

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

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

Part I Annual Report Identification Information

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

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... D Check box if filing under: [X] Form 5558 [] automatic 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: PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 01/01/1994
2a Plan sponsor's name (employer, if for a single-employer plan): PERFORMANCE CONTRACTORS, INC.
2b Employer Identification Number (EIN): 72-0875986
2c Plan Sponsor's telephone number: 225-215-8351
2d Business code (see instructions): 237990

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 plan administrator, employer/plan sponsor, and DFE.

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

Form 5500 (2024) v. 240311

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	5644
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	4646
	6a(2)	4376
	6b	0
	6c	1236
	6d	5612
	6e	0
	6f	5612
	6g(1)	3380
6g(2)	3503	
6h	0	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

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

A Name of plan PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 PERFORMANCE CONTRACTORS, INC.	D Employer Identification Number (EIN) 72-0875986	

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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45-6062081

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

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

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

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

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45-6062081

(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?
15 21 24 37 50 60 64	NONE	315629	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	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.

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

A Name of plan <u>PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN</u>	B Three-digit plan number (PN)	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>PERFORMANCE CONTRACTORS, INC.</u>	D Employer Identification Number (EIN) <u>72-0875986</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>VANGUARD RETIREMENT SAVINGS TRUST</u>		
b Name of sponsor of entity listed in (a): <u>VANGUARD FIDUCIARY TRUST COMPANY</u>		
c EIN-PN <u>45-5436422-022</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6439574</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 PERFORMANCE CONTRACTORS, INC.	D Employer Identification Number (EIN) 72-0875986

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	519411	516494
(2) Participant contributions	1b(2)	148811	130726
(3) Other	1b(3)	52803	45506
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1133131	1597248
(2) U.S. Government securities	1c(2)	4190892	4277169
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	1776344	1327771
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	4955440	7225491
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	2306277	2450898
(9) Value of interest in common/collective trusts	1c(9)	7174497	6439574
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	90827774	107630664
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation.....	1e	
f	Total assets (add all amounts in lines 1a through 1e).....	1f	113085380 131641541
Liabilities			
g	Benefit claims payable.....	1g	
h	Operating payables.....	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	3143380 4069150
k	Total liabilities (add all amounts in lines 1g through 1j).....	1k	3143380 4069150
Net Assets			
l	Net assets (subtract line 1k from line 1f).....	1l	109942000 127572391

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.

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers.....	2a(1)(A)	1796073
	(B) Participants.....	2a(1)(B)	7446719
	(C) Others (including rollovers).....	2a(1)(C)	183941
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2).....	2a(3)	9426733
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	178190
	(B) U.S. Government securities.....	2b(1)(B)	141860
	(C) Corporate debt instruments.....	2b(1)(C)	67438
	(D) Loans (other than to participants).....	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	182382
	(F) Other.....	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F).....	2b(1)(G)	569870
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock.....	2b(2)(B)	49770
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	4261115
	(D) Total dividends. Add lines 2b(2)(A), (B), and (C).....	2b(2)(D)	4310885
(3)	Rents.....	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds.....	2b(4)(A)	37743608
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	36269673
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)	1473935
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)	
	(B) Other.....	2b(5)(B)	1440478
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)	1440478

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		9210807
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		26432708

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	8486688	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		8486688
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	315629	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		315629
j Total expenses. Add all expense amounts in column (b) and enter total	2j		8802317

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		17630391
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **MADDOX & ASSOCIATES APC**

(2) EIN: **72-1314069**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

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

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

A Name of plan <u>PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>PERFORMANCE CONTRACTORS, INC.</u>	D Employer Identification Number (EIN) <u>72-0875986</u>	

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

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

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

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 45-6062081

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702486A.

**Performance Contractors, Inc.
401(k) Salary Savings Plan #002**

Financial Statements

December 31, 2024 and 2023

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

December 31, 2024 and 2023

CONTENTS

	<u>Page</u>
Independent Auditors' Report	1
Statements of Net Assets Available for Benefits	5
Statements of Changes In Net Assets Available for Benefits	6
Notes to the Financial Statements	7
Supplemental Information	12



Independent Auditor's Report

To the Plan Administrator
Performance Contractors, Inc.
401(k) Salary Savings Plan #002

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

We have performed audits of the accompanying financial statements of Performance Contractors, Inc. 401(k) Salary Savings Plan #002 (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 years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Performance Contractors, Inc. 401(k) Salary Savings Plan #002's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained 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 7 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 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Performance Contractors, Inc. 401(k) Salary Savings Plan #002 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

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 Performance Contractors, Inc. 401(k) Salary Savings Plan #002's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a 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 Performance Contractors, Inc. 401(k) Salary Savings Plan #002'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 Performance Contractors, Inc. 401(k) Salary Savings Plan #002's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) and reportable transactions as of and for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information 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 generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

Maddox & Associates, APC

Baton Rouge, Louisiana
October 6, 2025

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Statements of Net Assets Available for Benefits

December 31, 2024 and 2023

ASSETS

	<u>2024</u>	<u>2023</u>
Investments (at fair value)	\$ 126,900,669	\$ 108,924,947
Receivables:		
Employer's matching contributions	16,494	19,411
Employer's profit sharing contributions	500,000	500,000
Participants' contributions	130,726	148,811
Accrued income	45,506	52,803
Notes receivable from participants	<u>2,450,898</u>	<u>2,306,277</u>
	3,143,624	3,027,302
Cash:		
Alerus financial money market	1,023,093	601,455
Federated government obligations	<u>574,155</u>	<u>531,676</u>
	<u>1,597,248</u>	<u>1,133,131</u>
TOTAL ASSETS	131,641,541	113,085,380
LIABILITIES		
Due to brokers-unsettled transactions	1,177,763	583,181
Excess contributions payable	2,891,172	2,558,706
Accrued expenses	<u>215</u>	<u>1,493</u>
TOTAL LIABILITIES	<u>4,069,150</u>	<u>3,143,380</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 127,572,391</u>	<u>\$ 109,942,000</u>

