

<p style="text-align: center;"><b>Form 5500</b></p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p style="font-size: x-small;">This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; font-weight: bold;">2024</p> <hr/> <p style="font-weight: bold;">This Form is Open to Public Inspection</p>
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**Part I Annual Report Identification Information**  
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

**A** This return/report is for:  a multiemployer plan  a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan  a DFE (specify) \_\_\_\_\_

**B** This return/report is:  the first return/report  the final return/report

an amended return/report  a short plan year return/report (less than 12 months)

**C** If the plan is a collectively-bargained plan, check here. . . . . ▶

**D** Check box if filing under:  Form 5558  automatic extension  the DFVC program

special extension (enter description)

**E** If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶

**Part II Basic Plan Information**—enter all requested information

<p><b>1a</b> Name of plan <u>WALBEC GROUP RETIREMENT PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>002</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>CONSTRUCTION RESOURCES MANAGEMENT, INC.</u></p> <p><u>N3 W23650 BADINGER ROAD</u> <u>WAUKESHA, WI 53188</u></p>	<p><b>1c</b> Effective date of plan <u>08/01/2000</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>39-1542489</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>262-524-1882</u></p> <p><b>2d</b> Business code (see instructions) <u>541219</u></p>

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

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

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/14/2025	SUE MILLER
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	900
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	703
	<b>6a(2)</b>	744
	<b>6b</b>	2
	<b>6c</b>	184
	<b>6d</b>	930
	<b>6e</b>	5
	<b>6f</b>	935
	<b>6g(1)</b>	894
	<b>6g(2)</b>	935
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

**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 2H 2J 2S 2T 3D 3H

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> 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**

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

**b General Schedules**

- (1)  **H** (Financial Information)
- (2)  **I** (Financial Information – Small Plan)
- (3)  **A** (Insurance Information) – Number Attached 0
- (4)  **C** (Service Provider Information)
- (5)  **D** (DFE/Participating Plan Information)
- (6)  **G** (Financial Transaction Schedules)

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

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

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

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

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

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

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

<b>A</b> Name of plan <b>WALBEC GROUP RETIREMENT PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>CONSTRUCTION RESOURCES MANAGEMENT, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>39-1542489</b>	

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

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

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

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

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

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

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

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

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

ONEAMERICA RETIREMENT SERVICES LLC

46-5378846

(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 37 38 50 64	NONE	117392	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

MATRIX TRUST COMPANY

75-3182674

(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?
19 21 25 62	NONE	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

**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
MATRIX TRUST COMPANY	19 21 25 62	0

(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.	
ONEAMERICA RETIREMENT SERVICES LLC  46-5378846	ONEAMERICA HAS AN AGREEMENT WITH MATRIX TRUST COMPANY TO PAY \$2,500 ANNUAL TRUST AND CUSTODY FEE PLUS 1 BASIS POINT ON MARKET VALUE ANNUALIZED MONTHLY.	

(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.

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

<b>A</b> Name of plan <u>WALBEC GROUP RETIREMENT PLAN</u>	<b>B</b> Three-digit plan number (PN)	<u>002</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>CONSTRUCTION RESOURCES MANAGEMENT, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>39-1542489</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>MORLEY STABLE VALUE FUND</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PRINCIPAL GLOBAL INVESTORS TRUST COMPANY</u>		
<b>c</b> EIN-PN <u>93-6274329-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>3334923</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>CASTLEARK SMALL COMPANY GROWTH</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>CASTLEARK</u>		
<b>c</b> EIN-PN <u>46-4251197-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>6379800</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>WALBEC GROUP RETIREMENT PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>002</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>CONSTRUCTION RESOURCES MANAGEMENT, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>39-1542489</b>

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

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	2587	30308
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	4556347	5019687
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	103441	96557
<b>(3)</b> Other .....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	28906	15911
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	9629623	9714723
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	143686445	165577186
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>		
<b>(15)</b> Other .....	<b>1c(15)</b>		

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	158007349	180454372
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>	10563	9900
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	10563	9900
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	157996786	180444472

**Part II Income and Expense Statement**

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

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	6930505	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	4338438	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	32141	
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		11301084
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	1242	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		1242
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	9007750	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		9007750
<b>(3)</b> Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		1436176
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		8300898
<b>c</b> Other income .....	<b>2c</b>		305672
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		30352822

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	7780213	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		7780213
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		7531
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>	117392	
(4) IQPA audit fees .....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>		
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>		
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		117392
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		7905136

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		22447686
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**Part III Accountant's Opinion**

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

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

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

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

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

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

(1) Name: CLIFTONLARSONALLEN LLP

(2) EIN: 41-0746749

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

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

**Part IV Compliance Questions**

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

During the plan year:

	Yes	No	Amount
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	139558
<b>b</b> Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>c</b> Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>d</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>e</b> Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>g</b> Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>h</b> Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>j</b> Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
<b>n</b> If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	<input type="checkbox"/>	<input type="checkbox"/>	

**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.)

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

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

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

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

<b>A</b> Name of plan <u>WALBEC GROUP RETIREMENT PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>002</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>CONSTRUCTION RESOURCES MANAGEMENT, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>39-1542489</u>	

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

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

1		0
---	--	---

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
 EIN(s): 75-3182674

**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	
---	--

<b>Part II</b>	<b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....  Yes  No  N/A  
**If the plan is a defined benefit plan, go to line 8.**

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

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

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

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

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

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

<b>Part IV</b>	<b>ESOPs</b> (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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**10** Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .....  Yes  No

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 08 / 19 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q704137A.

