPORATION	COMMON STOCK	N/A	15,217	603,975	2,535,761
	PAYPAL HOLDINGS INC	COMMON STOCK	N/A	5,786	607,229	493,835
	PERNOD RICARD SA ADR	COMMON STOCK	N/A	2,476	56,439	55,660
	PETROLEO BRASILEIRO S.A.- COMM - ADR	COMMON STOCK	N/A	10,561	185,015	135,814
	PFIZER INC	COMMON STOCK	N/A	26,349	816,251	699,039
	PHILIP MORRIS INTERNATIONAL IN	COMMON STOCK	N/A	8,599	636,854	1,034,890
	POWER CORP OF CANADA	COMMON STOCK	N/A	4,310	122,046	134,472
	QUALCOMM INC	COMMON STOCK	N/A	7,621	749,719	1,170,738
	REGENERON PHARMACEUTICALS INC	COMMON STOCK	N/A	1,395	656,844	993,700
	RIO TINTO PLC - ADR	COMMON STOCK	N/A	2,309	163,979	135,792
	ROCHE HOLDINGS LTD - ADR	COMMON STOCK	N/A	14,207	523,751	495,540
	ROYAL DUTCH SHELL PLC ADR	COMMON STOCK	N/A	2,536	151,439	158,880
	RTX CORPORATION	COMMON STOCK	N/A	7,237	388,741	837,466
	SALESFORCE INC	COMMON STOCK	N/A	5,082	762,813	1,699,065
	SANOFI-ADR	COMMON STOCK	N/A	1,212	57,950	58,455
	SEI INVESTMENT COMPANY	COMMON STOCK	N/A	7,533	257,822	621,322
	SHOPIFY INC - A W/I	COMMON STOCK	N/A	12,336	751,600	1,311,687
	SIEMENS AG - SPONSORED ADR	COMMON STOCK	N/A	9,982	635,794	965,060
	SMURFIT WESTROCK PLC	COMMON STOCK	N/A	4,291	193,422	231,113
	SOFTBANK CORP-UNSP ADR	COMMON STOCK	N/A	17,989	217,004	226,302
	SONIC HEALTHCARE LTD-SP ADR	COMMON STOCK	N/A	2,193	39,359	36,579
	STARBUCKS CORP COM	COMMON STOCK	N/A	8,468	570,495	772,705
	SVENSKA HANDELSB-A-UNSP ADR	COMMON STOCK	N/A	15,333	74,235	78,352
	TARGET CORP	COMMON STOCK	N/A	6,120	647,346	827,302
	TAYLOR WIMPEY PLC SPONS ADR	COMMON STOCK	N/A	7,697	159,963	116,533
	TESCO PLC ADR	COMMON STOCK	N/A	13,542	152,225	189,859
	TESLA, INC	COMMON STOCK	N/A	11,831	2,377,239	4,777,831
	THERMO FISHER SCIENTIFIC INC	COMMON STOCK	N/A	1,172	635,812	609,710
	TOKIO MARINE HOLDINGS INC ADR	COMMON STOCK	N/A	6,561	122,383	236,327
	TOTALENERGIES SE -SPON ADR	COMMON STOCK	N/A	1,792	98,235	97,664
	TOYOTA MOTOR CORPORATION - ADR	COMMON STOCK	N/A	802	118,939	156,077
	TRAVELERS COMPANIES, INC	COMMON STOCK	N/A	2,321	280,386	559,106
	TRUIST FINANCIAL CORP	COMMON STOCK	N/A	18,419	837,641	799,016
	UNILEVER PLC - ADR	COMMON STOCK	N/A	14,168	532,155	803,326
	UNITED OVERSEAS BANK LIMITED - ADR	COMMON STOCK	N/A	4,290	154,992	228,829
	UNITED PARCEL SERVICE-CL B	COMMON STOCK	N/A	5,600	933,245	706,160
	UPM-KYMMENE OYJ-UNSPON ADR	COMMON STOCK	N/A	5,541	165,896	153,098

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Schedule H, Line 4i – Schedule of Assets Held at End of Year  
December 31, 2024  
Plan: 002

EIN: 81-0535453

(a)	(b)	(c)	(c)	(d)	(e)	
	Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value
	VEOLIA ENVIRONNEMENT ADR	COMMON STOCK	N/A	7,477	92,416	105,052
	VERTEX PHARMACEUTICALS INC COM	COMMON STOCK	N/A	3,411	829,157	1,373,610
	VICI PROPERTIES INC	COMMON STOCK	N/A	26,506	809,249	774,240
	VISA INC-CLASS A SHRS	COMMON STOCK	N/A	8,412	502,838	2,658,528
	VOLVO AB-B SHS-UNSPON ADR	COMMON STOCK	N/A	4,808	113,272	116,113
	WALT DISNEY CO	COMMON STOCK	N/A	12,755	1,456,312	1,420,269
	WORKDAY INC	COMMON STOCK	N/A	1,764	232,978	455,165
	YUM BRANDS INC	COMMON STOCK	N/A	3,473	199,807	465,938
	YUM CHINA HOLDINGS INC	COMMON STOCK	N/A	4,064	106,561	195,763
	ZURICH INSURANCE GROUP-ADR	COMMON STOCK	N/A	8,393	145,812	249,189
		TOTAL COMMON STOCK		<u>1,156,009</u>	<u>\$ 54,626,771</u>	<u>\$ 95,787,037</u>
	JOHN HANCOCK MUTUAL FUNDS	INTERNATIONAL GROWTH FUND		427,625	\$ 13,258,563	\$ 11,614,302
	VANGUARD MUTUAL FUNDS	SMALL CAP INDEX FUND		<u>184,775</u>	<u>13,699,507</u>	<u>21,276,838</u>
		TOTAL MUTUAL FUNDS		<u>612,400</u>	<u>\$ 26,958,070</u>	<u>\$ 32,891,140</u>
*	WELLS FARGO INVESTMENTS	COMMON COLLECTIVE FUND		<u>22,041,175</u>	<u>\$ 22,041,175</u>	<u>\$ 22,041,175</u>
	TOTAL PORTFOLIO VALUE			<u><u>72,555,976</u></u>	<u><u>\$ 150,176,106</u></u>	<u><u>\$ 194,638,383</u></u>