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Statements of Changes In Net Assets Available for Benefits

For the years ended December 31, 2024 and 2023

ADDITIONS	<u>2024</u>	<u>2023</u>
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	\$ 10,651,285	\$ 11,677,741
Net gain realized on sale of securities	1,473,935	870,144
Interest	387,488	387,775
Dividends	4,310,885	2,465,614
	<u>16,823,593</u>	<u>15,401,274</u>
Interest income on notes receivable from participants	182,382	137,119
Contributions:		
Participants (including rollovers)	7,630,660	6,413,521
Employer	1,796,073	1,583,419
	<u>9,426,733</u>	<u>7,996,940</u>
TOTAL ADDITIONS	26,432,708	23,535,333
DEDUCTIONS		
Deductions from net assets attributed to:		
Benefits paid to participants	8,486,688	8,256,002
Administrative expenses	315,629	259,972
TOTAL DEDUCTIONS	<u>8,802,317</u>	<u>8,515,974</u>
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	17,630,391	15,019,359
Net Assets Available for Benefits, Beginning of Year	<u>109,942,000</u>	<u>94,922,641</u>
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	<u>\$ 127,572,391</u>	<u>\$ 109,942,000</u>

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Notes to the Financial Statements

December 31, 2024 and 2023

1. DESCRIPTION OF PLAN

The following description of the Performance Contractors, Inc. ("Company") 401(k) Salary Savings Plan #002 ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General. The Plan is a salary reduction arrangement under Internal Revenue Code Section 401(k) and a profit sharing plan covering all full-time employees of the Company who have attained age 21. Salary deferrals may be made after one year of service and profit sharing after two years of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions. The Company must contribute to the Plan the amount by which the Participants have reduced their compensation for the plan year. In addition, the Company must make a matching contribution in an amount equal to twenty percent of each participant's elective deferrals for the plan year. The Company may contribute to the profit sharing plan at the discretion of the Company's board of directors. Some of the administrative expenses of the Plan were paid by the Company at the discretion of the board of directors.

Participant Accounts. Each participant's account is credited with the participant's contribution and allocations of (a) the Company's matching contribution, (b) the Company's profit sharing contribution, and (c) the Plan's earnings (losses). Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting. Participants are immediately vested 100 percent in all allocations to their accounts and are nonforfeitable at all times.

Notes Receivable from Participants. Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. The loans are secured by the balance in the participant's account and bear interest at 1% above the prime rate, as published in the Wall Street Journal, on the date of the loan (ranging from 4.25% to 9.50%). Principal and interest is paid ratably through weekly payroll deductions.

Payment of Benefits. On termination of service due to death, disability or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount, or in annual installments. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.

Forfeited Accounts. At December 31, 2024 and 2023, the balance of the forfeited non-vested accounts was \$7,956 and \$5; respectively. These accounts will be used to reduce future employer contributions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting. The financial statements of the Plan are prepared using the accrual method of accounting.

Use of Estimates. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the plan administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein. Accordingly, actual results may differ from those estimates.

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Notes to the Financial Statements

December 31, 2024 and 2023

Investment Valuation and Income Recognition. The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

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

Notes Receivable from Participants. Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest accrual is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2024 and 2023, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Excess Contributions. At December 31, 2024 and 2023, amounts payable to participants totaling \$2,891,172 and \$2,558,706, respectively, for contributions in excess of amounts allowed by the IRS are recorded as liabilities with a corresponding reduction to contributions. The Plan distributed the 2024 and 2023 excess contributions to the applicable participants prior to March 15, 2025 and March 15, 2024, respectively.

Payment of Benefits. Benefits are recorded when paid.

Expenses. All operating expenses of the Plan are paid by the Company and are therefore excluded from these financial statements.

Date of Management's Review. Subsequent events were evaluated through October 6, 2025, which is the date the financial statements were issued.

3. FAIR VALUE MEASUREMENTS AND INVESTMENTS

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The three levels of the fair value hierarchy under FASB ASC 820 are described as follows: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority. Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1). Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available.

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Notes to the Financial Statements

December 31, 2024 and 2023

Level 1 Fair Value Measurements

The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual funds held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded. The fair values of common stocks, corporate bonds, and U.S. government securities are based on the closing price reported on the active market where the individual securities are traded.

Level 2 Fair Value Measurements

The fair value of common/collective trusts are based on the net asset value (NAV) of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Level 3 Fair Value Measurements

The fair value of participant loans are based on the outstanding balance amounts held by the Plan at year-end.

The fair value of investments of Plan assets at December 31, 2024 and 2023 are summarized as follows:

	Fair Market Value Level	<u>2024</u>	<u>2023</u>
Nonparticipant Directed:			
U.S. Government backed securities	1	\$ 4,277,169	\$ 4,190,892
Corporate debt securities	1	1,327,771	1,776,344
Common stocks of publicly traded companies	1	7,225,491	4,955,440
Registered investment companies (mutual funds)	1	7,186,194	7,507,438
Participant Directed:			
Common/collective trusts	2	6,439,574	7,174,497
Registered investment companies (mutual funds)	1	100,444,470	83,320,336
Plan participant loans	3	2,450,898	2,306,277
Total Investments (including participant loans)		\$ 129,351,567	\$ 111,231,224

The table below sets forth a summary of changes in the fair value of the Plan's level 3 assets for the year ended December 31, 2024.

