

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 <h1 style="text-align: center;">2024</h1> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
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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
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1a Name of plan <u>TRAFFIC MANAGEMENT, INC. 401(K) PLAN</u>	1b Three-digit plan number (PN) ▶ <u>001</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>TRAFFIC MANAGEMENT LLC</u> <u>4900 AIRPORT PLAZA DRIVE, SUITE 300</u> <u>LONG BEACH, CA 90815</u>	1c Effective date of plan <u>07/01/2006</u> 2b Employer Identification Number (EIN) <u>95-4547268</u> 2c Plan Sponsor's telephone number <u>562-264-2340</u> 2d Business code (see instructions) <u>561900</u>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	11/05/2025	NOUR AZIZOGLI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor PENTEGRA SERVICES, INC. 701 WESTCHESTER AVENUE, SUITE 320E WHITE PLAINS, NY 10604		3b Administrator's EIN 13-3744561	
		3c Administrator's telephone number 844-367-2848	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name TRAFFIC MANAGEMENT, INC. c Plan Name TRAFFIC MANAGEMENT, INC. 401(K) PLAN		4b EIN 95-4547268	
		4d PN 001	
5 Total number of participants at the beginning of the plan year	5	978	
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).			
6a(1) Total number of active participants at the beginning of the plan year	6a(1)	781	
6a(2) Total number of active participants at the end of the plan year	6a(2)	834	
b Retired or separated participants receiving benefits.....	6b	0	
c Other retired or separated participants entitled to future benefits	6c	264	
d Subtotal. Add lines 6a(2), 6b, and 6c.....	6d	1098	
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	0	
f Total. Add lines 6d and 6e	6f	1098	
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	718	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	805	
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	262	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7		

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

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

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

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

A Name of plan TRAFFIC MANAGEMENT, INC. 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TRAFFIC MANAGEMENT LLC	D Employer Identification Number (EIN) 95-4547268	

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

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

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04-2647786

(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?
37 60 64 65	RECORDKEEPER	56702	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)

BGW WEALTH ADVISORS LLC

56-2219582

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	40290	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

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
FIDELITY INVESTMENTS INSTITUTIONAL	60	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.	
AS SPL MID CP VAL IS - SS&C GIDS, 52-2269240	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

A Name of plan <u>TRAFFIC MANAGEMENT, INC. 401(K) PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>TRAFFIC MANAGEMENT LLC</u>	D Employer Identification Number (EIN) <u>95-4547268</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RT NY LIFE AA CL 0</u>		
b Name of sponsor of entity listed in (a): <u>RELIANCE TRUST COMPANY</u>		
c EIN-PN <u>46-6350416-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>57365</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan TRAFFIC MANAGEMENT, INC. 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TRAFFIC MANAGEMENT LLC	D Employer Identification Number (EIN) 95-4547268

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

		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	69756	0
(2) Participant contributions	1b(2)	178657	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	658470	973794
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	27932
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	333553	495258
(9) Value of interest in common/collective trusts	1c(9)	29707	57365
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	15127423	17852461
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	16397566	19406810
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	16397566	19406810

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	855939	
(B) Participants.....	2a(1)(B)	2284134	
(C) Others (including rollovers).....	2a(1)(C)	119842	
(2) Noncash contributions.....	2a(2)	0	3259915
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	39208	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	34216	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		73424
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	383	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	448071	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		448454
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	13967	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	13522	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		445
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	-4216	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		-4216

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	1573
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	1685985
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	5465580

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	2308513
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other.....	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	2308513
f Corrective distributions (see instructions)	2f	33419
g Certain deemed distributions of participant loans (see instructions).....	2g	13355
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	56702
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	44347
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses.....	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	101049
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	2456336

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	3009244
l Transfers of assets:		
(1) To this plan.....	2l(1)	0
(2) From this plan	2l(2)	0

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: SINGERLEWAK, LLP

(2) EIN: 95-2302617

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:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a	X		463051

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.)

4b		X	
-----------	--	---	--

c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)

4c		X	
-----------	--	---	--

d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)

4d		X	
-----------	--	---	--

e Was this plan covered by a fidelity bond?

4e	X		740000
-----------	---	--	--------

f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?

4f		X	
-----------	--	---	--

g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?

4g		X	
-----------	--	---	--

h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?

4h		X	
-----------	--	---	--

i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)

4i	X		
-----------	---	--	--

j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)

4j		X	
-----------	--	---	--

k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?

4k		X	
-----------	--	---	--

l Has the plan failed to provide any benefit when due under the plan?

4l		X	
-----------	--	---	--

m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)

4m		X	
-----------	--	---	--

n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.

4n			
-----------	--	--	--

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

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

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

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

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

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

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

A Name of plan <u>TRAFFIC MANAGEMENT, INC. 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>TRAFFIC MANAGEMENT LLC</u>	D Employer Identification Number (EIN) <u>95-4547268</u>	

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

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

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

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
 EIN(s): 04-6568107

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
FINANCIAL REPORT
DECEMBER 31, 2024

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

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INDEPENDENT AUDITOR'S REPORT

Plan Committee
Traffic Management, Inc. 401(k) Plan

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

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

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

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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 U.S. GAAP.

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4a – Schedule of Delinquent Contributions as of December 31, 2024 and Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of 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, have 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 their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

Singer Lewak LLP

November 4, 2025

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS
December 31,

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments		
Cash equivalents, at fair value	\$ 973,794	\$ 658,470
Registered investment companies, at fair value	17,852,461	15,127,423
Common collective trust, at fair value	57,365	29,707
Self directed brokerage account, at fair value	<u>27,932</u>	<u>-</u>
Total investments	<u>18,911,552</u>	<u>15,815,600</u>
Receivables		
Employee contributions	-	178,657
Employer contributions	-	69,756
Notes from participants	<u>495,258</u>	<u>333,553</u>
Total receivables	<u>495,258</u>	<u>581,966</u>
Total assets	<u>19,406,810</u>	<u>16,397,566</u>
Net assets available for plan benefits	<u>\$ 19,406,810</u>	<u>\$ 16,397,566</u>

See notes to the financial statements.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS
Year Ended December 31, 2024

Additions to net assets attributed to

Investment income	
Net appreciation in fair value of investments	\$ 1,687,557
Dividend and interest income on investments	<u>483,892</u>
Total investment income	<u>2,171,449</u>
Interest income on notes from participants	<u>34,216</u>
Contributions	
Participants'	2,250,715
Employer's	855,939
Rollover	<u>119,842</u>
Total contributions	<u>3,226,496</u>
Total additions	<u>5,432,161</u>

Deductions from net assets attributed to

Benefits paid to participants	2,308,513
Deemed distributions of notes from participants	13,355
Administrative expenses	<u>101,049</u>
Total deductions	<u>2,422,917</u>

Net increase in net assets 3,009,244

Net assets available for plan benefits, beginning of year 16,397,566

Net assets available for plan benefits, end of year \$ 19,406,810

See notes to the financial statements.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Traffic Management, Inc. 401(k) Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan agreement for a more complete description of the Plan’s provisions.

General

The Plan is a defined-contribution plan established under the provisions of Section 401(k) of the Internal Revenue Code (IRC). The Plan was established on July 1, 2006. The Plan includes employees of Traffic Management LLC and Utility Traffic Services, LLC (collectively, the “Sponsor”). Effective May 1, 2023, the Plan was amended to include Traffic Management Inc.’s Detroit Branch as an eligible class of employees that can participate in the plan. The Plan’s trustee is Fidelity Management Trust Company and its third-party administrator and recordkeeper is Fidelity Investments Institutional. Fidelity Management Trust Company is responsible for the management and custody of the Plan’s assets. Fidelity Investments Institutional, custodian and recordkeeper, is responsible for the custody and management of the Plan’s assets. BGW Wealth Advisors LLC is used by the plan as an investment advisor.

