

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

**Part I Annual Report Identification Information**  
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 09/30/2024

**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) DISASTER RELIEF SITUATION IN TN

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

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

<p><b>1a</b> Name of plan <u>I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p>
<p><b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>I.C. THOMASSON ASSOCIATES, INC.</u></p> <p><u>2950 KRAFT DR STE 500</u> <u>NASHVILLE, TN 37204</u></p>	<p><b>1c</b> Effective date of plan <u>10/01/1966</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>62-0721262</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>615-346-3400</u></p> <p><b>2d</b> Business code (see instructions) <u>541310</u></p>

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

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

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	02/05/2026	KARI DANBY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	300
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	252
	<b>6a(2)</b>	0
	<b>6b</b>	0
	<b>6c</b>	0
	<b>6d</b>	0
	<b>6e</b>	0
	<b>6f</b>	0
	<b>6g(1)</b>	282
	<b>6g(2)</b>	0
<b>h</b>	18	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

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

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

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

---

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

For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **09/30/2024**

<b>A</b> Name of plan <b>I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>I.C. THOMASSON ASSOCIATES, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>62-0721262</b>	

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

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

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

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

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

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

**FIDELITY INVESTMENTS INSTITUTIONAL**

**04-2647786**

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

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

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

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

---

---

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

---

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

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 71	RECORDKEEPER	54733	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)

KRAFT CPAS, PLLC

62-0713250

(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?
10	EMPLOYEE OF EMPLOYER	29019	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)

M HOLDINGS SECURITIES INC

91-1802259

(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	20623	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

STRATEGIC ADVISORS, INC.

04-2654524

(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	8233	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

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

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

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

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

(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.	
BLKRRK HI YLD INST - BNY MELLON INV 500 ROSS STREET PITTSBURGH, PA 53442	0.15%	
(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.	
COL SEL MIDCP GR I - COLUMBIA MGT 430 W 7TH STREET STE 219104 KANSAS CITY, MO 64105	0.15%	
(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.	
DRIEHAUS INTL SMCPGR - THE NORTHER 50 BANK STREET CANARY WHARF LONDON, GB E14 5 GB	0.12%	

**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.	
GALLIARD STBLE RTN M 800 LASALLE AVENUE SUITE 1400 MINNEAPOLIS, MN 55402	0.25%	
(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.	
TRP DIV GROWTH - T. ROWE PRICE SER  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
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.	
TRP RETIRE BAL - T. ROWE PRICE SER  52-2269240	0.15%	

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

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

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

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

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

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

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

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

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

<b>a</b> Name: <a href="#">KRAFTCPAS, PLLC</a>	<b>b</b> EIN: <a href="#">62-0713250</a>
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation: [KRAFTCPAS MERGED WITH BAKER TILLY US, LLP EFFECTIVE AUGUST 1, 2025](#)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 09/30/2024

<b>A</b> Name of plan <u>I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>I.C. THOMASSON ASSOCIATES, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>62-0721262</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
---------------	--

<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>GALLIARD STBLE RTN M</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>WELLS FARGO BANK, N.A.</u>		
<b>c</b> EIN-PN <u>94-6751924-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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



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

For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>09/30/2024</b>	
<b>A</b> Name of plan <b>I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN</b>	<b>B</b> Three-digit plan number (PN) <b>▶</b> <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>I.C. THOMASSON ASSOCIATES, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>62-0721262</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
---------------	--------------------------------------

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

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	825	0
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	304291	0
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	0	0
<b>(3)</b> Other .....	<b>1b(3)</b>	0	0
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	1967157	0
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	0	0
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	0	0
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	0	0
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	0	0
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	154643	0
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	0	0
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	0	0
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	0	0
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	542328	0
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	2492731	0
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	0	0
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	0	0
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	0	0
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	37902743	0
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	0	0
<b>(15)</b> Other .....	<b>1c(15)</b>	0	0

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>	0	0
(2) Employer real property.....	<b>1d(2)</b>	0	0
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>	0	0
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	43364718	0
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	0	0
<b>h</b> Operating payables.....	<b>1h</b>	0	0
<b>i</b> Acquisition indebtedness.....	<b>1i</b>	0	0
<b>j</b> Other liabilities.....	<b>1j</b>	0	0
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	43364718	0