**WALBEC GROUP RETIREMENT PLAN**  
**FINANCIAL STATEMENTS AND**  
**ERISA-REQUIRED SUPPLEMENTAL SCHEDULES**  
**YEARS ENDED DECEMBER 31, 2024 AND 2023**



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**WALBEC GROUP RETIREMENT PLAN  
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## INDEPENDENT AUDITORS' REPORT

Administrative Committee  
Walbec Group Retirement Plan  
Waukesha, Wisconsin

### Report on the Audit of the Financial Statements

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

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

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

#### ***Opinion***

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

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

### ***Basis for Opinion***

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

### ***Responsibilities of Management for the Financial Statements***

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

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

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

### ***Auditors' Responsibilities for the Audit of the Financial Statements***

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- 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 Walbec Group Retirement Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Walbec Group Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

### ***Other Matters***

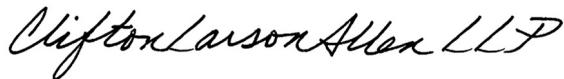
#### ***Supplemental Schedule Required by ERISA***

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

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

In our opinion:

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



**CliftonLarsonAllen LLP**

Milwaukee, Wisconsin  
October 10, 2025

**WALBEC GROUP RETIREMENT PLAN  
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS  
DECEMBER 31, 2024 AND 2023**

	2024	2023
<b>ASSETS</b>		
<b>CASH</b>	\$ 30,308	\$ 2,587
<b>INVESTMENTS (at Fair Value)</b>		
Collective Funds	9,714,723	9,629,623
Mutual Funds	165,577,186	143,686,445
Total Investments at Fair Value	175,291,909	153,316,068
<b>RECEIVABLES</b>		
Notes Receivable from Participants	106,480	111,944
Employee 401(k) Deferral Contributions	96,557	103,441
Company Contributions	5,019,687	4,556,346
Total Receivables	5,222,724	4,771,731
Total Assets	180,544,941	158,090,386
<b>LIABILITIES</b>		
<b>PAYABLES FOR SECURITIES PURCHASED</b>	9,900	10,563
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	\$ 180,535,041	\$ 158,079,823

See accompanying Notes to Financial Statements.

**WALBEC GROUP RETIREMENT PLAN  
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
YEARS ENDED DECEMBER 31, 2024 AND 2023**

	2024	2023
<b>ADDITIONS:</b>		
<b>INVESTMENT INCOME</b>		
Net Appreciation in Fair Value of Investments	\$ 13,272,942	15,485,692
Interest and Dividends	5,777,554	5,422,617
Total Investment Income	19,050,496	20,908,309
<b>INTEREST INCOME ON NOTES RECEIVABLES FROM PARTICIPANTS</b>	1,242	3,061
<b>CONTRIBUTIONS</b>		
Employee 401(k) Deferral	4,338,438	4,181,925
Company Contributions	6,930,505	6,259,302
Employee Rollover	32,141	139,166
Total Contributions	11,301,084	10,580,393
 Total Additions	30,352,822	31,491,763
<b>DEDUCTIONS:</b>		
<b>BENEFITS PAID TO PARTICIPANTS</b>	7,780,212	19,310,753
<b>ADMINISTRATIVE EXPENSES</b>	117,392	107,950
Total Deductions	7,897,604	19,418,703
<b>NET INCREASE</b>	22,455,218	12,073,060
<b>NET ASSETS AVAILABLE FOR BENEFITS:</b>		
Beginning of Year	158,079,823	146,006,763
End of Year	\$ 180,535,041	\$ 158,079,823

See accompanying Notes to Financial Statements.

**WALBEC GROUP RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 1 DESCRIPTION OF PLAN**

The following description of Walbec Group Retirement Plan, (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

**General**

The Plan is a defined contribution plan originally effective August 1, 2000. The Plan has been amended throughout the years to comply with tax legislation and most recently amended effective July 15, 2022. The Plan excludes leased employees, nonresident aliens, employees covered by a collective bargaining agreement, and certain other employees. The Plan is subject to the Employee Retirement Income Security Act of 1974 (ERISA). The Administrative Committee is responsible for the oversight of the Plan.

**Eligibility**

Employees of Construction Resources Management, Inc., Payne & Dolan, Inc., Zenith Tech, Inc., Northeast Asphalt, Inc., Premier Concrete, Inc. and Cicchini Asphalt, Inc. (collectively, the Company) who are not excluded above, are at least 21 years old, and have completed at least sixty days of service are eligible to participate in employee deferrals and employer safe harbor contributions. Employees that have met the above-mentioned criteria and have completed one year of service are eligible to participate in employer profit sharing contributions.

**Contributions**

The Plan includes a salary deferral arrangement allowed under Section 401(k) of the Internal Revenue Code (IRC). Eligible participants are permitted to elect to have up to 100% of their compensation contributed as pre-tax 401(k) or Roth contributions to the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan unless they affirmatively elect not to participate in the Plan. Automatically enrolled participant have their deferral rate set at 3% of eligible compensation, and their contributions invested in the designated default fund until changed by the participant.

The Company makes a safe harbor matching contribution of 3% of participant compensation to the Plan. Additionally, the Company has the ability to make a discretionary profit-sharing contribution. The profit-sharing contribution was 8% of compensation for the years ended December 31, 2024 and 2023.

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

**WALBEC GROUP RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 1 DESCRIPTION OF PLAN (CONTINUED)**

**Participant Accounts**

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

**Vesting**

Participants are fully vested upon entry into the Plan in regard to employee contributions and Company match contributions. A participant is 100% vested after six years of credited service in regard to profit-sharing contributions. Notwithstanding the above a participant is fully vested upon reaching normal retirement age, death, or permanent disability.

**Notes Receivable from Participants**

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The notes are repaid in a period not to exceed five years and accrue interest at the bank's prime rate plus 2%. Principal and interest is paid ratably through payroll deductions.

**Benefit Payments**

Upon termination of service due to death, disability, or retirement, a participant may elect to receive the value of the vested interest in his or her account in the form of a lump sum distribution, installment payments, partial withdrawals, or direct rollover. The Plan allows for in-service distributions if a participant reaches age 60. If a participant terminates employment and the participant's account balance does not exceed \$1,000, the Plan administrator will authorize the benefit payment as soon as administratively practical after the first day of the Plan year following the termination of service. If the balance of the terminated participant's account is between \$1,000 and \$5,000, the Plan Sponsor may authorize that the benefit payment be rolled into an individual retirement account in the participant's name.