Eligibility

Employees that are at least eighteen (18) years of age or older are eligible to enroll in the Plan on the first day of the month after the completion of three (3) months of service. Additionally, all employees of the Sponsor are eligible to participate in the Plan, except employees included in a bargaining unit covered by a collective bargaining agreement with the Sponsor in the negotiation of which retirement benefits were subject of good faith bargaining (unless the bargaining agreement provides for participation in the Plan).

Participant Contributions

Unless an eligible employee elects otherwise, the employee’s compensation will be reduced by 3% (automatic enrollment rate) for employee contribution to the Plan on the first day of the next calendar month after three (3) months of employment. Upon the anniversary of the participant’s entry date the percentage will be increased by 1% of compensation up to a maximum of 6% of compensation, unless elected otherwise. Each year, participants may elect to contribute, on a tax-deferred or Roth basis, up to 100% of their eligible compensation, in an amount not in excess of the maximum allowed by the IRC. Participants who have attained the age of fifty (50) before the end of the Plan year are eligible to make catch-up contributions. Rollover contributions representing qualified Plan distributions and individual retirement accounts are permitted.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Sponsor Matching and Discretionary Contributions

The sponsor will make a matching calculation to be equal to 50% of a participant's elected deferral rate up to the first 6% of active participant's eligible compensation (up to \$345,000 of a participant's salary). Contributions are subject to certain Internal Revenue Service ("IRS") limitations. The Sponsor may also decide to make a discretionary profit-sharing contribution allocated to each participant based on the percentage of their total compensation to the total compensation of all participants. No discretionary profit-sharing contributions were made for the year ended December 31, 2024. All Sponsor contributions are invested in the same manner in which a participant directs his or her investments.

Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participants' contributions, rollovers from qualified plans of the participants' previous employers, rollovers from individual retirement accounts, allocation of the Sponsor's contributions, and allocations of Plan earnings, and charged with any withdrawals, or distributions requested by the participant and allocation of investment losses and administrative expenses. Each participant's account is credited with the participant's contribution and the Sponsor's matching contribution. Allocations of earnings, losses and expenses are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

The investments of the Plan are self-directed by the participants into various investment options offered by the Plan. Investment elections may be changed online or through telephone access on a daily basis.

Vesting

Plan participants are 100% vested in the balance of their contributions and related investment earnings at all times. Participants are fully vested in the event of death, disability, or attaining normal retirement age (age 65). The Sponsor's matching contributions, discretionary profit-sharing contributions, and investment gains or losses on these Sponsor contributions thereon vest as follows:

<u>Years of Service</u>	<u>Cumulative Vesting Percentage</u>
Less than 2 years	0%
2	25%
3	50%
4	75%
5 or more	100%

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Benefit Payments

The Plan provides for the payment of benefits to the participant (or, if applicable, the beneficiary) at retirement, disability, death, financial hardship, or termination of employment. In-service distributions are also available to those participants who are age 59½ or older. Participants who qualify for retirement benefits and withdrawals will receive their benefits as a lump sum in cash. The benefit to which a participant is entitled is the benefit that can be provided solely from the participant's vested account balance. If the total vested account balance under the Plan is between \$1,000 and \$5,000, the vested balance will be automatically rolled over to an individual retirement account selected by the Plan Administrator. For balances of \$1,000 or less, the entire vested account balance will be automatically distributed in a lump-sum payment.

Financial Hardship Distributions

The Plan allows hardship withdrawals in accordance with IRS regulations. Among other things, the withdrawal must be necessary in light of immediate and heavy financial needs of the participant and is limited to certain purposes.

Notes from Participants

Participants may borrow from their vested fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or fifty percent (50%) of their account balance, whichever is less. Note terms range from one (1) to five (5) years, except for notes related to the purchase of a primary residence. A participant can only have one (1) outstanding note at any time. The notes are collateralized by the balance in the participant's account and bear interest at the federal prime rate in effect on the date the note is made, plus 1%. Current note interest rates range from 5.25% to 9.50% maturing through December 2029, as of December 31, 2024 and 2023. Principal and interest are paid ratably through biweekly payroll deductions. Defaulted participant notes are reclassified as distributions based upon the terms of the Plan document.

Forfeitures

At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$910,317 and \$626,375, respectively. These accounts will be used to reduce future Sponsor contributions or administrative expenses. During the year ended December 31, 2024, \$1,728 was used to reduce administrative expenses.

Administrative Expenses

Administrative expenses of maintaining the Plan are paid directly by the Sponsor and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

Use of Estimates

The preparation of the Plan’s financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect reported amounts of net assets available for plan benefits and changes therein and, when applicable, disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Cash Equivalents

The Plan considers all highly liquid investments purchased with original maturities of three months or less to be cash equivalents.

Investment Valuation and Income Recognition

The Plan’s investments in the registered investment companies, cash equivalents and the common collective trust are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

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

Notes from Participants

Notes from participants are measured at their unpaid principal balance plus any accrued unpaid interest. Delinquent notes from participants are reclassified as distributions based upon the terms of the Plan document. For the year ended December 31, 2024, deemed distribution totaled \$13,355. As of December 31, 2024 and 2023, there were no delinquent participant notes. No allowance for credit losses has been recorded as of December 31, 2024 or 2023.

Payment of Benefits

Benefits payments are recorded when paid.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 3 – INFORMATION CERTIFIED BY THE PLAN’S TRUSTEE

The Plan’s management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company, the trustee of the Plan, has certified the completeness and accuracy of all investments and notes from participants reflected on the accompanying statement of net assets available for plan benefits as of December 31, 2024 and 2023, the supplemental Schedule H, line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest income on notes from participants reflected in the statement of changes in net assets available for plan benefits for the year ended December 31, 2024.

NOTE 4 – FAIR VALUE MEASUREMENTS

FASB ASC Topic No. 820, “Fair Value Measurements” (“ASC 820”), establishes a framework for measuring fair value. That framework 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

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

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

Cash equivalents: Valued at the carrying value, which approximates fair value due to the short-term nature of such investments.

Self-directed brokerage account: All holdings in the Fidelity self-directed brokerage accounts are publicly traded securities for which holding detail and pricing are publicly available.

Registered investment companies: Registered investment companies held by the Plan are open-ended registered investment companies that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

Collective investment trust: Units held in collective investment trust (CIT) are valued using the net asset value practical expedient (NAV practical expedient) of the CIT as reported by the CIT managers. The NAV practical expedient is based on fair value of the underlying assets owned by the CIT, minus its liabilities, and then divided by the number of units outstanding. The NAV of a CIT is calculated based on a compilation of primarily observable market information. The following table provides additional information for investments in the CIT that calculates net assets value per share (or its equivalent).

	<u>2024</u>	<u>2023</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>	<u>Redemption Restrictions</u>
Collective investment trust	\$ 57,365	\$ 29,707	Daily	Daily	a)

- a) Participants in a plan or trust invested in this Fund are prohibited from directing investments into a competing fund without first investing in a non-competing fund for at least ninety (90) days. Reliance Trust New York Life Anchor Account pays qualified participant withdrawals at book value, as well as plan terminations (subject to potential imposition of a 12-month "put" in Reliance Trust's discretion).