**Part II Income and Expense Statement**

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

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: (A) Employers.....	<b>2a(1)(A)</b>	647446	
(B) Participants.....	<b>2a(1)(B)</b>	1500421	
(C) Others (including rollovers).....	<b>2a(1)(C)</b>	108263	
(2) Noncash contributions.....	<b>2a(2)</b>	0	2256130
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	0	
(B) U.S. Government securities.....	<b>2b(1)(B)</b>	0	
(C) Corporate debt instruments.....	<b>2b(1)(C)</b>	0	
(D) Loans (other than to participants).....	<b>2b(1)(D)</b>	0	
(E) Participant loans.....	<b>2b(1)(E)</b>	23568	
(F) Other.....	<b>2b(1)(F)</b>	0	
(G) Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		23568
<b>(2) Dividends:</b>			
(A) Preferred stock.....	<b>2b(2)(A)</b>	0	
(B) Common stock.....	<b>2b(2)(B)</b>	878	
(C) Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	759480	
(D) Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		760358
(3) Rents.....	<b>2b(3)</b>		0
<b>(4) Net gain (loss) on sale of assets:</b>			
(A) Aggregate proceeds.....	<b>2b(4)(A)</b>	151897	
(B) Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	148978	
(C) Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
(A) Real estate.....	<b>2b(5)(A)</b>	0	
(B) Other.....	<b>2b(5)(B)</b>	32602	
(C) Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	2b(6)	44591
(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)	5396577
<b>c</b> Other income .....	2c	0
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	2d	8516745

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers .....	2e(1)	6680729
(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)	6680729
<b>f</b> Corrective distributions (see instructions) .....	2f	733
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	2g	36399
<b>h</b> Interest expense .....	2h	0
<b>i</b> Administrative expenses:		
(1) Salaries and allowances .....	2i(1)	0
(2) Contract administrator fees .....	2i(2)	0
(3) Recordkeeping fees .....	2i(3)	36688
(4) IQPA audit fees .....	2i(4)	29019
(5) Investment advisory and investment management fees .....	2i(5)	21207
(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)	86914
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	2j	6804775

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line 2j from line 2d .....	2k	1711970
<b>l</b> Transfers of assets:		
(1) To this plan .....	2l(1)	0
(2) From this plan .....	2l(2)	45076688

**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: **BAKER TILLY US LLP**

(2) EIN: **30-1413443**

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

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

**Part IV Compliance Questions**

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

During the plan year:

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

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

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

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> PN(s)
SALAS O'BRIEN RETIREMENT PLAN	95-2037468	002

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

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

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 09/30/2024

<b>A</b> Name of plan <u>I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>I.C. THOMASSON ASSOCIATES, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>62-0721262</u>	

<b>Part I</b>	<b>Distributions</b>
---------------	----------------------

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

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	<b>1</b>	
<b>2</b> 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): <u>04-6568107</u>		
<b>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</b>		
<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	<b>3</b>	

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

<b>4</b> Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
<b>If the plan is a defined benefit plan, go to line 8.</b>			
<b>5</b> 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. <b>Date:</b> Month _____ Day _____ Year _____ <b>If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.</b>			
<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>		
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>		
<b>c</b> Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	<b>6c</b>		
<b>If you completed line 6c, skip lines 8 and 9.</b>			
<b>7</b> Will the minimum funding amount reported on line 6c be met by the funding deadline?.....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A
<b>8</b> 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? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

<b>Part III</b>	<b>Amendments</b>
-----------------	-------------------

<b>9</b> 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.....	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

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

<b>10</b> Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>11 a</b> Does the ESOP hold any preferred stock? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>b</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.) .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No
<b>12</b> Does the ESOP hold any stock that is not readily tradable on an established securities market? .....	<input type="checkbox"/> Yes	<input type="checkbox"/> No

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

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

I.C. THOMASSON ASSOCIATES, INC. 401(K)  
RETIREMENT PLAN  
FINANCIAL STATEMENTS,  
SUPPLEMENTARY INFORMATION  
AND INDEPENDENT AUDITORS' REPORT  
SEPTEMBER 30, 2024

EMPLOYER IDENTIFICATION NUMBER: 62-0721262

PLAN NUMBER: 001

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

FINANCIAL STATEMENTS,  
SUPPLEMENTARY INFORMATION  
AND INDEPENDENT AUDITORS' REPORT  
SEPTEMBER 30, 2024

TABLE OF CONTENTS

	<u>Page</u>
<u>INDEPENDENT AUDITORS' REPORT</u>	1 - 4
<u>FINANCIAL STATEMENTS</u>	
Statements of Net Assets Available for Benefits	5
Statement of Changes in Net Assets Available for Benefits	6
Notes to Financial Statements	7 - 14

All supplemental schedules ordinarily required by the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable to this Plan for the audit years addressed in the Independent Auditors' Report.