**Forfeited Accounts**

Forfeitures are declared after a fifth consecutive one-year break in service. Forfeitures may be used to reduce company contributions or allocated to remaining eligible participants. At December 31, 2024 and 2023, forfeited nonvested account totaled \$107,190 and \$242,031 respectively. The forfeiture amounts are allocated to participant's accounts on the same basis as the Company's contributions. Forfeitures used to reduce contributions for the years ended December 31, 2024 and 2023, were \$247,518 and \$201,732, respectively. Forfeitures allocated to the participants for the years ended December 31, 2024 and 2023, were \$101,157 and \$106,360, respectively.

**WALBEC GROUP RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 2 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES**

**Basis of Accounting**

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

**Use of Estimates**

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

**Investment Valuation and Income Recognition**

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodians. See Note 4 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (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 income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 or 2023. Delinquent notes receivable are recorded as distributions on the basis of the terms of the Plan document.

**Benefit Payments**

Benefits are recorded when paid.

**Administrative Expenses**

The Plan's expenses are paid either by the Plan or the Company, as provided by the Plan document. Expenses paid directly by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits.

**Subsequent Events**

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

**WALBEC GROUP RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 3 CERTIFICATION OF INVESTMENT INFORMATION**

Matrix Trust Company, the qualified institution of the Plan, has certified to the completeness and accuracy of all investment information and notes receivable from participants reflected on the accompanying statement of net assets available for benefits as of December 31, 2024 and 2023, the statement of changes in net assets for the years then ended, and the schedule of assets (held at end of year) as of December 31, 2024.

**NOTE 4 FAIR VALUE OF INVESTMENTS**

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

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

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

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability;
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

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

**WALBEC GROUP RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 4 FAIR VALUE OF INVESTMENTS (CONTINUED)**

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

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

*Collective Fund:* Valued at the NAV of units of the bank collective trust. NAV is a readily determinable fair value and is the basis for current transactions. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner.

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

	2024			
	Level 1	Level 2	Level 3	Total
Collective Funds	\$ -	\$ 9,714,723	\$ -	\$ 9,714,723
Mutual Funds	165,577,186	-	-	165,577,186
Total Investments at Fair Value	\$165,577,186	\$ 9,714,723	\$ -	\$175,291,909
	2023			
	Level 1	Level 2	Level 3	Total
Collective Funds	\$ -	\$ 9,629,623	\$ -	\$ 9,629,623
Mutual Funds	143,686,445	-	-	143,686,445
Total Investments at Fair Value	\$143,686,445	\$ 9,629,623	\$ -	\$153,316,068

**NOTE 5 RISKS AND UNCERTAINTIES**

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

**WALBEC GROUP RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 6 PLAN TERMINATION**

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

**NOTE 7 PLAN TAX STATUS**

The Plan is placing reliance on an opinion letter dated August 19, 2020 received from the IRS on the prototype plan indicating that the Plan is qualified under Section 401 of the IRC and is therefore, not subject to tax under current income tax law. The prototype Plan has been amended since receiving the opinion letter. However, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

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

**NOTE 8 PARTY-IN-INTEREST TRANSACTIONS**

Certain Plan investments were managed by Matrix Trust Company, the qualified institution of the Plan. Therefore, the investment transactions qualify as party-in-interest transactions. Fees incurred by the Plan for the investment management services are included in net appreciation in fair value of the investment, as they are paid through revenue sharing, rather than a direct payment.

**NOTE 9 NONEXEMPT TRANSACTIONS**

During 2024 and 2023, The Company failed to timely remit to the trustee certain participant contributions totaling \$139,518 and \$40, respectively, within the period described by the Department of Labor Regulations. Delays in remitting contributions to the trustee were due to administrative delays. This is deemed a prohibited transaction in accordance with ERISA and the IRC. All nonexempt transactions were fully corrected under the Department of Labor's Voluntary Fiduciary Correction Program (VFCP) in 2024.

**WALBEC GROUP RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 10 NONPARTICIPANT – DIRECTED INVESTMENTS**

The Company profit sharing contribution source allocation of investments is Company directed. Information about the net assets and the significant components of the changes in net assets relating to the nonparticipant-directed investments is as follows:

	2024	2023
Net Assets:		
Common Collective Trusts	\$ 3,847,565	\$ 3,063,051
Mutual Funds	73,994,766	67,632,892
Total Investments at Fair Value	77,842,331	70,695,943
Receivables:		
Company Contributions	4,864,265	4,506,643
Net Assets Available for Benefits	\$ 82,706,596	\$ 75,202,586
Changes in Net Assets:		
Benefits Paid to Participants	\$ (4,051,335)	\$ (10,114,027)
Contributions	5,144,523	4,670,464
Transfers In	78,360	71,016
Dividends and Interest	3,411,621	2,606,055
Net Appreciation in Fair Value of Investments	2,920,840	5,720,916
Net Increase in Assets Available for Benefits	\$ 7,504,009	\$ 2,954,424

**NOTE 11 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500**

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

	2024	2023
Net Assets Available for Benefits per the Financial Statements	\$ 180,535,041	\$ 158,079,823
Certain Deemed Distributions of Participant Loans	(90,569)	(83,037)
Net Assets Available for Benefits per Form 5500	\$ 180,444,472	\$ 157,996,786

**WALBEC GROUP RETIREMENT PLAN  
NOTES TO FINANCIAL STATEMENTS  
DECEMBER 31, 2024 AND 2023**

**NOTE 11 RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500 (CONTINUED)**

The following is a reconciliation of the net increase (decrease) in net assets available for benefits per the financial statements to Form 5500 for the year ended December 31:

	<u>2024</u>	<u>2023</u>
Net Increase in Net Assets Available for Benefits per the Financial Statements	\$ 22,455,218	\$ 12,073,060
Change in Certain Deemed Distributions of Participant Loans	<u>(7,532)</u>	<u>(8,890)</u>
Net Increase in Net Assets Available for Benefits per Form 5500	<u>\$ 22,447,686</u>	<u>\$ 12,064,170</u>

Deemed distributions are recognized for Form 5500 reporting but not for financial statement reporting until a full distribution of the participant's account balance is made.