\* A Party-in-Interest as Defined by ERISA

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions  
Year Ended December 31, 2024  
Plan: 002

EIN: 81-0535453

Total that Constitute Nonexempt Prohibited Transactions				
Late Participant Loan Repayments are Included (Yes/No)	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
Participant contributions transferred late to the Plan				
2023	N	\$ - *	\$ 15,297	\$ -
2023	N	\$ - **	\$ 2,227	\$ -
2024	N	\$ - ***	\$ 1,070	\$ -

\* Amount represents late contributions during the 2023 Plan year. The contributions were remitted during 2023. The Plan Sponsor has corrected for the lost earnings.

\*\* Amount represents late contributions during the 2023 Plan year which were corrected and remitted during 2024. The Plan Sponsor has corrected for the lost earnings.

\*\*\* Amount represents late contributions during the 2024 Plan year which are in the process of being corrected.

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

Department of the Treasury Internal Revenue Service

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).

2024

Department of Labor Employee Benefits Security Administration

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

Pension Benefit Guaranty Corporation

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan... [X] a single-employer plan [ ] a DFE... B This return/report is: [ ] the first return/report [ ] the final return/report [ ] an amended return/report [ ] a short plan year return/report... C If the plan is a collectively-bargained plan, check here... [ ] D Check box if filing under: [X] Form 5558 [ ] automatic extension [ ] the DFVC program [ ] special extension... 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: MONTANA CONTRACTORS ASSOC., INC. 401(K) RETIREMENT PLAN & TRUST
1b Three-digit plan number (PN): 002
1c Effective date of plan: 07/01/2006
2a Plan sponsor's name (employer, if for a single-employer plan): JACKSON CONTRACTOR GROUP, INC.
2b Employer Identification Number (EIN): 81-0535453
2c Plan Sponsor's telephone number (406) 542-9150
2d Business code (see instructions): 236200

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

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

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include Jesse Fallon (10/13/2025) and Alex Basile (10/09/2025).

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

<p><b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor</p> <p>ADMIN COMMITTEE, MONTANA CONTRACTORS ASSOC</p> <p>404 N 31ST STREET STE 205 PO BOX 30177 BILLINGS MT 59107</p>	<p><b>3b</b> Administrator's EIN 81-0448832</p> <p><b>3c</b> Administrator's telephone number (406) 256-9910</p>
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<p><b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:</p> <p><b>a</b> Sponsor's name <b>c</b> Plan Name</p>	<p><b>4b</b> EIN</p> <p><b>4d</b> PN</p>
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<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	471
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<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ).		
<b>a(1)</b> Total number of active participants at the beginning of the plan year .....	<b>6a(1)</b>	327
<b>a(2)</b> Total number of active participants at the end of the plan year .....	<b>6a(2)</b>	249
<b>b</b> Retired or separated participants receiving benefits .....	<b>6b</b>	0
<b>c</b> Other retired or separated participants entitled to future benefits .....	<b>6c</b>	124
<b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> .....	<b>6d</b>	373
<b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits .....	<b>6e</b>	0
<b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> .....	<b>6f</b>	373
<b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....	<b>6g(1)</b>	336
<b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....	<b>6g(2)</b>	309
<b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....	<b>6h</b>	0

<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	<b>7</b>	
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**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
2E 2J

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

<p><b>9a</b> Plan funding arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>	<p><b>9b</b> Plan benefit arrangement (check all that apply)</p> <p>(1) <input type="checkbox"/> Insurance</p> <p>(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts</p> <p>(3) <input checked="" type="checkbox"/> Trust</p> <p>(4) <input type="checkbox"/> General assets of the sponsor</p>
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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 \_\_\_\_\_
- (4)  **C** (Service Provider Information)
- (5)  **D** (DFE/Participating Plan Information)
- (6)  **G** (Financial Transaction Schedules)

Supplementary Information  
December 31, 2024

**Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust**

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Schedule H, Line 4i – Schedule of Assets Held at End of Year  
December 31, 2024

EIN: 81-0535453

Plan: 002

The following list of assets represents the holdings of the Montana Contractors' Association, Inc. Money Purchase Retirement Plan and Trust and the Montana Contractors' Association, Inc. 401(k) Retirement Plan and Trust for Employers that have adopted one or both Plans and have pooled the contributions in a single trust for investment purposes. A portion of the investments listed below are available to pay benefits to the employees of the employer.