## INDEPENDENT AUDITORS' REPORT

To the Plan Administrator and Participants  
I.C. Thomasson Associates, Inc. 401(k) Retirement Plan  
Nashville, Tennessee

### SCOPE AND NATURE OF THE ERISA SECTION 103(a)(3)(C) AUDIT OF THE 2024 FINANCIAL STATEMENTS

We have performed an audit of the financial statements of I.C. Thomasson Associates, Inc. 401(k) Retirement 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 statement of net assets as of September 30, 2024, and the related statement of changes in net assets available for benefits for the nine-month period ended September 30, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the Plan's 2024 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's ("DOL") Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of September 30, 2024 and for the nine-month period ended September 30, 2024, stating that the certified investment information, as described in Note 3 to the 2024 financial statements, is complete and accurate.

### OPINION ON THE 2024 FINANCIAL STATEMENTS

In our opinion, based on our audit and on procedures performed as described in the Auditors' Responsibilities for the Audit of the 2024 Financial Statements section:

- The amounts and disclosures in the accompanying 2024 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 ("GAAP").
- The information in the accompanying 2024 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

## BASIS FOR OPINION ON THE 2024 FINANCIAL STATEMENTS

We conducted our audit in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the 2024 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 audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion on the 2024 financial statements.

## EMPHASIS OF MATTER - PLAN MERGER

As disclosed in Note 1 to the financial statements, I.C. Thomasson Associates, Inc. 401(k) Retirement Plan merged into the Salas O'Brien Retirement Plan ("New Plan"), effective October 1, 2024, and all assets were transferred into the New Plan. Our opinion is not modified with respect to this matter.

## RESPONSIBILITIES OF MANAGEMENT FOR THE 2024 FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the financial statements in accordance with 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 available to be issued.

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

## AUDITORS' RESPONSIBILITIES FOR THE AUDIT OF THE 2024 FINANCIAL STATEMENTS

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2024 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 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 audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2024 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 GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the 2024 financial statements as a whole are presented fairly, in all material respects, in accordance with 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 MATTERS

AUDITORS' REPORT ON THE 2023 FINANCIAL STATEMENTS

Predecessor auditors performed an audit of the 2023 financial statements of the Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the Plan that were certified by a qualified institution. Their report dated October 7, 2024 indicated that (a) the amounts and disclosures in the 2023 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2023 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C). Their report also indicated that the form and content of the 2023 supplemental schedule, other than the information in the 2023 supplemental schedule that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2023 supplemental schedule 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).

*Baker Tilly US, LLP*

Nashville, Tennessee  
February 4, 2026

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

SEPTEMBER 30, 2024 AND DECEMBER 31, 2023

	<u>2024</u>	<u>2023</u>
ASSETS		
Investments, at fair value	\$ -	\$ 42,518,099
Receivables:		
Employer contributions	34,944	304,291
Participant contributions	73,502	-
Notes receivable from participants	<u>-</u>	<u>542,328</u>
Total receivables	<u>108,446</u>	<u>846,619</u>
TOTAL ASSETS	<u>108,446</u>	<u>43,364,718</u>
LIABILITIES		
Other liabilities	<u>108,446</u>	<u>-</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ -</u>	<u>\$ 43,364,718</u>

See accompanying notes to financial statements.

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN  
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS  
FOR THE NINE-MONTH PERIOD ENDED SEPTEMBER 30, 2024

ADDITIONS TO NET ASSETS ATTRIBUTED TO:

Investment income:

Net appreciation in fair value of investments	\$ 5,476,689
Dividend and interest income	<u>760,358</u>

Total investment income	<u>6,237,047</u>
-------------------------	------------------

Interest income on notes receivable from participants	<u>23,568</u>
---	---------------

Contributions:

Participants	1,573,923
Employer	682,390
Rollovers	<u>108,263</u>

Total contributions	<u>2,364,576</u>
---------------------	------------------

TOTAL ADDITIONS	<u>8,625,191</u>
-----------------	------------------

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits paid to participants	6,717,861
Administrative expenses	<u>86,914</u>

TOTAL DEDUCTIONS	<u>6,804,775</u>
------------------	------------------

NET INCREASE	1,820,416
--------------	-----------

TRANSFER TO SALAS O'BRIEN RETIREMENT PLAN	(45,185,134)
---	--------------

NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of period	<u>43,364,718</u>
---------------------	-------------------

End of period	<u><u>\$ -</u></u>
---------------	--------------------

See accompanying notes to financial statements.