**WALBEC GROUP RETIREMENT PLAN**  
**E.I.N. 39-1542489 PLAN NO. 002**  
**SCHEDULE H, LINE 4a—SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS**  
**YEAR ENDED DECEMBER 31, 2024**

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are Included <input checked="" type="checkbox"/> Yes				\$ 139,558

**WALBEC GROUP RETIREMENT PLAN**  
**E.I.N. 39-1542489 PLAN NO. 002**  
**SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR)**  
**DECEMBER 31, 2024**

(a)	(b) , (c)	(d)	(e)
Identity of Issue , Description of Investment	Cost **	Current Value	
<b>Cash</b>	\$ -	\$ 30,308	
<b>Collective Funds:</b>			
CastleArk Small Company Grow th	-	2,532,235	
CastleArk Small Company Grow th	2,434,369	3,847,565	
Morley Stable Value Fund	-	3,334,923	
Total Collective Funds	2,434,369	9,714,723	
<b>Mutual Funds:</b>			
American Capital Income Builder Fund	-	1,428,130	
American Income Fund of America Class R6	-	3,580,333	
Baird Core Plus Bond Inst	9,289,094	9,499,197	
Baird Intermediate Bond Fd Instl	11,822,641	10,880,871	
Brandywine Global - Global Opportunities Bond Fund	-	824,372	
Boston Partners All-Cap Value Fund	-	4,154,804	
Boston Partners All-Cap Value Fund	4,301,955	4,346,365	
Carillon Reams Core Bond Fund	7,047,576	6,502,835	
Cohen & Steers Real Estate Securities Fund CI	-	1,102,880	
DFA Emerging Markets	-	1,760,371	
Dodge & Cox Income Fund	-	4,198,017	
Federated Ultrashort Bond Fund	430,561	441,124	
First Eagle Overseas Fund	-	3,152,444	
Hartford Core Equity Fund-R3	-	3,593,239	
Invesco Equally Weighted S&P 500 Fund	8,804,762	8,128,262	
Janus Henderson Enterprise Fund	-	6,049,461	
JP Morgan Mid Cap Value Fund	-	1,598,727	
MFS Grow th Fund	-	15,836,359	
MFS International	5,478,096	10,016,470	
Royce Special Equity Fund	-	2,411,701	
Royce Special Equity Fund	4,538,831	3,486,428	
Vanguard 500 Index Fund	-	6,870,272	
Vanguard 500 Index Fund	8,812,623	11,436,310	
Vanguard Cash Reserves Money Market	2,553,535	2,553,535	
Vanguard Developed Markets Fund	6,418,141	6,134,429	
Vanguard Extended Markets Fund	4,250,818	4,211,757	
Vanguard Inflation - Protected Securities Fund Admiral	-	944,261	
Vanguard Mid Cap Index Fund	-	3,076,439	
Vanguard Small Cap Index Fund	-	3,418,058	
Vanguard Target Retirement 2020 Fund	-	186,943	
Vanguard Target Retirement 2025 Fund	-	960,195	
Vanguard Target Retirement 2030 Fund	-	3,037,452	
Vanguard Target Retirement 2035 Fund	-	4,045,516	
Vanguard Target Retirement 2040 Fund	-	4,570,751	
Vanguard Target Retirement 2045 Fund	-	2,345,646	

**WALBEC GROUP RETIREMENT PLAN**  
**E.I.N. 39-1542489 PLAN NO. 002**  
**SCHEDULE H, LINE 4i—SCHEDULE OF ASSETS (HELD AT END OF YEAR) (CONTINUED)**  
**DECEMBER 31, 2024**

(a)	(b) , (c)	(d)	(e)
	Identity of Issue , Description of Investment	Cost **	Current Value
	<b>Mutual Funds (Continued):</b>		
	Vanguard Target Retirement 2050 Fund	\$ -	\$ 3,063,453
	Vanguard Target Retirement 2055 Fund	-	4,156,114
	Vanguard Target Retirement 2060 Fund	-	858,033
	Vanguard Target Retirement 2065 Fund	-	422,762
	Vanguard Target Retirement Income Fund	-	292,870
	Total Mutual Funds	73,748,633	165,577,186
*	Participant Loans		
	Rates of 5.25% to 10.50%	-	15,911
	Total	<u>\$ 76,183,002</u>	<u>\$ 175,338,128</u>

\* Indicates party-in-interest

\*\*Cost omitted for participant-directed accounts



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5% Reportable Transactions (Series by Security)  
December 31, 2024

SPONSOR: CONSTRUCTION RESOURCES MANAGEMENT, INC.