(a)	(b)	(c)	(c)	(c)	(d)	(e)
Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value	
US GOVERNMENT	CALIFORNIA ST 7.500%	04/01/2034	55,000	\$ 83,915	\$ 62,747	
US GOVERNMENT	CALIFORNIA ST EDUCN 4.842%	10/01/2048	100,000	100,000	86,201	
US GOVERNMENT	CALIFORNIA STWD CMNT 0.732%	02/01/2025	175,000	175,000	174,480	
US GOVERNMENT	CENTRL TX REGL MOBIL 3.593%	01/01/2042	180,000	180,000	143,248	
US GOVERNMENT	COLORADO ST CTFS PAR 6.450%	09/15/2039	200,000	255,386	212,526	
US GOVERNMENT	NEW YORK CITY NY TRA 3.950%	08/01/2032	275,000	285,833	257,026	
US GOVERNMENT	PORT OF SEATTLE WA 3.755%	05/01/2036	75,000	81,275	66,067	
US GOVERNMENT	US TREASURY BOND 1.250%	05/15/2050	1,630,000	1,193,413	772,767	
US GOVERNMENT	US TREASURY BOND 1.625%	11/15/2050	970,000	700,647	505,768	
US GOVERNMENT	US TREASURY BOND 2.500%	02/15/2045	250,000	191,914	173,455	
US GOVERNMENT	US TREASURY BOND 2.875%	05/15/2043	3,250,000	2,711,356	2,461,615	
US GOVERNMENT	US TREASURY BOND 3.000%	02/15/2048	55,000	65,630	40,345	
US GOVERNMENT	US TREASURY BOND 3.000%	02/15/2049	210,000	256,623	152,783	
US GOVERNMENT	US TREASURY BONDS 2.875%	05/15/2052	570,000	478,089	398,618	
US GOVERNMENT	US TREASURY BONDS 3.625%	05/15/2053	370,000	330,621	300,773	
US GOVERNMENT	US TREASURY BONDS 4.125%	08/15/2053	250,000	232,102	222,660	
US GOVERNMENT	US TREASURY BONDS 4.125%	08/15/2044	595,000	568,597	538,457	
US GOVERNMENT	US TREASURY BONDS 4.125%	07/31/2028	2,900,000	2,894,073	2,879,990	
US GOVERNMENT	US TREASURY NOTE 0.625%	08/15/2030	1,735,000	1,404,712	1,408,976	
US GOVERNMENT	US TREASURY NOTE 0.875%	11/15/2030	180,000	179,311	147,274	
US GOVERNMENT	US TREASURY NOTE 1.125%	02/15/2031	305,000	246,979	251,701	
US GOVERNMENT	US TREASURY NOTE 1.125%	02/29/2028	315,000	310,129	285,727	
US GOVERNMENT	US TREASURY NOTE 2.625%	02/15/2029	705,000	659,298	659,126	
US GOVERNMENT	US TREASURY NOTES 2.750%	08/15/2032	1,405,000	1,304,626	1,245,996	
US GOVERNMENT	US TREASURY NOTES 3.375%	05/15/2033	220,000	207,210	202,176	
US GOVERNMENT	US TREASURY NOTES 3.875%	08/15/2033	295,000	287,671	280,757	
US GOVERNMENT	US TREASURY NOTES 4.125%	11/15/2032	2,685,000	2,666,817	2,618,734	
US GOVERNMENT	US TREASURY NOTES 4.250%	02/28/2031	220,000	218,269	217,503	
US GOVERNMENT	US TREASURY NOTES 4.375%	05/15/2034	815,000	824,727	802,473	
US GOVERNMENT	US TREASURY NOTES 4.625%	09/30/2030	360,000	369,408	363,344	
	TOTAL US GOVT		21,350,000	\$ 19,463,630	\$ 17,933,315	
FEDERAL AGENCY	FED HOME LOAN MTG 2.500%	9/1/2031	33,546	\$ 32,089	\$ 31,704	
FEDERAL AGENCY	FED HOME LOAN MTG 2.500%	6/1/2051	127,091	132,279	104,698	
FEDERAL AGENCY	FED HOME LOAN MTG 2.500%	2/1/2051	300,543	246,610	247,260	
FEDERAL AGENCY	FED HOME LOAN MTG 3.000%	8/1/2050	205,372	217,000	175,534	
FEDERAL AGENCY	FED HOME LOAN MTG 3.500%	5/1/2046	94,255	94,654	84,706	
FEDERAL AGENCY	FED HOME LOAN MTG 3.500%	2/1/2052	358,047	367,185	318,268	
FEDERAL AGENCY	FED HOME LOAN MTG 3.500%	2/1/2052	556,450	580,157	495,524	
FEDERAL AGENCY	FED HOME LOAN MTG 4.000%	5/1/2052	442,903	437,989	405,894	

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Schedule H, Line 4i – Schedule of Assets Held at End of Year  
December 31, 2024  
Plan: 002