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

NOTE 1 - DESCRIPTION OF PLAN

The following brief description of I.C. Thomasson Associates, Inc. 401(k) Retirement Plan (the "Plan") is provided for general information purposes only. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a participant directed defined contribution plan, covering substantially all eligible employees of I.C. Thomasson Associates, Inc. (the "Employer"), as a member of a control group. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended. The Plan Administrator is responsible for oversight of the Plan, including determining the appropriateness of the Plan's investment offerings and monitoring investment performance.

In March 2024, Salas O'Brien, Inc. purchased all stock of the Employer. In response, effective October 1, 2024 ("Merger Date"), I.C. Thomasson Associates, Inc. 401(k) Retirement Plan and Salas O'Brien Retirement Plan ("Successor Plan"), and their respective plan sponsors, entered into an Agreement of Merger (the "Agreement") whereas the Employer agreed to transfer all the Plan assets into the Successor Plan, remove the Employer as the plan sponsor and plan administrator and name Salas O'Brien, Inc. as the plan sponsor and plan administrator. The agreement appoints a new plan service provider, Principal Financial Group ("Principal"), to provide investment options as well as certain third-party administrator functions for the Plan. Plan assets are to be transferred from Fidelity Management Trust Company as soon as administratively practical from the Merger Date. The merger did not impact participant benefits as the benefit provision were incorporated into the Successor Plan and as protected under the Internal Revenue Code ("IRC").

Effective on the Merger Date all plan assets, participant account balances, and related obligations were legally transferred to the Successor Plan, resulting in net assets available for benefits of \$0 as of September 30, 2024. During the nine-month period ended September 30, 2024, the Plan transferred \$45,185,134 of net assets to the Successor Plan, which is presented as "Transfer to Salas O'Brien Retirement Plan" in the Statement of Changes in Net Assets Available for Benefits. Although the physical transfer of certain investments and cash was completed in January 2025, under U.S. GAAP the transfer is reflected as of the effective Merger Date.

Eligibility

All employees, other than leased, interns, part-time and temporary employees are eligible to participate in the Plan beginning immediately after completing 6 months of service, as defined in the plan document.

Employees are eligible for the Employer discretionary matching contributions on or after completing 6 months of service and must be employed on the last day of the year.

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

Contributions

Each year, participants may elect to defer up to 75% of their compensation, as defined in the plan document. Participants may also contribute amounts representing distributions from other qualified plans. Participants may change their salary deferral percentage at any time. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. The Plan also has an automatic deferral feature whereby employees are automatically enrolled in the Plan at 3% of compensation unless the participant makes an election otherwise.

Contributions to the Plan will cease effective September 30, 2024, and any subsequent deferral or Employer contributions will be made into the Successor Plan for eligible employees. Deferral contributions into Successor Plan for Employer employees who are eligible for the Successor Plan will commence with the October 18, 2024 paycheck.

The Employer matches 100% of the first 3% of a participant's eligible compensation contributed into the Plan and 50% of the next 2%. The Employer may also make certain discretionary contributions, as defined in the plan document. For the nine months ended September 30, 2024, the Employer made a discretionary contribution in the amount of \$210,000.

Rollover contributions from other qualified plans are also allowed from any eligible employee, even if not participating in the Plan.

Contributions are subject to certain limitations in accordance with applicable regulatory requirements.

Investment options

Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan also allows participants to self-direct their investments.

Participant accounts

Each participant's account is credited with the participant's contributions, allocations of Employer contributions and plan earnings, and reduced by an allocation of administrative expenses, any distributions and plan losses. Allocations are based on participant earnings, account balances or specific participant transactions, as defined by the plan document. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their contributions, plus actual earnings thereon. Vesting in Employer contributions is based on years of continuous service. Participants vest 20% after completion of two years of credited service, and 20% per year for the next four years, resulting in 100% vesting after 6 years of credited service.

On September 30, 2024 all participants will become 100% vested in their Employer contributions in accordance with the Agreement.