	Participant Loans
Balance, beginning of year	\$ 2,306,277
Purchases, sales, issuances and settlements (net)	144,621
Balance, end of year	\$ 2,450,898

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Notes to the Financial Statements

December 31, 2024 and 2023

During 2024 and 2023, the Plan's investments (including investments bought and held during the year) appreciated or depreciated in value by \$10,651,285 and \$11,677,741; respectively, as follows:

	<u>2024</u>	<u>2023</u>
Nonparticipant Directed:		
U.S. Government backed securities	\$ (177,369)	\$ 32,120
Corporate debt securities	(4,175)	34,070
Common stocks of publicly traded companies	1,622,022	630,045
Registered investment companies (mutual funds)	27,905	628,096
Participant Directed:		
Registered investment companies (mutual funds)	<u>9,182,902</u>	<u>10,353,410</u>
Net appreciation (depreciation) in fair value of assets	<u>\$ 10,651,285</u>	<u>\$ 11,677,741</u>

4. PLAN TERMINATION

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

5. TAX STATUS

The Internal Revenue Service has determined and informed the Company by letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the advisory letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations from years prior to 2021.

6. RISKS AND UNCERTAINTIES

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

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Notes to the Financial Statements

December 31, 2024 and 2023

7. INFORMATION PREPARED AND CERTIFIED BY CUSTODIAN OF THE PLAN

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by Alerus Financial, N.A. ("Alerus").

	<u>2024</u>	<u>2023</u>
Investments, at fair value (including participant loans)	<u>\$ 129,351,567</u>	<u>\$ 111,231,224</u>
Investment income:		
Net appreciation (depreciation) in fair value of investments	10,651,285	11,677,741
Net gain (loss) realized on sale of securities	1,473,935	870,144
Interest	387,488	387,775
Dividends	4,310,885	2,465,614
	<u>\$ 16,823,593</u>	<u>\$ 15,401,274</u>

8. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Alerus. Alerus is the investment custodian of the Plan and, therefore, these transactions qualify as party-in-interest transactions. These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

Supplemental Information

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	US Treasury Bonds	100,000 par 4.375% MAT 5-15-41	\$ 125,800	\$ 95,328
	US Treasury Bonds	100,000 par 3.0% MAT 5-15-42	100,250	78,570
	US Treasury Bonds	150,000 par 3.0% MAT 11-15-44	149,100	113,972
	US Treasury Bonds	150,000 par 2.5% MAT 2-15-46	139,553	102,703
	US Treasury Bonds	200,000 par 3.125% MAT 5-15-48	206,799	150,024
	US Treasury Note	25,000 par 2.0% MAT 2-15-25	24,447	24,929
	US Treasury Note	100,000 par 1.625% MAT 2-15-26	98,203	97,141
	US Treasury Note	35,000 par 1.625% MAT 8-15-29	35,529	31,060
	US Treasury Note	35,000 par 1.75% MAT 7-31-26	33,430	33,744
	US Treasury Note	120,000 par 1.75% MAT 11-15-29	108,253	106,406
	US Treasury Note	45,000 par 1.5% MAT 2-15-30	38,484	39,069
	US Treasury Note	200,000 par 1.625% MAT 5-15-31	201,161	168,712
	US Treasury Note	100,000 par 2.75% MAT 8-15-32	91,263	88,684
	US Treasury Note	225,000 par 4.125% MAT 11-15-32	222,913	219,454
	US Treasury Note	30,000 par 4.0% MAT 12-15-25	30,104	29,949
	US Treasury Note	145,000 par 4.0% MAT 2-15-34	140,782	138,843
	US Treasury Bonds	225,000 par 1.25% MAT 5-15-50	188,144	106,875
	US Treasury Bonds	100,000 par 1.25% MAT 5-15-51	91,604	55,711
	US Treasury Bonds	40,000 par 3.0% MAT 8-15-52	34,897	28,748
	US Treasury Bonds	100,000 par 3.625% MAT 2-15-53	92,819	81,387
	US Treasury Bonds	25,000 par 4.125% MAT 8-15-53	24,089	22,304
	Federal Home Loan Bank	25,000 par 4.375% MAT 3-13-26	28,712	25,024
	Federal Home Loan Mtg Corp Pool	15,202 par 3.5% MAT 6-1-44	15,701	13,771
	Federal Home Loan Mtg Corp Pool	20,538 par 3.0% MAT 1-1-45	20,562	17,910
	Federal Home Loan Mtg Corp Pool	11,452 par 3.5% MAT 8-1-34	11,987	10,926
	Federal Home Loan Mtg Corp Pool	10,266 par 2.5% MAT 1-1-28	10,480	10,012
	Federal Home Loan Mtg Corp Pool	89,897 par 2.5% MAT 12-1-49	90,024	74,187
	Federal Home Loan Mtg Corp Pool	163,723 par 2.0% MAT 7-1-50	167,867	128,587
	Federal Home Loan Mtg Corp Pool	230,347 par 2.0% MAT 8-1-50	238,877	180,875
	Federal Home Loan Mtg Corp Pool	101,334 par 5.0% MAT 7-1-52	101,081	98,100
	Federal Home Loan Mtg Corp Pool	50,186 par 5.5% MAT 4-1-54	49,798	49,529
	Federal Home Loan Mtg Corp Pool	78,512 par 5.5% MAT 5-1-54	78,193	77,484
	Federal Home Loan Mtg Corp Pool	21,062 par 3.5% MAT 4-1-33	22,056	20,184
	Federal Home Loan Mtg Corp Pool	17,554 par 3.0% MAT 2-1-43	17,599	15,489
	Federal National Mtg Assn Pool	56,210 par 1.5% MAT 5-1-41	56,008	44,846
	Federal National Mtg Assn Pool	79,872 par 2.5% MAT 3-1-42	80,720	68,364
	Federal National Mtg Assn Pool	218,931 par 3.0% MAT 6-1-42	212,431	193,401
	Federal National Mtg Assn Pool	20,386 par 3.0% MAT 4-1-46	21,010	17,686
	Federal National Mtg Assn Pool	20,742 par 3.0% MAT 11-1-48	20,803	17,958
	Federal National Mtg Assn Pool	17,069 par 3.0% MAT 10-1-47	17,074	14,512
	Federal National Mtg Assn Pool	21,114 par 3.0% MAT 1-1-50	21,414	18,179
	Federal National Mtg Assn Pool	66,566 par 2.0% MAT 10-1-50	68,687	52,242
	Federal National Mtg Assn Pool	451,822 par 1.5% MAT 5-1-41	448,575	360,504
	Federal National Mtg Assn Pool	23,112 par 5.5% MAT 5-1-54	22,784	22,810