EIN: 81-0535453

(a)	(b)	(c)	(c)	(c)	(d)	(e)
Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value	Current Value
FEDERAL AGENCY	FED HOME LOAN MTG 4.500%	7/1/2052	326,237	330,442	307,096	
FEDERAL AGENCY	FED HOME LOAN MTG 4.500%	9/1/2037	330,409	326,220	323,229	
FEDERAL AGENCY	FED HOME LOAN MTG 4.500%	8/1/2052	407,677	395,033	383,713	
FEDERAL AGENCY	FED HOME LOAN MTG 5.000%	3/1/2038	17,438	18,805	17,367	
FEDERAL AGENCY	FED HOME LOAN MTG 5.000%	9/1/2052	309,816	313,786	299,998	
FEDERAL AGENCY	FED HOME LOAN MTG 5.000%	3/1/2038	405,914	404,005	404,420	
FEDERAL AGENCY	FED HOME LOAN MTG 5.000%	11/1/2052	517,191	500,144	500,723	
FEDERAL AGENCY	FED HOME LOAN MTG 5.500%	1/1/2036	6,595	6,532	6,681	
FEDERAL AGENCY	FED HOME LOAN MTG 5.500%	1/1/2055	325,000	320,252	320,824	
FEDERAL AGENCY	FED HOME LOAN MTG 6.000%	11/1/2036	3,029	3,048	3,144	
FEDERAL AGENCY	FED NATL MTG ASSN. 2.500%	9/1/2031	42,880	44,401	40,558	
FEDERAL AGENCY	FED NATL MTG ASSN. 2.500%	12/1/2050	194,321	167,268	158,549	
FEDERAL AGENCY	FED NATL MTG ASSN. 2.500%	6/1/2050	308,234	317,577	255,603	
FEDERAL AGENCY	FED NATL MTG ASSN. 2.500%	6/1/2051	588,296	581,328	483,379	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	10/1/2046	110,337	110,044	95,744	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	9/1/2050	112,375	106,014	97,285	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	8/1/2050	130,548	136,086	112,324	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	7/1/2050	177,165	184,708	152,489	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	5/1/2050	185,477	191,440	158,316	
FEDERAL AGENCY	FED NATL MTG ASSN. 3.000%	5/1/2051	263,564	233,313	225,626	
FEDERAL AGENCY	FED NATL MTG ASSN. 4.000%	11/1/2037	259,594	256,085	249,498	
FEDERAL AGENCY	FED NATL MTG ASSN. 4.000%	9/1/2037	263,688	262,441	253,510	
FEDERAL AGENCY	FED NATL MTG ASSN. 4.000%	5/1/2052	657,405	640,597	602,479	
FEDERAL AGENCY	FED NATL MTG ASSN. 4.9994%	6/1/2044	10,839	11,733	10,414	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	8/1/2040	18,595	20,388	18,411	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	5/1/2039	19,231	21,019	19,162	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	8/1/2041	24,106	26,697	24,020	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	6/1/2035	28,349	31,331	28,117	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.000%	12/1/2052	175,277	174,292	169,896	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.500%	11/1/2036	7,294	7,706	7,380	
FEDERAL AGENCY	FED NATL MTG ASSN. 5.500%	1/1/2038	358,506	359,024	361,223	
FEDERAL AGENCY	FED NATL MTG ASSN. 6.000%	11/1/2054	268,207	271,463	269,535	
FEDERAL AGENCY	FED NATL MTG ASSN. 6.000%	12/1/2053	274,163	274,805	275,599	
FEDERAL AGENCY	FED NATL MTG ASSN. 6.000%	1/1/2053	357,807	353,852	359,782	
FEDERAL AGENCY	GOV NATL MTG ASSN. 5.500%	4/20/2053	627,676	627,804	624,412	
FEDERAL AGENCY	GOV NATL MTG ASSN. 6.500%	10/20/2054	173,548	177,561	176,628	
FEDERAL AGENCY	GOV NATL MTG ASSN. 6.500%	11/20/2054	184,394	188,240	187,990	
FEDERAL AGENCY	GOV NATL MTG ASSN. 6.500%	9/20/2054	327,082	335,438	333,339	
FEDERAL AGENCY	GOV NATL MTG ASSN. 6.500%	8/20/2054	539,244	549,355	548,815	
FEDERAL AGENCY	GOV NATL MTG ASSN. 7.000%	6/20/2054	253,963	259,994	260,472	
TOTAL FED AGENCY			11,709,673	\$ 11,648,232	\$ 10,991,339	
CORPORATE ISSUE	AEP TRANSMISSION CO 3.100%	12/1/2026	160,000	\$ 155,488	\$ 155,405	
CORPORATE ISSUE	ALIMENTATION COU 3.550%	7/26/2027	340,000	319,371	328,365	
CORPORATE ISSUE	AMAZON.COM INC 3.875%	8/22/2037	125,000	147,342	110,396	