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31, 2024 and 2023:

	<u>Assets at Fair Value as of December 31, 2024</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Cash equivalents	\$ 973,794	\$ -	\$ -	\$ 973,794
Self-directed brokerage account	27,932	-	-	27,932
Registered investment companies	<u>17,852,461</u>	<u>-</u>	<u>-</u>	<u>17,852,461</u>
Total investments in the fair value hierarchy	<u>\$18,854,187</u>	<u>\$ -</u>	<u>\$ -</u>	18,854,187
Collective investment trust measured at NAV ^(a)				<u>57,365</u>
Total				<u>\$18,911,552</u>

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Cash equivalents	\$ 658,470	\$ -	\$ -	\$ 658,470
Registered investment companies	<u>15,127,423</u>	<u>-</u>	<u>-</u>	<u>15,127,423</u>
Total investments in the fair value hierarchy	<u>\$15,785,893</u>	<u>\$ -</u>	<u>\$ -</u>	15,785,893
Collective investment trust measured at NAV ^(a)				<u>29,707</u>
Total				<u>\$15,815,600</u>

^(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for plan benefits.

NOTE 5 – FEDERAL INCOME TAX STATUS

Effective September 15, 2022, the Plan adopted a non-standardized pre-approved profit sharing plan sponsored by FMR LLC. The profit sharing plan provider has received an opinion letter from the IRS as to the profit sharing plan’s qualified status. The profit sharing plan opinion letter has been relied upon by the Plan. Although the Plan has been amended since receiving the opinion letter, the Plan Administrator and trustee believe that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income tax has been included in the Plan’s financial statements.

U.S. GAAP requires the Plan’s management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 6 – RISK AND UNCERTAINTIES

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

NOTE 7 – RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity Investments Institutional, a related party to Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan, and therefore these transactions are considered party-in-interest transactions permitted by the United States Department of Labor's Rules and Regulations. The recordkeeper and trustee are considered parties-in-interest. BGW Wealth Advisors LLC is the investment advisor, and therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Fidelity Investments Institutional and BGW Wealth Advisors LLC amounted to \$56,702 and \$40,290 for the year end December 31, 2024, respectively. Notes receivable from participants and the related interest income of \$34,216 are also considered related-party transactions.

NOTE 8 – PLAN TERMINATION

Although it has not expressed such intent, the Sponsor, by action of its Board of Directors, reserves the right, at any time, to amend or terminate the Plan. Upon termination of the Plan, further contributions to the Plan shall cease and all participants who are affected by such termination shall become 100% vested. Net assets available for plan benefits would be distributed to the participants based on each participant's interest in the Plan.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 9 – PROHIBITED TRANSACTIONS

As required by ERISA Section 2510.3-102, the Sponsor is required to segregate participant contributions from its general assets and remit them to the Plan as soon as administratively feasible.

During the Plan year ended December 31, 2023, the Sponsor failed to remit certain participant contributions and loan repayments totaling \$324,074 within the required timeframe as stated by the DOL. The DOL considers late deposits to be prohibited transactions. In October 2024, the Sponsor paid lost earnings on \$38,112 of the \$324,074 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan. In August 2025, the Sponsor paid lost earnings on \$285,962 of the \$324,074 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan.

During the Plan year ended December 31, 2024, the Sponsor failed to remit certain participant contributions and loan repayments totaling \$138,977 within the required timeframe as stated by the DOL. The DOL considers late deposits to be prohibited transactions. In August 2025, the Sponsor paid lost earnings on \$138,977 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan.

NOTE 10 – RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of the affected components of the changes in net assets available for plan benefits per the financial statements for the year ended December 31, 2024 to the Form 5500:

Total Participant contributions per the financial statements	\$ 2,250,715
Add: Corrective distributions for the year end December 31, 2024	<u>33,419</u>
Total Participant contributions per the Form 5500	<u>\$ 2,284,134</u>

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 11 – SUBSEQUENT EVENTS

Effective June 27, 2025, Tangram Engineering & Design, LLP joined the Plan as a participating employer.

Effective August 25, 2025, the Plan was amended to implement provisions under Internal Revenue Code Section 411(a)(11)(A) regarding distributions from the Plan. Under this provision, any distribution greater than \$1,000 made without participant consent prior to the participant's normal retirement age (or age 62, if later) will be automatically rolled over to an individual retirement account designated by the Plan Administrator. The dollar limit for mandatory cash-out without consent is \$5,000, as specified by the Code.

The Plan has evaluated all subsequent events through November 4, 2025, the date the financial statements were available to be issued, and concluded that, other than the matters noted above, no subsequent events have occurred that would require recognition in the financial statements or disclosure in the notes to the financial statements.

SUPPLEMENTAL INFORMATION

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
December 31, 2024

Plan Sponsor EIN: 95-4547268
 Plan number: 001

Pay Dates	Participant Contributions Transferred Late to Plan		Total that Constitute Nonexempt Prohibited Transactions			
	Check here if late participant loan repayments are included <input checked="" type="checkbox"/>	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51	
2023	\$ 324,074	\$ -	\$ 324,074	\$ -	\$ -	\$ -
2024	\$ 138,977	\$ -	\$ 138,977	\$ -	\$ -	\$ -

See Independent Auditor's Report.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Plan Sponsor EIN: 95-4547268
Plan number: 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
Registered Investment Companies			
*	Fidelity Investments Institutional	FID BLUE CHIP GR K	\$ 195,373
*	Fidelity Investments Institutional	FID 500 INDEX	783,614
*	Fidelity Investments Institutional	FID MID CAP IDX	132,249
*	Fidelity Investments Institutional	FID SM CAP IDX	79,770
	Allspring	AS SPL MID CP VAL IS	67,081
	BlackRock	BLKRRK LP IDX 2065 K	137,708
	BlackRock	BLKRRK LP IDX 2060 K	1,055,296
	BlackRock	BLKRRK LP IDX RTMT K	1,159,733
	BlackRock	BLKRRK LP IDX 2030 K	1,279,085
	BlackRock	BLKRRK LP IDX 2040 K	2,713,777
	BlackRock	BLKRRK LP IDX 2050 K	2,957,263
	BlackRock	BLKRRK LP IDX 2035 K	2,524,525
	BlackRock	BLKRRK LP IDX 2045 K	2,461,209
	BlackRock	BLKRRK LP IDX 2055 K	1,800,028
	Delaware Funds	DE IVY EM MKTS EQ R6	45,940
	Hartford	HTFD INTL OPPS R6	167,455
	JP Morgan	JPM LARGE CAP VAL R6	30,545
	PGIM Investments	PGIM TOTAL RTN BD R6	216,059
	PIMCO	PIM INTL BD US\$H I	443
	PIMCO	PIM REAL RETURN INST	13,126
	TRP	TRP QM US SMCP GR I	2,224
	TRP	TRP DIVERS MDCP GR I	8,218
	Vanguard	VAN REAL EST IDX ADM	21,740
	Total registered investment companies		<u>17,852,461</u>
Cash equivalents			
*	Fidelity Investments Institutional	Fidelity Government Market K6	967,839
*	Fidelity Investments Institutional	Fidelity Cash Reserves	5,955
	Total cash equivalents		<u>973,794</u>
Common Collective Trust			
	Reliance Trust Company	New York Life Anchor Account CL O	57,365
Self Directed Brokerage Account			
	Exxon Mobil	Exxon Mobil Corporation (XOM)	26,148
*	Fidelity Investments Institutional	Fidelity Ethereum Fund	1,784
	Total self directed brokerage account		<u>27,932</u>
	Total investments held		<u>18,911,552</u>
*	Notes from participants	(Interest rate ranging from 5.25 – 9.50%, collateralized by participants' account balances and maturing through December 2029.)	<u>495,258</u>
	Total		<u>\$ 19,406,810</u>
	* Denotes party-in-interest		

See Independent Auditor's Report.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
FINANCIAL REPORT
DECEMBER 31, 2024

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
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INDEPENDENT AUDITOR'S REPORT

Plan Committee
Traffic Management, Inc. 401(k) Plan

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

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

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

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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 U.S. GAAP.