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

Notes receivable from participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The loans are secured by the vested balance in the participant's account and bear interest at rates that range from 4.25% to 9.50% which are commensurate with local prevailing rates as determined by the Plan Administrator. Loan terms are for a maximum of 5 years, or longer if used for the purchase of a primary residence. Principal and interest are paid ratably through payroll deductions. Loans made to Plan participants that are outstanding as of September 30, 2024, if any, shall be transferred to the Successor's Plan along with the other assets.

Payment of benefits

Benefit distributions equal to a participant's vested account balance are payable to the participant or their beneficiaries upon normal retirement (age 65), death, disability or termination of employment. The method of distribution shall be determined by the Plan Administrator in accordance with the provisions of the Plan.

Forfeitures

Forfeitures result from termination of employment under circumstances which do not entitle the participant to be fully vested in his Employer contributions. At September 30, 2024 and December 31, 2023, forfeited nonvested accounts totaled \$27,051 and \$220,313, respectively, and are available to pay Plan expenses. Forfeitures of \$210,000 were allocated to participant accounts during 2024 as an Employer discretionary contribution. Any forfeitures remaining in the Plan shall be transferred to the Successor's Plan in accordance with the Agreement.

In-service withdrawals

In-service withdrawals are permitted by participants who have reached the age of 59 and 1/2. Early withdrawals may also be made in the case of financial hardship, as determined by the Employer.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of presentation

The financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Investment valuation and income recognition

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

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

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

Notes receivable from participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses as incurred.

No allowance for credit losses has been recorded as of September 30, 2024 and December 31, 2023. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be a distribution, the participant loan balance is reduced and a benefit payment is recorded.

Payment of benefits

Benefit payments are recognized in the year paid.

Expenses

The Plan is responsible for its administrative expenses unless paid by the Employer. Expenses paid by the Employer are excluded from these financial statements. Investment-related expenses are included in net appreciation in fair value of investments.

Contributions

Contributions from plan participants and the Employer contributions are recorded in the year in which the participant contributions are withheld from compensation.

Use of estimates

The preparation of financial statements in conformity with GAAP requires the Plan to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Recent regulatory update

The SECURE 2.0 Act of 2022 was signed into law on December 29, 2022. This legislation includes a vast array of provisional changes to retirement plans, becoming effective in 2023 and beyond. Plan management adopted mandatory provisions effective for the nine-month period ended September 30, 2024, and continues to evaluate the impact of the adoption and implementation of this legislation on the Plan. The application of SECURE 2.0 Act of 2022 did not have a material effect on the Plan's financial statements.

Events occurring after reporting date

The Plan has evaluated events and transactions that occurred between September 30, 2024 and February 4, 2026, the date the financial statements were available to be issued, for possible recognition or disclosure in the financial statements.

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

NOTE 3 - INFORMATION CERTIFIED BY TRUSTEE

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplementary information, including investments and notes receivable from participants held at September 30, 2024 and December 31, 2023, and investment income and interest income on notes receivable for the nine-month period ended September 30, 2024, was obtained by management and agreed to or derived from information certified by Fidelity Management Trust Company, the Trustee of the Plan.

NOTE 4 - FAIR VALUE

The Plan classifies its investments based on a hierarchy consisting of: Level 1 (valued using unadjusted quoted prices from active markets for identical assets), Level 2 (not traded on an active market, but for which observable market inputs are readily available) and Level 3 (valued based on significant unobservable inputs). 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 maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets and liabilities measured at fair value:

Mutual funds	Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.
Self-directed brokerage accounts	Consist of interest-bearing cash and common stocks. Interest-bearing cash is valued at cost plus accrued interest. Common stocks are valued based on the closing price reported on the active market on which the individual securities are traded.
Collective trust funds	Valued at the NAV of units of a bank collective trust. The NAV, as provided by the Trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily.

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

There have been no changes in the valuation methodologies used at September 30, 2024 and December 31, 2023.

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 the valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table summarizes, by level, within the fair value hierarchy, investments measured at fair value on a recurring basis as of December 31, 2023:

	2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 38,741,253	\$ -	\$ -	\$ 38,741,253
Self-directed brokerage accounts	1,284,115	-	-	1,284,115
Total investments in the fair value hierarchy	40,025,368	-	-	40,025,368
Investments measured at net asset value (a)				2,492,731
Investments, at fair value	<u>\$ 40,025,368</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 42,518,099</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at fair value using the net asset value per share (or the equivalent) practical expedient 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 statements of net assets available for benefits.