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(a)	(b)	(c)	(c)	(c)	(d)	(e)
Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value	
CORPORATE ISSUE	AMERICAN WATER CAPIT 2.950%	9/1/2027	105,000	100,229	100,372	
CORPORATE ISSUE	AMPHENOL CORP 2.800%	2/15/2030	190,000	175,791	171,842	
CORPORATE ISSUE	AT&T INC 2.300%	6/1/2027	240,000	226,870	226,526	
CORPORATE ISSUE	AVERY DENNISON CORP 4.875%	12/6/2028	160,000	159,018	159,626	
CORPORATE ISSUE	AVIATION CAPITAL 1.950%	9/20/2026	100,000	91,581	94,926	
CORPORATE ISSUE	AVIATION CAPITAL 6.250%	4/15/2028	160,000	158,921	165,096	
CORPORATE ISSUE	BERKSHIRE HATHAWAY 5.750%	1/15/2040	145,000	173,817	152,847	
CORPORATE ISSUE	BLOCK FINANCIAL LLC 3.875%	8/15/2030	120,000	115,932	110,717	
CORPORATE ISSUE	BMW US CAP LLC 4.650%	8/13/2029	285,000	286,767	279,739	
CORPORATE ISSUE	BURLINGTON NORTH SAN 6.150%	5/1/2037	115,000	140,174	122,882	
CORPORATE ISSUE	BWX TECHNOLOGIES 4.125%	6/30/2028	175,000	175,928	163,847	
CORPORATE ISSUE	CANADIAN PACIFIC RAI 1.750%	12/2/2026	270,000	254,883	255,677	
CORPORATE ISSUE	CCO HLDGS LLC/CA 5.000%	2/1/2028	165,000	165,485	159,042	
CORPORATE ISSUE	COMCAST CORP 6.500%	11/15/2035	114,000	130,353	123,773	
CORPORATE ISSUE	COMMONWEALTH EDISON 5.900%	3/15/2036	215,000	217,167	224,148	
CORPORATE ISSUE	CROWN CASTLE TOW 4.241%	7/15/2028	210,000	204,347	202,163	
CORPORATE ISSUE	CUMMINS INC 5.450%	2/20/2054	90,000	88,439	87,577	
CORPORATE ISSUE	DAIMLER TRUCKS 2.375%	12/14/2028	255,000	220,706	231,517	
CORPORATE ISSUE	DIAMONDBACK ENERGY 3.500%	12/1/2029	185,000	190,097	172,061	
CORPORATE ISSUE	DICK'S SPORTING GOOD 3.150%	1/15/2032	200,000	189,423	175,148	
CORPORATE ISSUE	DUKE ENERGY CAR 4.850%	1/15/2034	290,000	280,420	281,074	
CORPORATE ISSUE	FEDEX CORP 5.100%	1/15/2044	95,000	99,344	86,815	
CORPORATE ISSUE	FISERV INC 3.200%	7/1/2026	235,000	237,227	229,825	
CORPORATE ISSUE	FORD MOTOR CREDIT CO 3.375%	11/13/2025	225,000	232,927	221,472	
CORPORATE ISSUE	GATX CORP 3.500%	6/1/2032	155,000	151,264	136,757	
CORPORATE ISSUE	GATX CORP 5.400%	3/15/2027	40,000	39,966	40,448	
CORPORATE ISSUE	GROUP 1 AUTOMOTI 4.000%	8/15/2028	167,000	168,996	156,347	
CORPORATE ISSUE	GTP ACQUISITION 3.482%	6/16/2025	385,000	395,710	382,324	
CORPORATE ISSUE	GUARDIAN LIFE GL 1.400%	7/6/2027	300,000	262,908	276,597	
CORPORATE ISSUE	H&E EQUIPMENT SE 3.875%	12/15/2028	175,000	173,961	159,940	
CORPORATE ISSUE	HCA INC 3.500%	9/1/2030	240,000	227,705	217,968	
CORPORATE ISSUE	HOST HOTELS & RESORT 2.900%	12/15/2031	135,000	106,379	114,865	
CORPORATE ISSUE	JOHN DEERE ABS 5.590%	6/15/2026	82,145	81,994	82,237	
CORPORATE ISSUE	LAMAR MEDIA CORP 3.750%	2/15/2028	70,000	68,425	65,645	
CORPORATE ISSUE	LAMAR MEDIA CORP 4.875%	1/15/2029	70,000	72,616	67,248	
CORPORATE ISSUE	LKQ CORP 6.250%	6/15/2033	195,000	194,045	201,131	
CORPORATE ISSUE	MARTIN MARIETTA 2.400%	7/15/2031	260,000	206,888	221,130	
CORPORATE ISSUE	MASCO CORP 2.000%	10/1/2030	100,000	82,418	84,221	
CORPORATE ISSUE	MASCO CORP 6.500%	8/15/2032	60,000	70,710	63,212	
CORPORATE ISSUE	MASSMUTUAL GLBL MTN 4.350%	9/17/2031	260,000	259,405	249,642	
CORPORATE ISSUE	MOLSON COORS BREWING 3.000%	7/15/2026	305,000	297,418	297,101	
CORPORATE ISSUE	MONDELEZ INTL INC 4.750%	8/28/2034	190,000	189,641	181,790	
CORPORATE ISSUE	MPT OPER PARTNERSP/F 5.000%	10/15/2027	215,000	220,471	181,262	
CORPORATE ISSUE	NATIONAL RURAL UTIL 3.250%	11/1/2025	235,000	225,171	232,147	
CORPORATE ISSUE	NEW YORK LIFE GL 1.150%	6/9/2026	175,000	157,603	166,752	
CORPORATE ISSUE	NEW YORK LIFE MTN 5.000%	1/9/2034	165,000	168,153	163,071	
CORPORATE ISSUE	NEXTERA ENERGY CAP 5.749%	9/1/2025	230,000	231,587	231,449	
CORPORATE ISSUE	NORTHWESTERN MUT 3.850%	9/30/2047	115,000	90,887	86,166	
CORPORATE ISSUE	NORTHWESTERN UNIVERS 3.688%	12/1/2038	145,000	167,039	123,691	
CORPORATE ISSUE	NSTAR ELECTRIC CO 5.400%	6/1/2034	220,000	220,238	221,087	