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4a – Schedule of Delinquent Contributions as of December 31, 2024 and Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of 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, have 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 their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

Singer Lewak LLP

November 4, 2025

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS
December 31,

ASSETS	<u>2024</u>	<u>2023</u>
Investments		
Cash equivalents, at fair value	\$ 973,794	\$ 658,470
Registered investment companies, at fair value	17,852,461	15,127,423
Common collective trust, at fair value	57,365	29,707
Self directed brokerage account, at fair value	<u>27,932</u>	<u>-</u>
Total investments	<u>18,911,552</u>	<u>15,815,600</u>
Receivables		
Employee contributions	-	178,657
Employer contributions	-	69,756
Notes from participants	<u>495,258</u>	<u>333,553</u>
Total receivables	<u>495,258</u>	<u>581,966</u>
Total assets	<u>19,406,810</u>	<u>16,397,566</u>
Net assets available for plan benefits	<u>\$ 19,406,810</u>	<u>\$ 16,397,566</u>

See notes to the financial statements.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS
Year Ended December 31, 2024

Additions to net assets attributed to

Investment income	
Net appreciation in fair value of investments	\$ 1,687,557
Dividend and interest income on investments	<u>483,892</u>
Total investment income	<u>2,171,449</u>
Interest income on notes from participants	<u>34,216</u>
Contributions	
Participants'	2,250,715
Employer's	855,939
Rollover	<u>119,842</u>
Total contributions	<u>3,226,496</u>
Total additions	<u>5,432,161</u>

Deductions from net assets attributed to

Benefits paid to participants	2,308,513
Deemed distributions of notes from participants	13,355
Administrative expenses	<u>101,049</u>
Total deductions	<u>2,422,917</u>

Net increase in net assets 3,009,244

Net assets available for plan benefits, beginning of year 16,397,566

Net assets available for plan benefits, end of year \$ 19,406,810

See notes to the financial statements.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Traffic Management, Inc. 401(k) Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan agreement for a more complete description of the Plan’s provisions.

General

The Plan is a defined-contribution plan established under the provisions of Section 401(k) of the Internal Revenue Code (IRC). The Plan was established on July 1, 2006. The Plan includes employees of Traffic Management LLC and Utility Traffic Services, LLC (collectively, the “Sponsor”). Effective May 1, 2023, the Plan was amended to include Traffic Management Inc.’s Detroit Branch as an eligible class of employees that can participate in the plan. The Plan’s trustee is Fidelity Management Trust Company and its third-party administrator and recordkeeper is Fidelity Investments Institutional. Fidelity Management Trust Company is responsible for the management and custody of the Plan’s assets. Fidelity Investments Institutional, custodian and recordkeeper, is responsible for the custody and management of the Plan’s assets. BGW Wealth Advisors LLC is used by the plan as an investment advisor.

Eligibility

Employees that are at least eighteen (18) years of age or older are eligible to enroll in the Plan on the first day of the month after the completion of three (3) months of service. Additionally, all employees of the Sponsor are eligible to participate in the Plan, except employees included in a bargaining unit covered by a collective bargaining agreement with the Sponsor in the negotiation of which retirement benefits were subject of good faith bargaining (unless the bargaining agreement provides for participation in the Plan).

Participant Contributions

Unless an eligible employee elects otherwise, the employee’s compensation will be reduced by 3% (automatic enrollment rate) for employee contribution to the Plan on the first day of the next calendar month after three (3) months of employment. Upon the anniversary of the participant’s entry date the percentage will be increased by 1% of compensation up to a maximum of 6% of compensation, unless elected otherwise. Each year, participants may elect to contribute, on a tax-deferred or Roth basis, up to 100% of their eligible compensation, in an amount not in excess of the maximum allowed by the IRC. Participants who have attained the age of fifty (50) before the end of the Plan year are eligible to make catch-up contributions. Rollover contributions representing qualified Plan distributions and individual retirement accounts are permitted.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Sponsor Matching and Discretionary Contributions

The sponsor will make a matching calculation to be equal to 50% of a participant's elected deferral rate up to the first 6% of active participant's eligible compensation (up to \$345,000 of a participant's salary). Contributions are subject to certain Internal Revenue Service ("IRS") limitations. The Sponsor may also decide to make a discretionary profit-sharing contribution allocated to each participant based on the percentage of their total compensation to the total compensation of all participants. No discretionary profit-sharing contributions were made for the year ended December 31, 2024. All Sponsor contributions are invested in the same manner in which a participant directs his or her investments.

Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participants' contributions, rollovers from qualified plans of the participants' previous employers, rollovers from individual retirement accounts, allocation of the Sponsor's contributions, and allocations of Plan earnings, and charged with any withdrawals, or distributions requested by the participant and allocation of investment losses and administrative expenses. Each participant's account is credited with the participant's contribution and the Sponsor's matching contribution. Allocations of earnings, losses and expenses are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

The investments of the Plan are self-directed by the participants into various investment options offered by the Plan. Investment elections may be changed online or through telephone access on a daily basis.

Vesting

Plan participants are 100% vested in the balance of their contributions and related investment earnings at all times. Participants are fully vested in the event of death, disability, or attaining normal retirement age (age 65). The Sponsor's matching contributions, discretionary profit-sharing contributions, and investment gains or losses on these Sponsor contributions thereon vest as follows:

<u>Years of Service</u>	<u>Cumulative Vesting Percentage</u>
Less than 2 years	0%
2	25%
3	50%
4	75%
5 or more	100%

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Benefit Payments

The Plan provides for the payment of benefits to the participant (or, if applicable, the beneficiary) at retirement, disability, death, financial hardship, or termination of employment. In-service distributions are also available to those participants who are age 59½ or older. Participants who qualify for retirement benefits and withdrawals will receive their benefits as a lump sum in cash. The benefit to which a participant is entitled is the benefit that can be provided solely from the participant's vested account balance. If the total vested account balance under the Plan is between \$1,000 and \$5,000, the vested balance will be automatically rolled over to an individual retirement account selected by the Plan Administrator. For balances of \$1,000 or less, the entire vested account balance will be automatically distributed in a lump-sum payment.

Financial Hardship Distributions

The Plan allows hardship withdrawals in accordance with IRS regulations. Among other things, the withdrawal must be necessary in light of immediate and heavy financial needs of the participant and is limited to certain purposes.

Notes from Participants

Participants may borrow from their vested fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or fifty percent (50%) of their account balance, whichever is less. Note terms range from one (1) to five (5) years, except for notes related to the purchase of a primary residence. A participant can only have one (1) outstanding note at any time. The notes are collateralized by the balance in the participant's account and bear interest at the federal prime rate in effect on the date the note is made, plus 1%. Current note interest rates range from 5.25% to 9.50% maturing through December 2029, as of December 31, 2024 and 2023. Principal and interest are paid ratably through biweekly payroll deductions. Defaulted participant notes are reclassified as distributions based upon the terms of the Plan document.