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Federal National Mtg Assn Pool	23,466 par 2.0% MAT 12-1-41	23,833	19,490
	Federal National Mtg Assn Pool	199,159 par 4.5% MAT 11-1-42	190,259	191,788
	Federal National Mtg Assn Pool	58,876 par 4.5% MAT 1-1-53	58,241	55,391
	Federal National Mtg Assn Pool	113,946 par 5.0% MAT 3-1-53	111,578	110,154
	Federal National Mtg Assn Pool	404,817 par 5.0% MAT 6-1-53	398,492	391,252
	Federal National Mtg Assn Pool	165,062 par 5.5% MAT 7-1-54	163,102	162,901
	Bank of America	175,000 par 3.95% MAT 4-21-25	188,312	174,520
	Burlington Resources Fin	125,000 par 7.2% MAT 8-15-31	155,637	138,589
	CVS Corp	100,000 par 4.3% MAT 3-25-28	105,129	96,875
	Dominion Resources	100,000 par 4.25% MAT 6-1-28	111,413	98,094
	Express Scripts Hldg Co	250,000 par 3.4% MAT 3-1-27	240,015	240,577
	Norfolk Southn Corp	65,000 par 5.59% MAT 5-17-25	74,485	65,140
	Oracle Corporaton	50,000 par 2.95 % MAT 4-1-30	51,849	45,163
	Starbucks Corp	200,000 par 2.55 % MAT 11-15-30	208,988	175,224
	Verizon Communications	100,000 par 3.875% MAT 2-8-29	102,970	96,445
	Wells Fargo & Company	100,000 par 4.3% MAT 7-22-27	106,097	98,592
	Whirlpool Corp	100,000 par 4.75% MAT 2-26-29	117,833	98,552
	Allstate Corp	76 Shares of common stock	14,683	14,652
	Alphabet Inc Class A	1,537 Shares of common stock	211,637	290,954
	Amazon.com Inc	1,857 Shares of common stock	256,493	407,407
	Cencora Inc Com	542 Shares of common stock	84,930	121,777
	Apple Computer Inc	2,964 Shares of common stock	554,981	742,245
	Bank of America Corporation	2,050 Shares of common stock	83,894	90,098
	Berkshire Hathaway Cl B	342 Shares of common stock	105,737	155,022
	Boston Scientific Corp	1,898 Shares of common stock	107,894	169,529
	Broadcom Corp	1,114 Shares of common stock	122,181	258,270
	Cadence Design Systems	556 Shares of common stock	154,822	167,056
	Chipotle Mexican Grille Inc	1,228 Shares of common stock	76,388	74,048
	Constellation Energy Corp.com	403 Shares of common stock	98,010	90,155
	Digital Reality Tryust Inc	806 Shares of common stock	114,115	142,928
	Walt Disney Company	1,013 Shares of common stock	116,237	112,798
	Meta Platforms Inc.	316 Shares of common stock	95,755	185,021
	General Electric Company.com	662 Shares of common stock	67,532	110,415
	Heico Corporation	398 Shares of common stock	64,055	94,621
	Intuitive Surgical Inc	144 Shares of common stock	78,849	75,162
	JP Morgan Chase & Co	536 Shares of common stock	75,735	128,485
	Eli Lilly & Company	314 Shares of common stock	176,101	242,408
	M&T Bank Corp	211 Shares of common stock	39,892	39,670
	Mastercard Corp	130 Shares of common stock	67,553	68,454
	McCormick & Co	1,019 Shares of common stock	79,106	77,689
	Microsoft Corporation	1,435 Shares of common stock	378,135	604,853
	Microchip Technology Inc	1,194 Shares of common stock	79,512	68,476
	Netflix Inc.	147 Shares of common stock	65,416	131,024
	Nvidia Corp	4,360 Shares of common stock	205,882	585,504