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(a)	(b)	(c)	(c)	(c)	(d)	(e)
Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value	
CORPORATE ISSUE	OCCIDENTAL PETROLEUM 7.500%	5/1/2031	85,000	90,814	92,927	
CORPORATE ISSUE	OGLETHORPE POWER 4.500%	4/1/2047	80,000	79,645	65,546	
CORPORATE ISSUE	OGLETHORPE POWER COR 5.250%	9/1/2050	100,000	93,045	89,790	
CORPORATE ISSUE	OLD REP INTL CORP 5.750%	3/28/2034	205,000	206,801	205,232	
CORPORATE ISSUE	ONCOR ELECTRIC DELIV 4.550%	12/1/2041	75,000	87,888	65,789	
CORPORATE ISSUE	ONEOK INC 5.000%	3/1/2026	85,000	96,574	85,131	
CORPORATE ISSUE	ORACLE CORP 3.850%	7/15/2036	235,000	198,696	201,334	
CORPORATE ISSUE	OTIS WORLDWIDE CORP 2.565%	2/15/2030	205,000	188,372	182,097	
CORPORATE ISSUE	PACIFIC GAS & ELEC 5.800%	5/15/2034	50,000	49,676	51,126	
CORPORATE ISSUE	PG&E CORP 5.000%	7/1/2028	170,000	157,993	166,080	
CORPORATE ISSUE	PINNACLE WEST CAPITA 1.300%	6/15/2025	380,000	361,471	373,612	
CORPORATE ISSUE	PNC FINANCIAL V-D 6.875%	10/20/2034	205,000	205,140	223,770	
CORPORATE ISSUE	PROVIDENT FDG ASSOCI 9.750%	9/15/2029	110,000	110,000	112,600	
CORPORATE ISSUE	PUBLIC SERVICE COLOR 6.500%	8/1/2038	125,000	139,025	135,110	
CORPORATE ISSUE	QORVO INC 4.375%	10/15/2029	170,000	162,207	159,431	
CORPORATE ISSUE	QUANTA SERVICES INC 2.900%	10/1/2030	205,000	200,448	182,928	
CORPORATE ISSUE	QVC INC 6.875%	4/15/2029	26,000	21,750	21,155	
CORPORATE ISSUE	RANGE RESOURCES CORP 8.250%	1/15/2029	153,000	157,490	157,529	
CORPORATE ISSUE	SBA TOWER TRUST 2.836%	1/15/2025	350,000	370,178	349,640	
CORPORATE ISSUE	SERVICE CORP INTL 4.625%	12/15/2027	45,000	47,723	43,788	
CORPORATE ISSUE	SERVICE CORP INTL 5.125%	6/1/2029	102,000	110,238	98,684	
CORPORATE ISSUE	SM ENERGY CO 6.500%	7/15/2028	115,000	115,539	114,279	
CORPORATE ISSUE	TELEFLEX INC 4.250%	6/1/2028	120,000	125,848	113,838	
CORPORATE ISSUE	TENET HEALTHCARE 6.125%	10/1/2028	185,000	178,369	184,658	
CORPORATE ISSUE	TENNESSEE GAS PIPELI 8.375%	6/15/2032	125,000	153,910	141,859	
CORPORATE ISSUE	TEVA PHARMACEUTICALS 3.150%	10/1/2026	130,000	124,714	124,917	
CORPORATE ISSUE	TOYOTA AUTO REC ABS 5.300%	9/15/2027	294,589	293,841	296,333	
CORPORATE ISSUE	UNION PACIFIC CORP 4.050%	3/1/2046	130,000	109,480	103,761	
CORPORATE ISSUE	UNITED AIR 2014-2 A 3.750%	9/3/2026	127,273	124,690	124,762	
CORPORATE ISSUE	UNITED AIR 2019-2 B 3.500%	5/1/2028	125,712	125,151	119,261	
CORPORATE ISSUE	UNITED RENTALS NORTH 3.875%	2/15/2031	220,000	227,840	196,535	
CORPORATE ISSUE	VIRGINIA ELEC & PWR 5.550%	8/15/2054	50,000	49,783	48,329	
CORPORATE ISSUE	VISTRA OPERATION 5.000%	7/31/2027	225,000	228,453	220,768	
CORPORATE ISSUE	VR BANK OF AMERICA 1.898%	7/23/2031	270,000	234,940	227,156	
CORPORATE ISSUE	VR CITIGROUP INC 2.561%	5/1/2032	135,000	110,988	114,264	
CORPORATE ISSUE	VR JPMORGAN CHASE 2.739%	10/15/2030	50,000	52,019	45,041	
CORPORATE ISSUE	VR WELLS FARGO & COM 3.584%	5/22/2028	225,000	237,850	218,034	
CORPORATE ISSUE	WEC ENERGY GROUP 4.750%	1/9/2026	340,000	339,997	340,180	
TOTAL CORPORATE BONDS			15,686,719	\$ 15,438,228	\$ 14,994,377	
3I GROUP PLC ADR	COMMON STOCK	N/A	6,828	\$ 79,902	\$ 154,313	
ALIBABA GROUP HOLDING LTD ADR	COMMON STOCK	N/A	4,157	483,126	352,472	
ALPHABET INC CL A	COMMON STOCK	N/A	12,697	312,572	2,403,542	
ALPHABET INC CL C	COMMON STOCK	N/A	4,894	119,902	932,013	
ALTRIA GROUP INC	COMMON STOCK	N/A	8,565	326,537	447,864	
AMAZON COM INC COM	COMMON STOCK	N/A	15,696	620,601	3,443,545	
ASE TECHNOLOGY HOLDING CO SPONS ADR	COMMON STOCK	N/A	12,976	89,924	130,668	
AT & T INC	COMMON STOCK	N/A	30,700	612,872	699,039	
AUTODESK INC	COMMON STOCK	N/A	5,061	289,520	1,495,880	