Forfeitures

At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$910,317 and \$626,375, respectively. These accounts will be used to reduce future Sponsor contributions or administrative expenses. During the year ended December 31, 2024, \$1,728 was used to reduce administrative expenses.

Administrative Expenses

Administrative expenses of maintaining the Plan are paid directly by the Sponsor and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

Use of Estimates

The preparation of the Plan’s financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect reported amounts of net assets available for plan benefits and changes therein and, when applicable, disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Cash Equivalents

The Plan considers all highly liquid investments purchased with original maturities of three months or less to be cash equivalents.

Investment Valuation and Income Recognition

The Plan’s investments in the registered investment companies, cash equivalents and the common collective trust are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

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

Notes from Participants

Notes from participants are measured at their unpaid principal balance plus any accrued unpaid interest. Delinquent notes from participants are reclassified as distributions based upon the terms of the Plan document. For the year ended December 31, 2024, deemed distribution totaled \$13,355. As of December 31, 2024 and 2023, there were no delinquent participant notes. No allowance for credit losses has been recorded as of December 31, 2024 or 2023.

Payment of Benefits

Benefits payments are recorded when paid.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 3 – INFORMATION CERTIFIED BY THE PLAN’S TRUSTEE

The Plan’s management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company, the trustee of the Plan, has certified the completeness and accuracy of all investments and notes from participants reflected on the accompanying statement of net assets available for plan benefits as of December 31, 2024 and 2023, the supplemental Schedule H, line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest income on notes from participants reflected in the statement of changes in net assets available for plan benefits for the year ended December 31, 2024.

NOTE 4 – FAIR VALUE MEASUREMENTS

FASB ASC Topic No. 820, “Fair Value Measurements” (“ASC 820”), establishes a framework for measuring fair value. That framework 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

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

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

Cash equivalents: Valued at the carrying value, which approximates fair value due to the short-term nature of such investments.

Self-directed brokerage account: All holdings in the Fidelity self-directed brokerage accounts are publicly traded securities for which holding detail and pricing are publicly available.

Registered investment companies: Registered investment companies held by the Plan are open-ended registered investment companies that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

Collective investment trust: Units held in collective investment trust (CIT) are valued using the net asset value practical expedient (NAV practical expedient) of the CIT as reported by the CIT managers. The NAV practical expedient is based on fair value of the underlying assets owned by the CIT, minus its liabilities, and then divided by the number of units outstanding. The NAV of a CIT is calculated based on a compilation of primarily observable market information. The following table provides additional information for investments in the CIT that calculates net assets value per share (or its equivalent).

	<u>2024</u>	<u>2023</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>	<u>Redemption Restrictions</u>
Collective investment trust	\$ 57,365	\$ 29,707	Daily	Daily	a)

- a) Participants in a plan or trust invested in this Fund are prohibited from directing investments into a competing fund without first investing in a non-competing fund for at least ninety (90) days. Reliance Trust New York Life Anchor Account pays qualified participant withdrawals at book value, as well as plan terminations (subject to potential imposition of a 12-month "put" in Reliance Trust's discretion).

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31, 2024 and 2023:

	<u>Assets at Fair Value as of December 31, 2024</u>			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Cash equivalents	\$ 973,794	\$ -	\$ -	\$ 973,794
Self-directed brokerage account	27,932	-	-	27,932
Registered investment companies	<u>17,852,461</u>	<u>-</u>	<u>-</u>	<u>17,852,461</u>
Total investments in the fair value hierarchy	<u>\$18,854,187</u>	<u>\$ -</u>	<u>\$ -</u>	18,854,187
Collective investment trust measured at NAV ^(a)				<u>57,365</u>
Total				<u>\$18,911,552</u>

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Cash equivalents	\$ 658,470	\$ -	\$ -	\$ 658,470
Registered investment companies	<u>15,127,423</u>	<u>-</u>	<u>-</u>	<u>15,127,423</u>
Total investments in the fair value hierarchy	<u>\$15,785,893</u>	<u>\$ -</u>	<u>\$ -</u>	15,785,893
Collective investment trust measured at NAV ^(a)				<u>29,707</u>
Total				<u>\$15,815,600</u>

^(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for plan benefits.

NOTE 5 – FEDERAL INCOME TAX STATUS

Effective September 15, 2022, the Plan adopted a non-standardized pre-approved profit sharing plan sponsored by FMR LLC. The profit sharing plan provider has received an opinion letter from the IRS as to the profit sharing plan's qualified status. The profit sharing plan opinion letter has been relied upon by the Plan. Although the Plan has been amended since receiving the opinion letter, the Plan Administrator and trustee believe that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income tax has been included in the Plan's financial statements.

U.S. GAAP requires the Plan's management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 6 – RISK AND UNCERTAINTIES

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

NOTE 7 – RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity Investments Institutional, a related party to Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan, and therefore these transactions are considered party-in-interest transactions permitted by the United States Department of Labor's Rules and Regulations. The recordkeeper and trustee are considered parties-in-interest. BGW Wealth Advisors LLC is the investment advisor, and therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Fidelity Investments Institutional and BGW Wealth Advisors LLC amounted to \$56,702 and \$40,290 for the year end December 31, 2024, respectively. Notes receivable from participants and the related interest income of \$34,216 are also considered related-party transactions.

NOTE 8 – PLAN TERMINATION

Although it has not expressed such intent, the Sponsor, by action of its Board of Directors, reserves the right, at any time, to amend or terminate the Plan. Upon termination of the Plan, further contributions to the Plan shall cease and all participants who are affected by such termination shall become 100% vested. Net assets available for plan benefits would be distributed to the participants based on each participant's interest in the Plan.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 9 – PROHIBITED TRANSACTIONS

As required by ERISA Section 2510.3-102, the Sponsor is required to segregate participant contributions from its general assets and remit them to the Plan as soon as administratively feasible.

During the Plan year ended December 31, 2023, the Sponsor failed to remit certain participant contributions and loan repayments totaling \$324,074 within the required timeframe as stated by the DOL. The DOL considers late deposits to be prohibited transactions. In October 2024, the Sponsor paid lost earnings on \$38,112 of the \$324,074 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan. In August 2025, the Sponsor paid lost earnings on \$285,962 of the \$324,074 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan.

During the Plan year ended December 31, 2024, the Sponsor failed to remit certain participant contributions and loan repayments totaling \$138,977 within the required timeframe as stated by the DOL. The DOL considers late deposits to be prohibited transactions. In August 2025, the Sponsor paid lost earnings on \$138,977 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan.

NOTE 10 – RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of the affected components of the changes in net assets available for plan benefits per the financial statements for the year ended December 31, 2024 to the Form 5500:

Total Participant contributions per the financial statements	\$ 2,250,715
Add: Corrective distributions for the year end December 31, 2024	<u>33,419</u>
Total Participant contributions per the Form 5500	<u>\$ 2,284,134</u>

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 11 – SUBSEQUENT EVENTS

Effective June 27, 2025, Tangram Engineering & Design, LLP joined the Plan as a participating employer.

Effective August 25, 2025, the Plan was amended to implement provisions under Internal Revenue Code Section 411(a)(11)(A) regarding distributions from the Plan. Under this provision, any distribution greater than \$1,000 made without participant consent prior to the participant's normal retirement age (or age 62, if later) will be automatically rolled over to an individual retirement account designated by the Plan Administrator. The dollar limit for mandatory cash-out without consent is \$5,000, as specified by the Code.