EIN: 39-1542489

PLAN NUMBER: 002

NAME: WALBEC GROUP RETIREMENT PLAN

DESCRIPTION OF ASSET/IDENTITY OF PARTIES INVOLVED	QUANTITY	PRICE	EXPENSE INCURRED	COST OF ASSET	VALUE OF ASSET	NET GAIN(LOSS)
Vanguard Cash Reserves Federal Money Market Fund Admiral Class (CUSIP 922906508)						
01/02/2024 SALE	34,752.9200	1.0000	0.00	34,752.92	34,752.92	0.00
01/03/2024 SALE	497.0200	1.0000	0.00	497.02	497.02	0.00
01/05/2024 SALE	7,162.7900	1.0000	0.00	7,162.79	7,162.79	0.00
01/08/2024 PURCHASE	1,449.3100	1.0000	0.00	1,449.31	1,449.31	0.00
01/10/2024 PURCHASE	157.8200	1.0000	0.00	157.82	157.82	0.00
01/16/2024 SALE	4,621.2300	1.0000	0.00	4,621.23	4,621.23	0.00
01/17/2024 PURCHASE	1,295.4600	1.0000	0.00	1,295.46	1,295.46	0.00
01/18/2024 SALE	382.8600	1.0000	0.00	382.86	382.86	0.00
01/19/2024 SALE	7,344.2500	1.0000	0.00	7,344.25	7,344.25	0.00
01/23/2024 SALE	5,518.7200	1.0000	0.00	5,518.72	5,518.72	0.00
01/26/2024 SALE	300,301.0700	1.0000	0.00	300,301.07	300,301.07	0.00
01/30/2024 SALE	289,974.2900	1.0000	0.00	289,974.29	289,974.29	0.00
01/31/2024 PURCHASE	9,194.9300	1.0000	0.00	9,194.93	9,194.93	0.00
02/01/2024 SALE	1,287.9800	1.0000	0.00	1,287.98	1,287.98	0.00
02/05/2024 PURCHASE	16,437.7400	1.0000	0.00	16,437.74	16,437.74	0.00
02/14/2024 PURCHASE	51.6200	1.0000	0.00	51.62	51.62	0.00
02/16/2024 SALE	87,869.7400	1.0000	0.00	87,869.74	87,869.74	0.00
02/20/2024 SALE	3,692.0100	1.0000	0.00	3,692.01	3,692.01	0.00
02/21/2024 SALE	5,465.9600	1.0000	0.00	5,465.96	5,465.96	0.00
02/22/2024 SALE	15,189.7400	1.0000	0.00	15,189.74	15,189.74	0.00
02/27/2024 SALE	8,909.9700	1.0000	0.00	8,909.97	8,909.97	0.00
02/28/2024 PURCHASE	14.3100	1.0000	0.00	14.31	14.31	0.00
02/29/2024 SALE	129.9100	1.0000	0.00	129.91	129.91	0.00
02/29/2024 PURCHASE	6,142.7000	1.0000	0.00	6,142.70	6,142.70	0.00
03/01/2024 SALE	3,716.9200	1.0000	0.00	3,716.92	3,716.92	0.00
03/04/2024 PURCHASE	701.0900	1.0000	0.00	701.09	701.09	0.00
03/04/2024 PURCHASE	212.4300	1.0000	0.00	212.43	212.43	0.00
03/05/2024 SALE	31,258.0400	1.0000	0.00	31,258.04	31,258.04	0.00
03/06/2024 PURCHASE	1,150,000.0000	1.0000	0.00	1,150,000.00	1,150,000.00	0.00
03/06/2024 SALE	4,550.0000	1.0000	0.00	4,550.00	4,550.00	0.00
03/12/2024 SALE	1,455.4800	1.0000	0.00	1,455.48	1,455.48	0.00
03/13/2024 SALE	19,605.4700	1.0000	0.00	19,605.47	19,605.47	0.00
03/14/2024 PURCHASE	51.6200	1.0000	0.00	51.62	51.62	0.00
03/15/2024 SALE	54,091.5100	1.0000	0.00	54,091.51	54,091.51	0.00
03/19/2024 SALE	393,533.9900	1.0000	0.00	393,533.99	393,533.99	0.00
03/26/2024 SALE	5,450.0400	1.0000	0.00	5,450.04	5,450.04	0.00
03/27/2024 SALE	6,619.8200	1.0000	0.00	6,619.82	6,619.82	0.00