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	Parker Hannifen Corp	281 Shares of common stock	110,160	178,724
	Progressive Corp	310 Shares of common stock	78,657	74,279
	Rockwell Automation	440 Shares of common stock	129,325	125,748
	S P Global Inc.com	226 Shares of common stock	93,711	112,555
	Servicenow Inc.	103 Shares of common stock	94,467	109,192
	Take-2 Interactive Software	756 Shares of common stock	96,264	139,164
	Target Corp	763 Shares of common stock	120,092	103,142
	Tesla Mtrs Inc	515 Shares of common stock	90,142	207,978
	United Rentals Inc.com	46 Shares of common stock	40,469	32,404
	United Health Group Inc	26 Shares of common stock	158,806	134,559
	Vertiv Holdings Co Com Cl A	432 Shares of common stock	35,274	49,079
	Vistra Corp Com	752 Shares of common stock	101,672	103,678
	Wells Fargo & Company	1,296 Shares of common stock	52,716	91,031
	Western Digital Coporation Del	2,820 Shares of common stock	130,260	168,157
	Zoetis Inc.	449 Shares of common stock	86,143	73,155
	Arch Capital Group Ltd	1,249 Shares of common stock	102,322	115,345
	Eaton Corp Plc	260 Shares of common stock	55,883	86,286
	Cyberark Software Ltd	217 Shares of common stock	57,431	72,294
	Vanguard Retirement Savings Trust Fund	6,439,574 Common collective trust	6,439,574	6,439,574
	Alliancebernstein High Income	45,906 Shares of mutual funds	318,588	321,801
	Pimco Mortgage Opportunities Instl	76,459 Shares of mutual funds	820,974	704,955
	Cohen and Steers Global Reality	12,562 Shares of mutual funds	672,119	641,149
	Dimensional US Small Cap Value	9,266 Shares of mutual funds	357,553	449,499
	Fidelity Advisor Small Cap Growth Z	13,157 Shares of mutual funds	357,473	445,111
	JP Morgan Mid Cap Growth R6	3,766 Shares of mutual funds	171,037	194,803
	MFS Mid Cap Value FD Cl R6	6,705 Shares of mutual funds	199,813	213,156
	Acadian Emerging Markets	16,866 Shares of mutual funds	396,010	381,674
	Causeway International Value	44,475 Shares of mutual funds	740,045	825,447
	Dimensional Dfa World Ex US Core Equity	81,051 Shares of mutual funds	1,041,434	1,056,096
	Fidelity Intl Growth Z	21,819 Shares of mutual funds	419,594	433,986
	Ishares Core S&P Small Cap ETF Dow Jones	476 Shares of mutual funds	42,125	44,297
	Select Sectpr Spdr ETF Materials	1,987 Shares of mutual funds	166,398	167,186
	Select Sectpr Spdr ETF Consumer Staples	979 Shares of mutual funds	68,110	76,959
	Select Sectpr Spdr ETF Consumer Discetionary	753 Shares of mutual funds	164,733	168,936
	Select Sectpr Spdr ETF Energy	3,009 Shares of mutual funds	269,144	257,751
	Select Sectpr Spdr ETF Financial	5,088 Shares of mutual funds	238,703	245,903
	Vanguard Long-Term Corp Bond ETF	7,455 Shares of mutual funds	583,910	557,485
	Janus Henderson Balanced	71,481 Shares of mutual funds	2,989,338	3,270,970
	Vanguard Target Retirement Income	115,895 Shares of mutual funds	1,584,282	1,518,222
	Vanguard Target Retirement 2020	491 Shares of mutual funds	15,111	13,007
	Vanguard Target Retirement 2025	200,697 Shares of mutual funds	3,763,306	3,751,034
	Vanguard Target Retirement 2030	20,303 Shares of mutual funds	734,243	769,094
	Vanguard Target Retirement 2035	229,567 Shares of mutual funds	4,870,537	5,505,025
	Vanguard Target Retirement 2040	23,972 Shares of mutual funds	949,875	1,036,087

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current Value
	Vanguard Target Retirement 2045	135,927	Shares of mutual funds	3,475,685	4,032,968
	Vanguard Target Retirement 2050	27,448	Shares of mutual funds	1,178,440	1,368,016
	Vanguard Target Retirement 2055	58,809	Shares of mutual funds	2,708,498	3,270,352
	Vanguard Target Retirement 2060	7,294	Shares of mutual funds	329,911	373,796
	Vanguard Target Retirement 2065	8,612	Shares of mutual funds	257,412	289,520
	Vanguard Target Retirement 2070	47	Shares of mutual funds	1,275	1,250
	JP Morgan Core Bond Ultra	245,603	Shares of mutual funds	2,513,107	2,485,501
	Pimco Total Return Instl Fund	863	Shares of mutual funds	7	7
	Blackrock Mid Cap Growth Eq K	42,558	Shares of mutual funds	1,756,413	1,854,684
	Cohen & Steers Realty Shares Instl	34,332	Shares of mutual funds	1,591,990	1,644,834
	Dodge & Cox Stock Cl X	23,482	Shares of mutual funds	5,823,167	6,039,285
	Federated Hermes Kaufmann Small Cap Instl	29,429	Shares of mutual funds	1,652,166	1,431,448
	Fidelity 500 Index Fund	81,300	Shares of mutual funds	13,467,182	16,600,694
	Fidelity Advisor Energ Cl I	102,741	Shares of mutual funds	3,852,844	4,794,941
	Franklin Utilities Adv	85,526	Shares of mutual funds	1,766,632	1,946,564
	T. Rowe Price Communication & Technology	34,398	Shares of mutual funds	4,059,807	5,303,821
	T. Rowe Price Financial Svcs Fund Inc Com	31,878	Shares of mutual funds	1,026,449	1,358,946
	T. Rowe Price Small-Cap Stock Fund Com	34,078	Shares of mutual funds	1,841,715	1,915,525
	T. Rowe Price Small Cap Value Fund #6	37,198	Shares of mutual funds	1,807,089	1,963,700
	Vanguard Specialized Portfolios Health Care	43,333	Shares of mutual funds	3,754,865	3,331,844
	Vanguard Global Equity Portfolio Fund	62,637	Shares of mutual funds	1,919,135	2,226,102
	Vanguard Information Tech Ind Admir	17,906	Shares of mutual funds	3,654,624	5,698,897
	Vanguard Index Trust Mid-Cap Index Fund	13,030	Shares of mutual funds	3,122,900	4,259,270
	Vanguard Growth Index Admiral	29,623	Shares of mutual funds	4,227,626	6,256,923
	Vanguard Small Cap Index Admiral Fund	20,699	Shares of mutual funds	1,742,774	2,383,656
	AFS Europacific Growth R6	19,480	Shares of mutual funds	1,071,277	1,046,442
	MFS Intl Diversified Income	118,251	Shares of mutual funds	2,778,799	2,702,045
				<u>111,373,437</u>	<u>126,900,669</u>
	Participant Loans	2,450,898	4.25% - 9.50%	0	2,450,898
				<u>\$ 111,373,437</u>	<u>\$ 129,351,567</u>