The Plan has evaluated all subsequent events through November 4, 2025, the date the financial statements were available to be issued, and concluded that, other than the matters noted above, no subsequent events have occurred that would require recognition in the financial statements or disclosure in the notes to the financial statements.

SUPPLEMENTAL INFORMATION

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
December 31, 2024

Plan Sponsor EIN: 95-4547268
 Plan number: 001

Pay Dates	Participant Contributions Transferred Late to Plan		Total that Constitute Nonexempt Prohibited Transactions			
	Check here if late participant loan repayments are included <input checked="" type="checkbox"/>	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51	
2023	\$ 324,074	\$ -	\$ 324,074	\$ -	\$ -	\$ -
2024	\$ 138,977	\$ -	\$ 138,977	\$ -	\$ -	\$ -

See Independent Auditor's Report.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Plan Sponsor EIN: 95-4547268

Plan number: 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
Registered Investment Companies			
*	Fidelity Investments Institutional	FID BLUE CHIP GR K	\$ 195,373
*	Fidelity Investments Institutional	FID 500 INDEX	783,614
*	Fidelity Investments Institutional	FID MID CAP IDX	132,249
*	Fidelity Investments Institutional	FID SM CAP IDX	79,770
	Allspring	AS SPL MID CP VAL IS	67,081
	BlackRock	BLKRRK LP IDX 2065 K	137,708
	BlackRock	BLKRRK LP IDX 2060 K	1,055,296
	BlackRock	BLKRRK LP IDX RTMT K	1,159,733
	BlackRock	BLKRRK LP IDX 2030 K	1,279,085
	BlackRock	BLKRRK LP IDX 2040 K	2,713,777
	BlackRock	BLKRRK LP IDX 2050 K	2,957,263
	BlackRock	BLKRRK LP IDX 2035 K	2,524,525
	BlackRock	BLKRRK LP IDX 2045 K	2,461,209
	BlackRock	BLKRRK LP IDX 2055 K	1,800,028
	Delaware Funds	DE IVY EM MKTS EQ R6	45,940
	Hartford	HTFD INTL OPPS R6	167,455
	JP Morgan	JPM LARGE CAP VAL R6	30,545
	PGIM Investments	PGIM TOTAL RTN BD R6	216,059
	PIMCO	PIM INTL BD US\$H I	443
	PIMCO	PIM REAL RETURN INST	13,126
	TRP	TRP QM US SMCP GR I	2,224
	TRP	TRP DIVERS MDCP GR I	8,218
	Vanguard	VAN REAL EST IDX ADM	21,740
	Total registered investment companies		<u>17,852,461</u>
Cash equivalents			
*	Fidelity Investments Institutional	Fidelity Government Market K6	967,839
*	Fidelity Investments Institutional	Fidelity Cash Reserves	5,955
	Total cash equivalents		<u>973,794</u>
Common Collective Trust			
	Reliance Trust Company	New York Life Anchor Account CL O	57,365
Self Directed Brokerage Account			
	Exxon Mobil	Exxon Mobil Corporation (XOM)	26,148
*	Fidelity Investments Institutional	Fidelity Ethereum Fund	1,784
	Total self directed brokerage account		27,932
	Total investments held		<u>18,911,552</u>
*	Notes from participants	(Interest rate ranging from 5.25 – 9.50%, collateralized by participants' account balances and maturing through December 2029.)	495,258
	Total		<u><u>\$ 19,406,810</u></u>
	* Denotes party-in-interest		

See Independent Auditor's Report.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
FINANCIAL REPORT
DECEMBER 31, 2024

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

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INDEPENDENT AUDITOR'S REPORT

Plan Committee
Traffic Management, Inc. 401(k) Plan

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

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

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

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

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

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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 U.S. GAAP.

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedules of Schedule H, Line 4a – Schedule of Delinquent Contributions as of December 31, 2024 and Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of 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, have 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 their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

Singer Lewak LLP

November 4, 2025

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR PLAN BENEFITS
December 31,

ASSETS		
	2024	2023
Investments		
Cash equivalents, at fair value	\$ 973,794	\$ 658,470
Registered investment companies, at fair value	17,852,461	15,127,423
Common collective trust, at fair value	57,365	29,707
Self directed brokerage account, at fair value	27,932	-
Total investments	18,911,552	15,815,600
Receivables		
Employee contributions	-	178,657
Employer contributions	-	69,756
Notes from participants	495,258	333,553
Total receivables	495,258	581,966
Total assets	19,406,810	16,397,566
Net assets available for plan benefits	\$ 19,406,810	\$ 16,397,566

See notes to the financial statements.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR PLAN BENEFITS
Year Ended December 31, 2024

Additions to net assets attributed to

Investment income	
Net appreciation in fair value of investments	\$ 1,687,557
Dividend and interest income on investments	<u>483,892</u>
Total investment income	<u>2,171,449</u>
Interest income on notes from participants	<u>34,216</u>
Contributions	
Participants'	2,250,715
Employer's	855,939
Rollover	<u>119,842</u>
Total contributions	<u>3,226,496</u>
Total additions	<u>5,432,161</u>

Deductions from net assets attributed to

Benefits paid to participants	2,308,513
Deemed distributions of notes from participants	13,355
Administrative expenses	<u>101,049</u>
Total deductions	<u>2,422,917</u>

Net increase in net assets 3,009,244

Net assets available for plan benefits, beginning of year 16,397,566

Net assets available for plan benefits, end of year **\$ 19,406,810**

See notes to the financial statements.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN

The following description of the Traffic Management, Inc. 401(k) Plan (the “Plan”) is provided for general information purposes only. Participants should refer to the Plan agreement for a more complete description of the Plan’s provisions.

General

The Plan is a defined-contribution plan established under the provisions of Section 401(k) of the Internal Revenue Code (IRC). The Plan was established on July 1, 2006. The Plan includes employees of Traffic Management LLC and Utility Traffic Services, LLC (collectively, the “Sponsor”). Effective May 1, 2023, the Plan was amended to include Traffic Management Inc.’s Detroit Branch as an eligible class of employees that can participate in the plan. The Plan’s trustee is Fidelity Management Trust Company and its third-party administrator and recordkeeper is Fidelity Investments Institutional. Fidelity Management Trust Company is responsible for the management and custody of the Plan’s assets. Fidelity Investments Institutional, custodian and recordkeeper, is responsible for the custody and management of the Plan’s assets. BGW Wealth Advisors LLC is used by the plan as an investment advisor.

Eligibility

Employees that are at least eighteen (18) years of age or older are eligible to enroll in the Plan on the first day of the month after the completion of three (3) months of service. Additionally, all employees of the Sponsor are eligible to participate in the Plan, except employees included in a bargaining unit covered by a collective bargaining agreement with the Sponsor in the negotiation of which retirement benefits were subject of good faith bargaining (unless the bargaining agreement provides for participation in the Plan).

Participant Contributions

Unless an eligible employee elects otherwise, the employee’s compensation will be reduced by 3% (automatic enrollment rate) for employee contribution to the Plan on the first day of the next calendar month after three (3) months of employment. Upon the anniversary of the participant’s entry date the percentage will be increased by 1% of compensation up to a maximum of 6% of compensation, unless elected otherwise. Each year, participants may elect to contribute, on a tax-deferred or Roth basis, up to 100% of their eligible compensation, in an amount not in excess of the maximum allowed by the IRC. Participants who have attained the age of fifty (50) before the end of the Plan year are eligible to make catch-up contributions. Rollover contributions representing qualified Plan distributions and individual retirement accounts are permitted.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Sponsor Matching and Discretionary Contributions

The sponsor will make a matching calculation to be equal to 50% of a participant's elected deferral rate up to the first 6% of active participant's eligible compensation (up to \$345,000 of a participant's salary). Contributions are subject to certain Internal Revenue Service ("IRS") limitations. The Sponsor may also decide to make a discretionary profit-sharing contribution allocated to each participant based on the percentage of their total compensation to the total compensation of all participants. No discretionary profit-sharing contributions were made for the year ended December 31, 2024. All Sponsor contributions are invested in the same manner in which a participant directs his or her investments.