## 5% Reportable Transactions (Series by Security)

December 31, 2024

DESCRIPTION OF ASSET/IDENTITY OF PARTIES INVOLVED	QUANTITY	PRICE	EXPENSE INCURRED	COST OF ASSET	VALUE OF ASSET	NET GAIN(LOSS)
03/28/2024 PURCHASE	4,506,643.0900	1.0000	0.00	4,506,643.09	4,506,643.09	0.00
03/28/2024 PURCHASE	9,389.1400	1.0000	0.00	9,389.14	9,389.14	0.00
04/01/2024 SALE	1,458.3400	1.0000	0.00	1,458.34	1,458.34	0.00
04/02/2024 SALE	5,340.2300	1.0000	0.00	5,340.23	5,340.23	0.00
04/03/2024 SALE	1,580.0800	1.0000	0.00	1,580.08	1,580.08	0.00
04/04/2024 SALE	294,786.0400	1.0000	0.00	294,786.04	294,786.04	0.00
04/05/2024 SALE	15,278.5600	1.0000	0.00	15,278.56	15,278.56	0.00
04/08/2024 PURCHASE	6,780.8500	1.0000	0.00	6,780.85	6,780.85	0.00
04/09/2024 SALE	5,587.1000	1.0000	0.00	5,587.10	5,587.10	0.00
04/15/2024 SALE	544,999.0500	1.0000	0.00	544,999.05	544,999.05	0.00
04/16/2024 PURCHASE	141,813.0200	1.0000	0.00	141,813.02	141,813.02	0.00
04/17/2024 SALE	46,381.9800	1.0000	0.00	46,381.98	46,381.98	0.00
04/23/2024 SALE	4,045.9800	1.0000	0.00	4,045.98	4,045.98	0.00
04/25/2024 SALE	13,640.3400	1.0000	0.00	13,640.34	13,640.34	0.00
04/26/2024 SALE	6,621.6400	1.0000	0.00	6,621.64	6,621.64	0.00
04/29/2024 SALE	7,425.4800	1.0000	0.00	7,425.48	7,425.48	0.00
04/30/2024 SALE	17,814.4200	1.0000	0.00	17,814.42	17,814.42	0.00
04/30/2024 PURCHASE	26,176.5700	1.0000	0.00	26,176.57	26,176.57	0.00
05/01/2024 SALE	26,170.5600	1.0000	0.00	26,170.56	26,170.56	0.00
05/02/2024 PURCHASE	120.5200	1.0000	0.00	120.52	120.52	0.00
05/03/2024 SALE	5,867.0000	1.0000	0.00	5,867.00	5,867.00	0.00
05/06/2024 PURCHASE	8,214.2500	1.0000	0.00	8,214.25	8,214.25	0.00
05/06/2024 SALE	326.0500	1.0000	0.00	326.05	326.05	0.00
05/08/2024 SALE	124.1000	1.0000	0.00	124.10	124.10	0.00
05/13/2024 PURCHASE	42,467.7700	1.0000	0.00	42,467.77	42,467.77	0.00
05/16/2024 SALE	140,909.4800	1.0000	0.00	140,909.48	140,909.48	0.00
05/17/2024 SALE	153,332.7300	1.0000	0.00	153,332.73	153,332.73	0.00
05/20/2024 SALE	1,700,000.0000	1.0000	0.00	1,700,000.00	1,700,000.00	0.00
05/21/2024 SALE	5,249.3300	1.0000	0.00	5,249.33	5,249.33	0.00
05/22/2024 PURCHASE	51.6100	1.0000	0.00	51.61	51.61	0.00
05/23/2024 SALE	1,145.0500	1.0000	0.00	1,145.05	1,145.05	0.00
05/24/2024 SALE	9,986.1800	1.0000	0.00	9,986.18	9,986.18	0.00
05/28/2024 SALE	13,296.2200	1.0000	0.00	13,296.22	13,296.22	0.00
05/31/2024 PURCHASE	217.2600	1.0000	0.00	217.26	217.26	0.00
05/31/2024 PURCHASE	22,464.1300	1.0000	0.00	22,464.13	22,464.13	0.00
06/03/2024 PURCHASE	5,138.8000	1.0000	0.00	5,138.80	5,138.80	0.00
06/07/2024 SALE	90,391.7200	1.0000	0.00	90,391.72	90,391.72	0.00
06/11/2024 SALE	6,478.5100	1.0000	0.00	6,478.51	6,478.51	0.00
06/12/2024 SALE	40,248.4700	1.0000	0.00	40,248.47	40,248.47	0.00
06/13/2024 SALE	4,072.6700	1.0000	0.00	4,072.67	4,072.67	0.00
06/17/2024 SALE	3,329.8700	1.0000	0.00	3,329.87	3,329.87	0.00
06/21/2024 SALE	7,090.2800	1.0000	0.00	7,090.28	7,090.28	0.00
06/27/2024 SALE	6,506.4300	1.0000	0.00	6,506.43	6,506.43	0.00
06/28/2024 PURCHASE	15,937.3900	1.0000	0.00	15,937.39	15,937.39	0.00
07/01/2024 SALE	8,086.3400	1.0000	0.00	8,086.34	8,086.34	0.00
07/03/2024 SALE	3,808.8400	1.0000	0.00	3,808.84	3,808.84	0.00
07/05/2024 PURCHASE	120.5200	1.0000	0.00	120.52	120.52	0.00
07/09/2024 PURCHASE	5,958.7300	1.0000	0.00	5,958.73	5,958.73	0.00
07/09/2024 PURCHASE	51.6200	1.0000	0.00	51.62	51.62	0.00
07/10/2024 SALE	11,600.5500	1.0000	0.00	11,600.55	11,600.55	0.00
07/11/2024 PURCHASE	2,352.7700	1.0000	0.00	2,352.77	2,352.77	0.00