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4j - Schedule of Reportable Transactions

For the Year Ended December 31, 2024

<u>Identity of Party Involved</u>	<u>Description of Asset</u>	<u>Purchase Price</u>	<u>Selling Price</u>	<u>Lease Rental</u>	<u>Expense Incurred with Transaction</u>	<u>Cost of Asset</u>	<u>Current Value of Asset on Transaction Date</u>	<u>Net Gain or (Loss)</u>
NONE								

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	US Treasury Bonds	100,000 par 4.375% MAT 5-15-41	\$ 125,800	\$ 95,328
	US Treasury Bonds	100,000 par 3.0% MAT 5-15-42	100,250	78,570
	US Treasury Bonds	150,000 par 3.0% MAT 11-15-44	149,100	113,972
	US Treasury Bonds	150,000 par 2.5% MAT 2-15-46	139,553	102,703
	US Treasury Bonds	200,000 par 3.125% MAT 5-15-48	206,799	150,024
	US Treasury Note	25,000 par 2.0% MAT 2-15-25	24,447	24,929
	US Treasury Note	100,000 par 1.625% MAT 2-15-26	98,203	97,141
	US Treasury Note	35,000 par 1.625% MAT 8-15-29	35,529	31,060
	US Treasury Note	35,000 par 1.75% MAT 7-31-26	33,430	33,744
	US Treasury Note	120,000 par 1.75% MAT 11-15-29	108,253	106,406
	US Treasury Note	45,000 par 1.5% MAT 2-15-30	38,484	39,069
	US Treasury Note	200,000 par 1.625% MAT 5-15-31	201,161	168,712
	US Treasury Note	100,000 par 2.75% MAT 8-15-32	91,263	88,684
	US Treasury Note	225,000 par 4.125% MAT 11-15-32	222,913	219,454
	US Treasury Note	30,000 par 4.0% MAT 12-15-25	30,104	29,949
	US Treasury Note	145,000 par 4.0% MAT 2-15-34	140,782	138,843
	US Treasury Bonds	225,000 par 1.25% MAT 5-15-50	188,144	106,875
	US Treasury Bonds	100,000 par 1.25% MAT 5-15-51	91,604	55,711
	US Treasury Bonds	40,000 par 3.0% MAT 8-15-52	34,897	28,748
	US Treasury Bonds	100,000 par 3.625% MAT 2-15-53	92,819	81,387
	US Treasury Bonds	25,000 par 4.125% MAT 8-15-53	24,089	22,304
	Federal Home Loan Bank	25,000 par 4.375% MAT 3-13-26	28,712	25,024
	Federal Home Loan Mtg Corp Pool	15,202 par 3.5% MAT 6-1-44	15,701	13,771
	Federal Home Loan Mtg Corp Pool	20,538 par 3.0% MAT 1-1-45	20,562	17,910
	Federal Home Loan Mtg Corp Pool	11,452 par 3.5% MAT 8-1-34	11,987	10,926
	Federal Home Loan Mtg Corp Pool	10,266 par 2.5% MAT 1-1-28	10,480	10,012
	Federal Home Loan Mtg Corp Pool	89,897 par 2.5% MAT 12-1-49	90,024	74,187
	Federal Home Loan Mtg Corp Pool	163,723 par 2.0% MAT 7-1-50	167,867	128,587
	Federal Home Loan Mtg Corp Pool	230,347 par 2.0% MAT 8-1-50	238,877	180,875
	Federal Home Loan Mtg Corp Pool	101,334 par 5.0% MAT 7-1-52	101,081	98,100
	Federal Home Loan Mtg Corp Pool	50,186 par 5.5% MAT 4-1-54	49,798	49,529
	Federal Home Loan Mtg Corp Pool	78,512 par 5.5% MAT 5-1-54	78,193	77,484
	Federal Home Loan Mtg Corp Pool	21,062 par 3.5% MAT 4-1-33	22,056	20,184
	Federal Home Loan Mtg Corp Pool	17,554 par 3.0% MAT 2-1-43	17,599	15,489
	Federal National Mtg Assn Pool	56,210 par 1.5% MAT 5-1-41	56,008	44,846
	Federal National Mtg Assn Pool	79,872 par 2.5% MAT 3-1-42	80,720	68,364
	Federal National Mtg Assn Pool	218,931 par 3.0% MAT 6-1-42	212,431	193,401
	Federal National Mtg Assn Pool	20,386 par 3.0% MAT 4-1-46	21,010	17,686
	Federal National Mtg Assn Pool	20,742 par 3.0% MAT 11-1-48	20,803	17,958
	Federal National Mtg Assn Pool	17,069 par 3.0% MAT 10-1-47	17,074	14,512
	Federal National Mtg Assn Pool	21,114 par 3.0% MAT 1-1-50	21,414	18,179
	Federal National Mtg Assn Pool	66,566 par 2.0% MAT 10-1-50	68,687	52,242
	Federal National Mtg Assn Pool	451,822 par 1.5% MAT 5-1-41	448,575	360,504
	Federal National Mtg Assn Pool	23,112 par 5.5% MAT 5-1-54	22,784	22,810