Participant Accounts

Individual accounts are maintained for each of the Plan's participants to reflect the participants' contributions, rollovers from qualified plans of the participants' previous employers, rollovers from individual retirement accounts, allocation of the Sponsor's contributions, and allocations of Plan earnings, and charged with any withdrawals, or distributions requested by the participant and allocation of investment losses and administrative expenses. Each participant's account is credited with the participant's contribution and the Sponsor's matching contribution. Allocations of earnings, losses and expenses are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

The investments of the Plan are self-directed by the participants into various investment options offered by the Plan. Investment elections may be changed online or through telephone access on a daily basis.

Vesting

Plan participants are 100% vested in the balance of their contributions and related investment earnings at all times. Participants are fully vested in the event of death, disability, or attaining normal retirement age (age 65). The Sponsor's matching contributions, discretionary profit-sharing contributions, and investment gains or losses on these Sponsor contributions thereon vest as follows:

<u>Years of Service</u>	<u>Cumulative Vesting Percentage</u>
Less than 2 years	0%
2	25%
3	50%
4	75%
5 or more	100%

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 – DESCRIPTION OF THE PLAN (Continued)

Benefit Payments

The Plan provides for the payment of benefits to the participant (or, if applicable, the beneficiary) at retirement, disability, death, financial hardship, or termination of employment. In-service distributions are also available to those participants who are age 59½ or older. Participants who qualify for retirement benefits and withdrawals will receive their benefits as a lump sum in cash. The benefit to which a participant is entitled is the benefit that can be provided solely from the participant's vested account balance. If the total vested account balance under the Plan is between \$1,000 and \$5,000, the vested balance will be automatically rolled over to an individual retirement account selected by the Plan Administrator. For balances of \$1,000 or less, the entire vested account balance will be automatically distributed in a lump-sum payment.

Financial Hardship Distributions

The Plan allows hardship withdrawals in accordance with IRS regulations. Among other things, the withdrawal must be necessary in light of immediate and heavy financial needs of the participant and is limited to certain purposes.

Notes from Participants

Participants may borrow from their vested fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or fifty percent (50%) of their account balance, whichever is less. Note terms range from one (1) to five (5) years, except for notes related to the purchase of a primary residence. A participant can only have one (1) outstanding note at any time. The notes are collateralized by the balance in the participant's account and bear interest at the federal prime rate in effect on the date the note is made, plus 1%. Current note interest rates range from 5.25% to 9.50% maturing through December 2029, as of December 31, 2024 and 2023. Principal and interest are paid ratably through biweekly payroll deductions. Defaulted participant notes are reclassified as distributions based upon the terms of the Plan document.

Forfeitures

At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$910,317 and \$626,375, respectively. These accounts will be used to reduce future Sponsor contributions or administrative expenses. During the year ended December 31, 2024, \$1,728 was used to reduce administrative expenses.

Administrative Expenses

Administrative expenses of maintaining the Plan are paid directly by the Sponsor and are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The accompanying financial statements have been prepared in conformity with accounting principles generally accepted in the United States of America (“U.S. GAAP”).

Use of Estimates

The preparation of the Plan’s financial statements in conformity with U.S. GAAP requires management to make estimates and assumptions that affect reported amounts of net assets available for plan benefits and changes therein and, when applicable, disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates.

Cash Equivalents

The Plan considers all highly liquid investments purchased with original maturities of three months or less to be cash equivalents.

Investment Valuation and Income Recognition

The Plan’s investments in the registered investment companies, cash equivalents and the common collective trust are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a discussion of fair value measurements.

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

Notes from Participants

Notes from participants are measured at their unpaid principal balance plus any accrued unpaid interest. Delinquent notes from participants are reclassified as distributions based upon the terms of the Plan document. For the year ended December 31, 2024, deemed distribution totaled \$13,355. As of December 31, 2024 and 2023, there were no delinquent participant notes. No allowance for credit losses has been recorded as of December 31, 2024 or 2023.

Payment of Benefits

Benefits payments are recorded when paid.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 3 – INFORMATION CERTIFIED BY THE PLAN’S TRUSTEE

The Plan’s management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Fidelity Management Trust Company, the trustee of the Plan, has certified the completeness and accuracy of all investments and notes from participants reflected on the accompanying statement of net assets available for plan benefits as of December 31, 2024 and 2023, the supplemental Schedule H, line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2024, and the related investment activity and interest income on notes from participants reflected in the statement of changes in net assets available for plan benefits for the year ended December 31, 2024.

NOTE 4 – FAIR VALUE MEASUREMENTS

FASB ASC Topic No. 820, “Fair Value Measurements” (“ASC 820”), establishes a framework for measuring fair value. That framework 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

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

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

Cash equivalents: Valued at the carrying value, which approximates fair value due to the short-term nature of such investments.

Self-directed brokerage account: All holdings in the Fidelity self-directed brokerage accounts are publicly traded securities for which holding detail and pricing are publicly available.

Registered investment companies: Registered investment companies held by the Plan are open-ended registered investment companies that are registered with the U.S. Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The registered investment companies held by the Plan are deemed to be actively traded.

Collective investment trust: Units held in collective investment trust (CIT) are valued using the net asset value practical expedient (NAV practical expedient) of the CIT as reported by the CIT managers. The NAV practical expedient is based on fair value of the underlying assets owned by the CIT, minus its liabilities, and then divided by the number of units outstanding. The NAV of a CIT is calculated based on a compilation of primarily observable market information. The following table provides additional information for investments in the CIT that calculates net assets value per share (or its equivalent).

	<u>2024</u>	<u>2023</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>	<u>Redemption Restrictions</u>
Collective investment trust	\$ 57,365	\$ 29,707	Daily	Daily	a)

- a) Participants in a plan or trust invested in this Fund are prohibited from directing investments into a competing fund without first investing in a non-competing fund for at least ninety (90) days. Reliance Trust New York Life Anchor Account pays qualified participant withdrawals at book value, as well as plan terminations (subject to potential imposition of a 12-month "put" in Reliance Trust's discretion).

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31, 2024 and 2023:

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Cash equivalents	\$ 973,794	\$ -	\$ -	\$ 973,794
Self-directed brokerage account	27,932	-	-	27,932
Registered investment companies	<u>17,852,461</u>	<u>-</u>	<u>-</u>	<u>17,852,461</u>
Total investments in the fair value hierarchy	<u>\$18,854,187</u>	<u>\$ -</u>	<u>\$ -</u>	18,854,187
Collective investment trust measured at NAV ^(a)				<u>57,365</u>
Total				<u>\$18,911,552</u>

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 4 – FAIR VALUE MEASUREMENTS (Continued)

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Cash equivalents	\$ 658,470	\$ -	\$ -	\$ 658,470
Registered investment companies	<u>15,127,423</u>	<u>-</u>	<u>-</u>	<u>15,127,423</u>
Total investments in the fair value hierarchy	<u>\$15,785,893</u>	<u>\$ -</u>	<u>\$ -</u>	15,785,893
Collective investment trust measured at NAV ^(a)				<u>29,707</u>
Total				<u>\$15,815,600</u>

^(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for plan benefits.