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Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value
BAE SYSTEMS PLC - ADR	COMMON STOCK	N/A	3,693	96,220	211,092
BANK OF AMERICA CORP	COMMON STOCK	N/A	22,226	641,993	976,833
BCE INC	COMMON STOCK	N/A	37,732	1,507,342	874,628
BHP GROUP LTD-SPON ADR	COMMON STOCK	N/A	793	48,163	38,722
BLOCK INC CL A	COMMON STOCK	N/A	6,380	674,543	542,236
BNP PARIBAS - ADR	COMMON STOCK	N/A	3,226	103,334	99,038
BOEING CO	COMMON STOCK	N/A	13,096	2,251,749	2,317,992
BRITISH AMERICAN TOBACCO P.L.C - ADR	COMMON STOCK	N/A	5,351	206,984	194,348
BROADCOM INC	COMMON STOCK	N/A	3,895	144,299	903,017
CHEVRON CORP	COMMON STOCK	N/A	6,735	770,483	975,497
CHUBB LTD	COMMON STOCK	N/A	3,822	423,680	1,056,019
CISCO SYSTEMS INC	COMMON STOCK	N/A	16,481	517,421	975,675
CITIGROUP INC.	COMMON STOCK	N/A	10,916	824,473	768,377
COCA-COLA EUROPACIFIC PARTNE	COMMON STOCK	N/A	2,555	168,903	196,250
COCA-COLA FEMSA SAB DE CV ADR	COMMON STOCK	N/A	2,226	137,768	173,383
COMCAST CORP CLASS A	COMMON STOCK	N/A	26,365	1,041,270	989,478
COMPAGNIE DE SAINT-UNSP ADR	COMMON STOCK	N/A	8,771	86,817	155,291
CONOCOPHILLIPS	COMMON STOCK	N/A	8,794	681,395	872,101
CROWN CASTLE INC REIT	COMMON STOCK	N/A	8,295	768,626	752,854
DEERE & CO	COMMON STOCK	N/A	619	65,396	262,270
DEUTSCHE POST AG ADR	COMMON STOCK	N/A	2,205	94,777	76,955
DEUTSCHE TELEKOM AG - ADR	COMMON STOCK	N/A	5,157	86,373	153,936
DIAGEO PLC - ADR	COMMON STOCK	N/A	5,860	699,071	744,982
DNB BANK ASA ADR	COMMON STOCK	N/A	8,537	174,805	169,886
DOW INC	COMMON STOCK	N/A	21,791	1,084,514	874,473
DUKE ENERGY HOLDING CORP. COM	COMMON STOCK	N/A	8,890	804,632	957,809
ENEL SOCIETA PER AZIONI - ADR	COMMON STOCK	N/A	32,981	230,750	233,505
EXPEDITORS INTL WASH INC	COMMON STOCK	N/A	5,019	223,913	555,955
EXXON MOBIL CORPORATION	COMMON STOCK	N/A	8,834	625,840	950,273
FACTSET RESH SYS INC COM	COMMON STOCK	N/A	1,322	155,641	634,930
GENERAL DYNAMICS CORP	COMMON STOCK	N/A	3,577	669,861	942,504
GENUINE PARTS CO	COMMON STOCK	N/A	6,656	607,689	777,155
HEALTHPEAK PROPERTIES INC	COMMON STOCK	N/A	38,874	1,038,681	787,976
IBERDROLA S.A.ADA ADR	COMMON STOCK	N/A	4,261	212,136	234,952
ILLUMINA INC	COMMON STOCK	N/A	3,729	892,501	498,306
INTUITIVE SURGICAL INC	COMMON STOCK	N/A	1,532	249,461	799,643
JOHNSON & JOHNSON	COMMON STOCK	N/A	8,050	797,706	1,164,191
JOHNSON CONTROLS INTERNATION	COMMON STOCK	N/A	11,962	524,694	944,161
JPMORGAN CHASE & CO	COMMON STOCK	N/A	4,798	352,254	1,150,129
JULIUS BAER GROUP LTD-UN ADR	COMMON STOCK	N/A	12,085	140,532	155,616
KENVUE INC	COMMON STOCK	N/A	46,761	830,870	998,347
KOMATSU LIMITED - ADR	COMMON STOCK	N/A	5,688	156,008	155,396
LOWES COS INC	COMMON STOCK	N/A	2,816	263,787	694,989
MEDTRONIC PLC	COMMON STOCK	N/A	11,881	1,129,353	949,054
MERCEDES-BENZ GROUP AG	COMMON STOCK	N/A	7,015	129,519	96,947
MERCK & CO INC NEW	COMMON STOCK	N/A	9,373	388,419	932,426
META PLATFORMS INC CL A	COMMON STOCK	N/A	6,724	587,215	3,936,969
MICHELIN (CGDE) ADR	COMMON STOCK	N/A	7,009	103,925	114,878
MICROSOFT CORP	COMMON STOCK	N/A	6,204	271,678	2,614,986
MONSTER BEVERAGE CORP	COMMON STOCK	N/A	22,714	371,727	1,193,848

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MORGAN STANLEY	COMMON STOCK	N/A	7,763	306,202	975,964	
MS&AD INSURANCE GR HOLDINGS INC ADR	COMMON STOCK	N/A	10,776	166,361	234,594	
MUENCHINER RUECK ADR	COMMON STOCK	N/A	24,248	151,289	242,965	
NATIXIS LOOMIS FOCUSED GRWTH ETF	COMMON STOCK	N/A	13,836	475,303	537,390	
NESTLE S.A. REGISTERED SHARES - ADR	COMMON STOCK	N/A	2,601	230,391	212,502	
NETFLIX INC	COMMON STOCK	N/A	3,564	1,138,447	3,176,664	
NEXTERA ENERGY INC	COMMON STOCK	N/A	14,495	525,831	1,039,147	
NIKE INC CL B	COMMON STOCK	N/A	6,166	467,221	466,581	
NIPPON TELEGRAPH AND TELEPHONE - ADR	COMMON STOCK	N/A	9,507	234,778	237,366	
NN GROUP NV-UNSPON ADR	COMMON STOCK	N/A	7,574	146,198	165,416	
NOVARTIS AG - ADR	COMMON STOCK	N/A	17,799	1,292,368	1,732,021	
NOVO NORDISK A/S - ADR	COMMON STOCK	N/A	10,589	431,756	910,866	
NVIDIA CORP	COMMON STOCK	N/A	37,300	138,846	5,009,017	
ORACLE CORPORATION	COMMON STOCK	N/A	15,217	603,975	2,535,761	
PAYPAL HOLDINGS INC	COMMON STOCK	N/A	5,786	607,229	493,835	
PERNOD RICARD SA ADR	COMMON STOCK	N/A	2,476	56,439	55,660	
PETROLEO BRASILEIRO S.A.- COMM - ADR	COMMON STOCK	N/A	10,561	185,015	135,814	
PFIZER INC	COMMON STOCK	N/A	26,349	816,251	699,039	
PHILIP MORRIS INTERNATIONAL IN	COMMON STOCK	N/A	8,599	636,854	1,034,890	
POWER CORP OF CANADA	COMMON STOCK	N/A	4,310	122,046	134,472	
QUALCOMM INC	COMMON STOCK	N/A	7,621	749,719	1,170,738	
REGENERON PHARMACEUTICALS INC	COMMON STOCK	N/A	1,395	656,844	993,700	
RIO TINTO PLC - ADR	COMMON STOCK	N/A	2,309	163,979	135,792	
ROCHE HOLDINGS LTD - ADR	COMMON STOCK	N/A	14,207	523,751	495,540	
ROYAL DUTCH SHELL PLC ADR	COMMON STOCK	N/A	2,536	151,439	158,880	
RTX CORPORATION	COMMON STOCK	N/A	7,237	388,741	837,466	
SALESFORCE INC	COMMON STOCK	N/A	5,082	762,813	1,699,065	
SANOFI-ADR	COMMON STOCK	N/A	1,212	57,950	58,455	
SEI INVESTMENT COMPANY	COMMON STOCK	N/A	7,533	257,822	621,322	
SHOPIFY INC - A W/I	COMMON STOCK	N/A	12,336	751,600	1,311,687	
SIEMENS AG - SPONSORED ADR	COMMON STOCK	N/A	9,982	635,794	965,060	
SMURFIT WESTROCK PLC	COMMON STOCK	N/A	4,291	193,422	231,113	
SOFTBANK CORP-UNSP ADR	COMMON STOCK	N/A	17,989	217,004	226,302	
SONIC HEALTHCARE LTD-SP ADR	COMMON STOCK	N/A	2,193	39,359	36,579	
STARBUCKS CORP COM	COMMON STOCK	N/A	8,468	570,495	772,705	
SVENSKA HANDELSB-A-UNSP ADR	COMMON STOCK	N/A	15,333	74,235	78,352	
TARGET CORP	COMMON STOCK	N/A	6,120	647,346	827,302	
TAYLOR WIMPEY PLC SPONS ADR	COMMON STOCK	N/A	7,697	159,963	116,533	
TESCO PLC ADR	COMMON STOCK	N/A	13,542	152,225	189,859	
TESLA, INC	COMMON STOCK	N/A	11,831	2,377,239	4,777,831	
THERMO FISHER SCIENTIFIC INC	COMMON STOCK	N/A	1,172	635,812	609,710	
TOKIO MARINE HOLDINGS INC ADR	COMMON STOCK	N/A	6,561	122,383	236,327	
TOTALENERGIES SE -SPON ADR	COMMON STOCK	N/A	1,792	98,235	97,664	
TOYOTA MOTOR CORPORATION - ADR	COMMON STOCK	N/A	802	118,939	156,077	
TRAVELERS COMPANIES, INC	COMMON STOCK	N/A	2,321	280,386	559,106	
TRUIST FINANCIAL CORP	COMMON STOCK	N/A	18,419	837,641	799,016	
UNILEVER PLC - ADR	COMMON STOCK	N/A	14,168	532,155	803,326	
UNITED OVERSEAS BANK LIMITED - ADR	COMMON STOCK	N/A	4,290	154,992	228,829	
UNITED PARCEL SERVICE-CL B	COMMON STOCK	N/A	5,600	933,245	706,160	
UPM-KYMMENE OYJ-UNSPON ADR	COMMON STOCK	N/A	5,541	165,896	153,098	