## 5% Reportable Transactions (Series by Security)

December 31, 2024

DESCRIPTION OF ASSET/IDENTITY OF PARTIES INVOLVED	QUANTITY	PRICE	EXPENSE INCURRED	COST OF ASSET	VALUE OF ASSET	NET GAIN(LOSS)
07/12/2024 SALE	99.5400	1.0000	0.00	99.54	99.54	0.00
07/15/2024 SALE	1,769.1600	1.0000	0.00	1,769.16	1,769.16	0.00
07/17/2024 PURCHASE	959.9200	1.0000	0.00	959.92	959.92	0.00
07/18/2024 SALE	4,116.1700	1.0000	0.00	4,116.17	4,116.17	0.00
07/22/2024 SALE	18,578.8400	1.0000	0.00	18,578.84	18,578.84	0.00
07/26/2024 SALE	137,381.4400	1.0000	0.00	137,381.44	137,381.44	0.00
07/31/2024 PURCHASE	16,141.2900	1.0000	0.00	16,141.29	16,141.29	0.00
08/01/2024 PURCHASE	120.5300	1.0000	0.00	120.53	120.53	0.00
08/05/2024 PURCHASE	11,644.2600	1.0000	0.00	11,644.26	11,644.26	0.00
08/08/2024 SALE	209.8800	1.0000	0.00	209.88	209.88	0.00
08/12/2024 SALE	9,406.0000	1.0000	0.00	9,406.00	9,406.00	0.00
08/13/2024 SALE	34,776.6500	1.0000	0.00	34,776.65	34,776.65	0.00
08/16/2024 SALE	4,171.4700	1.0000	0.00	4,171.47	4,171.47	0.00
08/22/2024 SALE	3,455.0000	1.0000	0.00	3,455.00	3,455.00	0.00
08/23/2024 SALE	595,530.9200	1.0000	0.00	595,530.92	595,530.92	0.00
08/26/2024 PURCHASE	14.3100	1.0000	0.00	14.31	14.31	0.00
08/27/2024 SALE	49,730.6000	1.0000	0.00	49,730.60	49,730.60	0.00
08/30/2024 PURCHASE	14,890.6600	1.0000	0.00	14,890.66	14,890.66	0.00
09/04/2024 PURCHASE	2,047.0200	1.0000	0.00	2,047.02	2,047.02	0.00
09/04/2024 PURCHASE	106.2100	1.0000	0.00	106.21	106.21	0.00
09/09/2024 SALE	3,970.1000	1.0000	0.00	3,970.10	3,970.10	0.00
09/19/2024 SALE	11,337.2800	1.0000	0.00	11,337.28	11,337.28	0.00
09/20/2024 SALE	4,160.9200	1.0000	0.00	4,160.92	4,160.92	0.00
09/24/2024 PURCHASE	111.0500	1.0000	0.00	111.05	111.05	0.00
09/25/2024 SALE	10,129.8300	1.0000	0.00	10,129.83	10,129.83	0.00
09/27/2024 SALE	10,614.9400	1.0000	0.00	10,614.94	10,614.94	0.00
09/30/2024 SALE	51,585.5200	1.0000	0.00	51,585.52	51,585.52	0.00
09/30/2024 PURCHASE	11,652.2600	1.0000	0.00	11,652.26	11,652.26	0.00
10/01/2024 PURCHASE	14.3000	1.0000	0.00	14.30	14.30	0.00
10/02/2024 PURCHASE	106.2100	1.0000	0.00	106.21	106.21	0.00
10/07/2024 PURCHASE	5,645.9800	1.0000	0.00	5,645.98	5,645.98	0.00
10/07/2024 SALE	14,458.4500	1.0000	0.00	14,458.45	14,458.45	0.00
10/08/2024 SALE	3,718.4600	1.0000	0.00	3,718.46	3,718.46	0.00
10/14/2024 SALE	13,127.4500	1.0000	0.00	13,127.45	13,127.45	0.00
10/18/2024 SALE	14,927.0800	1.0000	0.00	14,927.08	14,927.08	0.00
10/24/2024 PURCHASE	234.6200	1.0000	0.00	234.62	234.62	0.00
10/25/2024 SALE	53,634.6800	1.0000	0.00	53,634.68	53,634.68	0.00
10/29/2024 PURCHASE	2.8900	1.0000	0.00	2.89	2.89	0.00
10/31/2024 PURCHASE	10,969.1100	1.0000	0.00	10,969.11	10,969.11	0.00
11/04/2024 PURCHASE	12,265.9800	1.0000	0.00	12,265.98	12,265.98	0.00
11/04/2024 PURCHASE	106.2200	1.0000	0.00	106.22	106.22	0.00
11/05/2024 SALE	54,427.7600	1.0000	0.00	54,427.76	54,427.76	0.00
11/08/2024 SALE	16,791.5700	1.0000	0.00	16,791.57	16,791.57	0.00
11/14/2024 SALE	4,246.6900	1.0000	0.00	4,246.69	4,246.69	0.00
11/19/2024 SALE	2,765.2100	1.0000	0.00	2,765.21	2,765.21	0.00
11/20/2024 SALE	1,854.5800	1.0000	0.00	1,854.58	1,854.58	0.00
11/22/2024 SALE	42.1200	1.0000	0.00	42.12	42.12	0.00
11/25/2024 PURCHASE	208.5600	1.0000	0.00	208.56	208.56	0.00
11/26/2024 SALE	3,678.7500	1.0000	0.00	3,678.75	3,678.75	0.00
11/27/2024 SALE	10,235.9200	1.0000	0.00	10,235.92	10,235.92	0.00
11/29/2024 PURCHASE	9,851.5800	1.0000	0.00	9,851.58	9,851.58	0.00

5% Reportable Transactions (Series by Security)  
December 31, 2024

SPONSOR: CONSTRUCTION RESOURCES MANAGEMENT, INC.

EIN: 39-1542489

PLAN NUMBER: 002

NAME: WALBEC GROUP RETIREMENT PLAN

DESCRIPTION OF ASSET/IDENTITY OF PARTIES INVOLVED	QUANTITY	PRICE	EXPENSE INCURRED	COST OF ASSET	VALUE OF ASSET	NET GAIN(LOSS)
12/02/2024 PURCHASE	2,075.7400	1.0000	0.00	2,075.74	2,075.74	0.00
12/03/2024 SALE	11,341.8400	1.0000	0.00	11,341.84	11,341.84	0.00
12/06/2024 SALE	1,299.4200	1.0000	0.00	1,299.42	1,299.42	0.00
12/09/2024 SALE	126.4700	1.0000	0.00	126.47	126.47	0.00
12/10/2024 SALE	3.2200	1.0000	0.00	3.22	3.22	0.00
12/12/2024 SALE	59,578.9400	1.0000	0.00	59,578.94	59,578.94	0.00
12/17/2024 PURCHASE	88,506.4700	1.0000	0.00	88,506.47	88,506.47	0.00
12/19/2024 PURCHASE	579.7200	1.0000	0.00	579.72	579.72	0.00
12/23/2024 SALE	18,379.0800	1.0000	0.00	18,379.08	18,379.08	0.00
12/24/2024 SALE	932.6300	1.0000	0.00	932.63	932.63	0.00
12/26/2024 PURCHASE	208.5500	1.0000	0.00	208.55	208.55	0.00
12/27/2024 SALE	10,602.1200	1.0000	0.00	10,602.12	10,602.12	0.00
12/30/2024 SALE	777.1900	1.0000	0.00	777.19	777.19	0.00
12/31/2024 SALE	6,999.2900	1.0000	0.00	6,999.29	6,999.29	0.00
12/31/2024 PURCHASE	9,735.9300	1.0000	0.00	9,735.93	9,735.93	0.00
<b>SECURITY TOTAL</b>	<b>11,929,140.9700</b>		<b>0.00</b>	<b>11,929,140.97</b>	<b>11,929,140.97</b>	<b>0.00</b>