NOTE 5 – FEDERAL INCOME TAX STATUS

Effective September 15, 2022, the Plan adopted a non-standardized pre-approved profit sharing plan sponsored by FMR LLC. The profit sharing plan provider has received an opinion letter from the IRS as to the profit sharing plan's qualified status. The profit sharing plan opinion letter has been relied upon by the Plan. Although the Plan has been amended since receiving the opinion letter, the Plan Administrator and trustee believe that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC. Therefore, no provision for income tax has been included in the Plan's financial statements.

U.S. GAAP requires the Plan's management to evaluate uncertain tax positions taken by the Plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2024 and 2023, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 6 – RISK AND UNCERTAINTIES

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

NOTE 7 – RELATED PARTY AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity Investments Institutional, a related party to Fidelity Management Trust Company. Fidelity Management Trust Company is the trustee as defined by the Plan, and therefore these transactions are considered party-in-interest transactions permitted by the United States Department of Labor's Rules and Regulations. The recordkeeper and trustee are considered parties-in-interest. BGW Wealth Advisors LLC is the investment advisor, and therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Fidelity Investments Institutional and BGW Wealth Advisors LLC amounted to \$56,702 and \$40,290 for the year end December 31, 2024, respectively. Notes receivable from participants and the related interest income of \$34,216 are also considered related-party transactions.

NOTE 8 – PLAN TERMINATION

Although it has not expressed such intent, the Sponsor, by action of its Board of Directors, reserves the right, at any time, to amend or terminate the Plan. Upon termination of the Plan, further contributions to the Plan shall cease and all participants who are affected by such termination shall become 100% vested. Net assets available for plan benefits would be distributed to the participants based on each participant's interest in the Plan.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
NOTES TO FINANCIAL STATEMENTS

NOTE 9 – PROHIBITED TRANSACTIONS

As required by ERISA Section 2510.3-102, the Sponsor is required to segregate participant contributions from its general assets and remit them to the Plan as soon as administratively feasible.

During the Plan year ended December 31, 2023, the Sponsor failed to remit certain participant contributions and loan repayments totaling \$324,074 within the required timeframe as stated by the DOL. The DOL considers late deposits to be prohibited transactions. In October 2024, the Sponsor paid lost earnings on \$38,112 of the \$324,074 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan. In August 2025, the Sponsor paid lost earnings on \$285,962 of the \$324,074 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan.

During the Plan year ended December 31, 2024, the Sponsor failed to remit certain participant contributions and loan repayments totaling \$138,977 within the required timeframe as stated by the DOL. The DOL considers late deposits to be prohibited transactions. In August 2025, the Sponsor paid lost earnings on \$138,977 of late participant deferrals outside of the DOL's Voluntary Fiduciary Correction Program, which were paid from the Sponsor's assets and not from assets of the Plan.

NOTE 10 – RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of the affected components of the changes in net assets available for plan benefits per the financial statements for the year ended December 31, 2024 to the Form 5500:

Total Participant contributions per the financial statements	\$ 2,250,715
Add: Corrective distributions for the year end December 31, 2024	<u>33,419</u>
Total Participant contributions per the Form 5500	<u>\$ 2,284,134</u>

TRAFFIC MANAGEMENT, INC. 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 11 – SUBSEQUENT EVENTS

Effective June 27, 2025, Tangram Engineering & Design, LLP joined the Plan as a participating employer.

Effective August 25, 2025, the Plan was amended to implement provisions under Internal Revenue Code Section 411(a)(11)(A) regarding distributions from the Plan. Under this provision, any distribution greater than \$1,000 made without participant consent prior to the participant's normal retirement age (or age 62, if later) will be automatically rolled over to an individual retirement account designated by the Plan Administrator. The dollar limit for mandatory cash-out without consent is \$5,000, as specified by the Code.

The Plan has evaluated all subsequent events through November 4, 2025, the date the financial statements were available to be issued, and concluded that, other than the matters noted above, no subsequent events have occurred that would require recognition in the financial statements or disclosure in the notes to the financial statements.

SUPPLEMENTAL INFORMATION

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
SCHEDULE H, LINE 4a – SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
December 31, 2024

Plan Sponsor EIN: 95-4547268
 Plan number: 001

Pay Dates	Participant Contributions Transferred Late to Plan		Total that Constitute Nonexempt Prohibited Transactions			
	Check here if late participant loan repayments are included <input checked="" type="checkbox"/>	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51	
2023	\$ 324,074	\$ -	\$ 324,074	\$ -	\$ -	\$ -
2024	\$ 138,977	\$ -	\$ 138,977	\$ -	\$ -	\$ -

See Independent Auditor's Report.

TRAFFIC MANAGEMENT, INC. 401(K) PLAN
SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)
December 31, 2024

Plan Sponsor EIN: 95-4547268
Plan number: 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	(e) Current Value
Registered Investment Companies			
*	Fidelity Investments Institutional	FID BLUE CHIP GR K	\$ 195,373
*	Fidelity Investments Institutional	FID 500 INDEX	783,614
*	Fidelity Investments Institutional	FID MID CAP IDX	132,249
*	Fidelity Investments Institutional	FID SM CAP IDX	79,770
	Allspring	AS SPL MID CP VAL IS	67,081
	BlackRock	BLKRRK LP IDX 2065 K	137,708
	BlackRock	BLKRRK LP IDX 2060 K	1,055,296
	BlackRock	BLKRRK LP IDX RTMT K	1,159,733
	BlackRock	BLKRRK LP IDX 2030 K	1,279,085
	BlackRock	BLKRRK LP IDX 2040 K	2,713,777
	BlackRock	BLKRRK LP IDX 2050 K	2,957,263
	BlackRock	BLKRRK LP IDX 2035 K	2,524,525
	BlackRock	BLKRRK LP IDX 2045 K	2,461,209
	BlackRock	BLKRRK LP IDX 2055 K	1,800,028
	Delaware Funds	DE IVY EM MKTS EQ R6	45,940
	Hartford	HTFD INTL OPPS R6	167,455
	JP Morgan	JPM LARGE CAP VAL R6	30,545
	PGIM Investments	PGIM TOTAL RTN BD R6	216,059
	PIMCO	PIM INTL BD US\$ I	443
	PIMCO	PIM REAL RETURN INST	13,126
	TRP	TRP QM US SMCP GR I	2,224
	TRP	TRP DIVERS MDCP GR I	8,218
	Vanguard	VAN REAL EST IDX ADM	21,740
	Total registered investment companies		<u>17,852,461</u>
Cash equivalents			
*	Fidelity Investments Institutional	Fidelity Government Market K6	967,839
*	Fidelity Investments Institutional	Fidelity Cash Reserves	5,955
	Total cash equivalents		<u>973,794</u>
Common Collective Trust			
	Reliance Trust Company	New York Life Anchor Account CL O	57,365
Self Directed Brokerage Account			
	Exxon Mobil	Exxon Mobil Corporation (XOM)	26,148
*	Fidelity Investments Institutional	Fidelity Ethereum Fund	1,784
	Total self directed brokerage account		27,932
	Total investments held		<u>18,911,552</u>
*	Notes from participants	(Interest rate ranging from 5.25 – 9.50%, collateralized by participants' account balances and maturing through December 2029.)	495,258
	Total		<u><u>\$ 19,406,810</u></u>
	* Denotes party-in-interest		

See Independent Auditor's Report.