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Schedule H, Line 4i – Schedule of Assets Held at End of Year  
December 31, 2024  
Plan: 002

EIN: 81-0535453

(a)	(b)	(c)	(c)	(d)	(e)	
	Identity of Issuer	Description of Investment	Maturity	Par/ Shares	Original Cost	Current Value
	VEOLIA ENVIRONNEMENT ADR	COMMON STOCK	N/A	7,477	92,416	105,052
	VERTEX PHARMACEUTICALS INC COM	COMMON STOCK	N/A	3,411	829,157	1,373,610
	VICI PROPERTIES INC	COMMON STOCK	N/A	26,506	809,249	774,240
	VISA INC-CLASS A SHRS	COMMON STOCK	N/A	8,412	502,838	2,658,528
	VOLVO AB-B SHS-UNSPON ADR	COMMON STOCK	N/A	4,808	113,272	116,113
	WALT DISNEY CO	COMMON STOCK	N/A	12,755	1,456,312	1,420,269
	WORKDAY INC	COMMON STOCK	N/A	1,764	232,978	455,165
	YUM BRANDS INC	COMMON STOCK	N/A	3,473	199,807	465,938
	YUM CHINA HOLDINGS INC	COMMON STOCK	N/A	4,064	106,561	195,763
	ZURICH INSURANCE GROUP-ADR	COMMON STOCK	N/A	8,393	145,812	249,189
		TOTAL COMMON STOCK		<u>1,156,009</u>	<u>\$ 54,626,771</u>	<u>\$ 95,787,037</u>
	JOHN HANCOCK MUTUAL FUNDS	INTERNATIONAL GROWTH FUND		427,625	\$ 13,258,563	\$ 11,614,302
	VANGUARD MUTUAL FUNDS	SMALL CAP INDEX FUND		<u>184,775</u>	<u>13,699,507</u>	<u>21,276,838</u>
		TOTAL MUTUAL FUNDS		<u>612,400</u>	<u>\$ 26,958,070</u>	<u>\$ 32,891,140</u>
*	WELLS FARGO INVESTMENTS	COMMON COLLECTIVE FUND		<u>22,041,175</u>	<u>\$ 22,041,175</u>	<u>\$ 22,041,175</u>
	TOTAL PORTFOLIO VALUE			<u>72,555,976</u>	<u>\$ 150,176,106</u>	<u>\$ 194,638,383</u>

\* A Party-in-Interest as Defined by ERISA

Jackson Contractor Group, Inc.  
Montana Contractors' Association, Inc.  
401(k) Retirement Plan and Trust  
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions  
Year Ended December 31, 2024  
Plan: 002

EIN: 81-0535453

Total that Constitute Nonexempt Prohibited Transactions				
Late Participant Loan Repayments are Included (Yes/No)	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
Participant contributions transferred late to the Plan				
2023	N	\$ - *	\$ 15,297	\$ -
2023	N	\$ - **	\$ 2,227	\$ -
2024	N	\$ - ***	\$ 1,070	\$ -

\* Amount represents late contributions during the 2023 Plan year. The contributions were remitted during 2023. The Plan Sponsor has corrected for the lost earnings.

\*\* Amount represents late contributions during the 2023 Plan year which were corrected and remitted during 2024. The Plan Sponsor has corrected for the lost earnings.

\*\*\* Amount represents late contributions during the 2024 Plan year which are in the process of being corrected.