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
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Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2024

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	Federal National Mtg Assn Pool	23,466 par 2.0% MAT 12-1-41	23,833	19,490
	Federal National Mtg Assn Pool	199,159 par 4.5% MAT 11-1-42	190,259	191,788
	Federal National Mtg Assn Pool	58,876 par 4.5% MAT 1-1-53	58,241	55,391
	Federal National Mtg Assn Pool	113,946 par 5.0% MAT 3-1-53	111,578	110,154
	Federal National Mtg Assn Pool	404,817 par 5.0% MAT 6-1-53	398,492	391,252
	Federal National Mtg Assn Pool	165,062 par 5.5% MAT 7-1-54	163,102	162,901
	Bank of America	175,000 par 3.95% MAT 4-21-25	188,312	174,520
	Burlington Resources Fin	125,000 par 7.2% MAT 8-15-31	155,637	138,589
	CVS Corp	100,000 par 4.3% MAT 3-25-28	105,129	96,875
	Dominion Resources	100,000 par 4.25% MAT 6-1-28	111,413	98,094
	Express Scripts Hldg Co	250,000 par 3.4% MAT 3-1-27	240,015	240,577
	Norfolk Southn Corp	65,000 par 5.59% MAT 5-17-25	74,485	65,140
	Oracle Corporaton	50,000 par 2.95 % MAT 4-1-30	51,849	45,163
	Starbucks Corp	200,000 par 2.55 % MAT 11-15-30	208,988	175,224
	Verizon Communications	100,000 par 3.875% MAT 2-8-29	102,970	96,445
	Wells Fargo & Company	100,000 par 4.3% MAT 7-22-27	106,097	98,592
	Whirlpool Corp	100,000 par 4.75% MAT 2-26-29	117,833	98,552
	Allstate Corp	76 Shares of common stock	14,683	14,652
	Alphabet Inc Class A	1,537 Shares of common stock	211,637	290,954
	Amazon.com Inc	1,857 Shares of common stock	256,493	407,407
	Cencora Inc Com	542 Shares of common stock	84,930	121,777
	Apple Computer Inc	2,964 Shares of common stock	554,981	742,245
	Bank of America Corporation	2,050 Shares of common stock	83,894	90,098
	Berkshire Hathaway Cl B	342 Shares of common stock	105,737	155,022
	Boston Scientific Corp	1,898 Shares of common stock	107,894	169,529
	Broadcom Corp	1,114 Shares of common stock	122,181	258,270
	Cadence Design Systems	556 Shares of common stock	154,822	167,056
	Chipotle Mexican Grille Inc	1,228 Shares of common stock	76,388	74,048
	Constellation Energy Corp.com	403 Shares of common stock	98,010	90,155
	Digital Reality Tryust Inc	806 Shares of common stock	114,115	142,928
	Walt Disney Company	1,013 Shares of common stock	116,237	112,798
	Meta Platforms Inc.	316 Shares of common stock	95,755	185,021
	General Electric Company.com	662 Shares of common stock	67,532	110,415
	Heico Corporation	398 Shares of common stock	64,055	94,621
	Intuitive Surgical Inc	144 Shares of common stock	78,849	75,162
	JP Morgan Chase & Co	536 Shares of common stock	75,735	128,485
	Eli Lilly & Company	314 Shares of common stock	176,101	242,408
	M&T Bank Corp	211 Shares of common stock	39,892	39,670
	Mastercard Corp	130 Shares of common stock	67,553	68,454
	McCormick & Co	1,019 Shares of common stock	79,106	77,689
	Microsoft Corporation	1,435 Shares of common stock	378,135	604,853
	Microchip Technology Inc	1,194 Shares of common stock	79,512	68,476
	Netflix Inc.	147 Shares of common stock	65,416	131,024
	Nvidia Corp	4,360 Shares of common stock	205,882	585,504