**Attachment to 2024 Form 5500**  
**Schedule H, line 4a – Schedule of Delinquent Participant Contributions**

**Plan Name: Walbec Group Retirement Plan**  
**Sponsor Name: Construction Resources Management, Inc.**

**EIN: 39-1542489**  
**PLAN NO: 002**

	Total that Constitute Nonexempt Prohibited Transactions	
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Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Totally Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are Included: <input checked="checked" type="checkbox"/>	\$0	\$139,558	\$0	\$0

(a)	(b)	(c)	(d)	(e)
IDENTITY OF ISSUE, BORROWER, LESSOR OR SIMILAR PARTY		DESCRIPTION OF INVESTMENT including maturity date, rate of interest, collateral, par or maturity value	COST	CURRENT VAL
<b><u>Value of Interest in Registered Investment Companies</u></b>				
	American Funds Capital Income Bldr R1	American Funds Capital Income Bldr R1	**	1,428,130
	American Funds Income Fund of Amer R1	American Funds Income Fund of Amer R1	**	3,580,333
	Baird Core Plus Bond Inst	Baird Core Plus Bond Inst	9,289,094	9,499,197
	Baird Intermediate Bond Instl	Baird Intermediate Bond Instl	11,822,641	10,880,871
	Boston Partners All Cap Value Instl	Boston Partners All Cap Value Instl	4,301,955	4,346,365
	Boston Partners All Cap Value Instl	Boston Partners All Cap Value Instl	**	4,154,804
	BrandywineGlobal - Global Opportunities Bond Fund Fl	BrandywineGlobal - Global Opportunities B	**	824,372
	Carillon Reams Core Bond Fund Class I	Carillon Reams Core Bond Fund Class I	7,047,576	6,502,835
	Cohen & Steers Realty Income Fund A	Cohen & Steers Realty Income Fund A	**	1,102,880
	DFA Emerging Markets I	DFA Emerging Markets I	**	1,760,371
	Dodge & Cox Income Cl I	Dodge & Cox Income Cl I	**	4,198,017
	Federated Hermes Ultrashort Bond IS	Federated Hermes Ultrashort Bond IS	430,561	441,124
	First Eagle Overseas Fund R6	First Eagle Overseas Fund R6	**	3,152,444
	Hartford Core Equity Fund R6	Hartford Core Equity Fund R6	**	3,593,239
	Invesco Equity Weighted S&P 500 Fund	Invesco Equity Weighted S&P 500 Fund	8,804,762	8,128,262
	Janus Henderson Enterprise N	Janus Henderson Enterprise N	**	6,049,461
	JPMorgan Mid Cap Value R6	JPMorgan Mid Cap Value R6	**	1,598,727
	MFS Growth Fund R3	MFS Growth Fund R3	**	15,836,359
	MFS International Diversificaton Inc Instl	MFS International Diversificaton Inc Instl	5,478,096	6,373,654
	MFS International Growth Fund R3	MFS International Growth Fund R3	**	3,642,816
	Royce Small-Cap Special Equity Fund	Royce Small-Cap Special Equity Fund	**	2,411,701
	Royce Special Equity Fd	Royce Special Equity Fd	4,538,831	3,486,428
	Vanguard 500 Index Admiral	Vanguard 500 Index Admiral	8,812,623	11,436,310
	Vanguard 500 Index Admiral	Vanguard 500 Index Admiral	**	6,870,272
	Vanguard Cash Reserves Federal Money	Vanguard Cash Reserves Federal Money	2,553,535	2,553,535
	Vanguard Developed Markets Index Instl	Vanguard Developed Markets Index Instl	6,418,141	6,134,429
	Vanguard Extended Market Index Admiral	Vanguard Extended Market Index Admiral	4,250,818	4,211,757
	Vanguard Inflation-Protected Secs Adm	Vanguard Inflation-Protected Secs Adm	**	944,261
	Vanguard Mid Cap Index Admiral	Vanguard Mid Cap Index Admiral	**	3,076,439
	Vanguard Small Cap Index Adm	Vanguard Small Cap Index Adm	**	3,418,058
	Vanguard Target Retirement 2020 Inv	Vanguard Target Retirement 2020 Inv	**	186,943
	Vanguard Target Retirement 2025 Inv	Vanguard Target Retirement 2025 Inv	**	960,195
	Vanguard Target Retirement 2030 Inv	Vanguard Target Retirement 2030 Inv	**	3,037,452
	Vanguard Target Retirement 2035 Inv	Vanguard Target Retirement 2035 Inv	**	4,045,516
	Vanguard Target Retirement 2040 Inv	Vanguard Target Retirement 2040 Inv	**	4,570,751
	Vanguard Target Retirement 2045 Inv	Vanguard Target Retirement 2045 Inv	**	2,345,646
	Vanguard Target Retirement 2050 Inv	Vanguard Target Retirement 2050 Inv	**	3,063,453
	Vanguard Target Retirement 2055 Inv	Vanguard Target Retirement 2055 Inv	**	4,156,114
	Vanguard Target Retirement 2060 Inv	Vanguard Target Retirement 2060 Inv	**	858,033
	Vanguard Target Retirement 2065 Inv	Vanguard Target Retirement 2065 Inv	**	422,762
	Vanguard Target Retirement Income Inv	Vanguard Target Retirement Income Inv	**	292,870
<b><u>Master Participant Loan</u></b>				
	Master Participant Loan	Master Participant Loan	**	15,911
	Interest rate range 5.25% - 10.5%			
<b><u>Value of Interest in Common / Collective Trusts</u></b>				
	CastleArk Small Company Growth Fund - Class 1	CastleArk Small Company Growth Fund -	**	2,532,235
	CastleArk Small Company Growth Fund - Class 1	CastleArk Small Company Growth Fund -	2,434,369	3,847,565
	Morley Stable Value Net 50 Bps (ter)	Morley Stable Value Net 50 Bps (ter)	**	3,334,923

\* A party-in-interest as defined by ERISA

\*\*Cost omitted for participant-directed investments