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	Parker Hannifen Corp	281 Shares of common stock	110,160	178,724
	Progressive Corp	310 Shares of common stock	78,657	74,279
	Rockwell Automation	440 Shares of common stock	129,325	125,748
	S P Global Inc.com	226 Shares of common stock	93,711	112,555
	Servicenow Inc.	103 Shares of common stock	94,467	109,192
	Take-2 Interactive Software	756 Shares of common stock	96,264	139,164
	Target Corp	763 Shares of common stock	120,092	103,142
	Tesla Mtrs Inc	515 Shares of common stock	90,142	207,978
	United Rentals Inc.com	46 Shares of common stock	40,469	32,404
	United Health Group Inc	26 Shares of common stock	158,806	134,559
	Vertiv Holdings Co Com Cl A	432 Shares of common stock	35,274	49,079
	Vistra Corp Com	752 Shares of common stock	101,672	103,678
	Wells Fargo & Company	1,296 Shares of common stock	52,716	91,031
	Western Digital Coporation Del	2,820 Shares of common stock	130,260	168,157
	Zoetis Inc.	449 Shares of common stock	86,143	73,155
	Arch Capital Group Ltd	1,249 Shares of common stock	102,322	115,345
	Eaton Corp Plc	260 Shares of common stock	55,883	86,286
	Cyberark Software Ltd	217 Shares of common stock	57,431	72,294
	Vanguard Retirement Savings Trust Fund	6,439,574 Common collective trust	6,439,574	6,439,574
	Alliancebernstein High Income	45,906 Shares of mutual funds	318,588	321,801
	Pimco Mortgage Opportunities Instl	76,459 Shares of mutual funds	820,974	704,955
	Cohen and Steers Global Reality	12,562 Shares of mutual funds	672,119	641,149
	Dimensional US Small Cap Value	9,266 Shares of mutual funds	357,553	449,499
	Fidelity Advisor Small Cap Growth Z	13,157 Shares of mutual funds	357,473	445,111
	JP Morgan Mid Cap Growth R6	3,766 Shares of mutual funds	171,037	194,803
	MFS Mid Cap Value FD Cl R6	6,705 Shares of mutual funds	199,813	213,156
	Acadian Emerging Markets	16,866 Shares of mutual funds	396,010	381,674
	Causeway International Value	44,475 Shares of mutual funds	740,045	825,447
	Dimensional Dfa World Ex US Core Equity	81,051 Shares of mutual funds	1,041,434	1,056,096
	Fidelity Intl Growth Z	21,819 Shares of mutual funds	419,594	433,986
	Ishares Core S&P Small Cap ETF Dow Jones	476 Shares of mutual funds	42,125	44,297
	Select Sectpr Spdr ETF Materials	1,987 Shares of mutual funds	166,398	167,186
	Select Sectpr Spdr ETF Consumer Staples	979 Shares of mutual funds	68,110	76,959
	Select Sectpr Spdr ETF Consumer Discetionary	753 Shares of mutual funds	164,733	168,936
	Select Sectpr Spdr ETF Energy	3,009 Shares of mutual funds	269,144	257,751
	Select Sectpr Spdr ETF Financial	5,088 Shares of mutual funds	238,703	245,903
	Vanguard Long-Term Corp Bond ETF	7,455 Shares of mutual funds	583,910	557,485
	Janus Henderson Balanced	71,481 Shares of mutual funds	2,989,338	3,270,970
	Vanguard Target Retirement Income	115,895 Shares of mutual funds	1,584,282	1,518,222
	Vanguard Target Retirement 2020	491 Shares of mutual funds	15,111	13,007
	Vanguard Target Retirement 2025	200,697 Shares of mutual funds	3,763,306	3,751,034
	Vanguard Target Retirement 2030	20,303 Shares of mutual funds	734,243	769,094
	Vanguard Target Retirement 2035	229,567 Shares of mutual funds	4,870,537	5,505,025
	Vanguard Target Retirement 2040	23,972 Shares of mutual funds	949,875	1,036,087

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	Vanguard Target Retirement 2045	135,927	Shares of mutual funds	3,475,685	4,032,968
	Vanguard Target Retirement 2050	27,448	Shares of mutual funds	1,178,440	1,368,016
	Vanguard Target Retirement 2055	58,809	Shares of mutual funds	2,708,498	3,270,352
	Vanguard Target Retirement 2060	7,294	Shares of mutual funds	329,911	373,796
	Vanguard Target Retirement 2065	8,612	Shares of mutual funds	257,412	289,520
	Vanguard Target Retirement 2070	47	Shares of mutual funds	1,275	1,250
	JP Morgan Core Bond Ultra	245,603	Shares of mutual funds	2,513,107	2,485,501
	Pimco Total Return Instl Fund	863	Shares of mutual funds	7	7
	Blackrock Mid Cap Growth Eq K	42,558	Shares of mutual funds	1,756,413	1,854,684
	Cohen & Steers Realty Shares Instl	34,332	Shares of mutual funds	1,591,990	1,644,834
	Dodge & Cox Stock Cl X	23,482	Shares of mutual funds	5,823,167	6,039,285
	Federated Hermes Kaufmann Small Cap Instl	29,429	Shares of mutual funds	1,652,166	1,431,448
	Fidelity 500 Index Fund	81,300	Shares of mutual funds	13,467,182	16,600,694
	Fidelity Advisor Energ Cl I	102,741	Shares of mutual funds	3,852,844	4,794,941
	Franklin Utilities Adv	85,526	Shares of mutual funds	1,766,632	1,946,564
	T. Rowe Price Communication & Technology	34,398	Shares of mutual funds	4,059,807	5,303,821
	T. Rowe Price Financial Svcs Fund Inc Com	31,878	Shares of mutual funds	1,026,449	1,358,946
	T. Rowe Price Small-Cap Stock Fund Com	34,078	Shares of mutual funds	1,841,715	1,915,525
	T. Rowe Price Small Cap Value Fund #6	37,198	Shares of mutual funds	1,807,089	1,963,700
	Vanguard Specialized Portfolios Health Care	43,333	Shares of mutual funds	3,754,865	3,331,844
	Vanguard Global Equity Portfolio Fund	62,637	Shares of mutual funds	1,919,135	2,226,102
	Vanguard Information Tech Ind Admir	17,906	Shares of mutual funds	3,654,624	5,698,897
	Vanguard Index Trust Mid-Cap Index Fund	13,030	Shares of mutual funds	3,122,900	4,259,270
	Vanguard Growth Index Admiral	29,623	Shares of mutual funds	4,227,626	6,256,923
	Vanguard Small Cap Index Admiral Fund	20,699	Shares of mutual funds	1,742,774	2,383,656
	AFS Europacific Growth R6	19,480	Shares of mutual funds	1,071,277	1,046,442
	MFS Intl Diversified Income	118,251	Shares of mutual funds	2,778,799	2,702,045
				<u>111,373,437</u>	<u>126,900,669</u>
	Participant Loans	2,450,898	4.25% - 9.50%	0	2,450,898
				<u>\$ 111,373,437</u>	<u>\$ 129,351,567</u>