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient:

Investment	Fair Value at September 30, 2024	Fair Value at December 31, 2023	* Unfunded Commitment	* Redemption Frequency, if Eligible	* Redemption Notice Period
Collective trust fund	\$ -	\$ 2,492,731	\$0	Immediate	12 months

\*Information noted in these columns is the same for each investment type for 2024 and 2023.

There are no participant redemption restrictions for these investments; the notice period is applicable only to the Plan. If the Plan initiates a full redemption of the account, the issuer reserves the right to require 12 months' notification in order to ensure that security liquidations will be carried out in an orderly business manner.

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

The description of the significant investment strategies for each category of investment in the collective trust fund follows:

- (a) The collective trust fund invests in the Stable Value Return Fund M which invests all of its assets in the Wells Fargo Stable Value Fund G that holds investment contracts and security-backed contracts at December 31, 2023. The fund seeks safety of principal and consistency of returns while attempting to maintain minimal volatility.

NOTE 5 - RISKS AND UNCERTAINTIES

The Plan invests in investment securities which are exposed to various risks, such as interest rate, credit and overall market risks. Due to the level of risk associated with certain investment securities, it is 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 financial statements.

At December 31, 2023, the Plan had a concentration of investments in one fund, which represented approximately 10% of total investments. There were no investment concentrations at September 30, 2024.

NOTE 6 - INCOME TAX STATUS

The Plan has adopted a pre-approved plan document (Pre-Approved Plan). The Pre-Approved Plan received its latest opinion letter on June 30, 2020, in which the Internal Revenue Service ("IRS") stated the Pre-Approved Plan, as then designed, was in compliance with the applicable requirements of the IRC. The Plan has not applied for a separate determination letter.

The Pre-Approved Plan has been amended and restated since receiving the opinion letter. However, the Plan Administrator and the Plan's tax counsel believe the Plan and Pre-Approved Plan are designed and have been operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been provided in the financial statements.

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax asset or liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS.

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

Parties-in-interest are defined under United States Department of Labor Regulations as any fiduciary of the Plan, any party rendering service to the Plan, the Employer and certain others. Plan investments and notes receivable from participants are held by the Trustee, and, therefore, these transactions qualify as party-in-interest transactions. Fees incurred by the Plan for investment management services are included in net appreciation in fair value of investments, rather than a direct payment.

These party-in-interest transactions are exempt from the prohibited transactions provisions of ERISA and the IRC.

I.C. THOMASSON ASSOCIATES, INC. 401(K) RETIREMENT PLAN

NOTES TO FINANCIAL STATEMENTS

SEPTEMBER 30, 2024

NOTE 8 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of receivables and liabilities per the financial statements to the Form 5500 as of September 30, 2024 and 2023 follows:

	<u>2024</u>	<u>2023</u>
NET ASSETS AVAILABLE FOR BENEFITS PER THE FINANCIAL STATEMENTS	\$ -	\$ 43,364,718
Contributions receivable	108,446	-
Other liabilities	<u>(108,446)</u>	<u>-</u>
NET ASSETS AVAILABLE FOR BENEFITS PER THE FORM 5500	<u>\$ -</u>	<u>\$ 43,364,718</u>

A reconciliation of the change in receivables and liabilities per the financial statements to the Form 5500 for the year ended September 30, 2024 follows:

CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS PER THE FINANCIAL STATEMENTS	\$ 1,820,416
Change in contributions receivable	<u>(108,446)</u>
CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS PER THE FORM 5500	<u>\$ 1,711,970</u>

Our company filed late as we had merged with another entity and we had to revise the plan year end to 09/30/2024 to align with the other company. Below is the email correspondence of the issues faced.

\*\*\*\*\*

**From:** King, Jared <Jared.King@bakertilly.com>  
**Sent:** Monday, December 15, 2025 3:04 PM  
**To:** Kari Danby <kari.danby@salasobrien.com>; Lucas Hellmer <lucas.hellmer@salasobrien.com>; Leslie, John <John.Leslie@fmr.com>; Beshear, Jessica <Jessica.Beshear@bakertilly.com>; Williams, Stephanie <Stephanie.Williams@bakertilly.com>; McGrath, Owen <Owen.McGrath@bakertilly.com>  
**Cc:** Phillip Barbe <Phillip.Barbe@salasobrien.com>; Ian Salisbury <ians@actben.com>  
**Subject:** Re: [External] RE: ICT Retirement Audited Financial Status

Hey Kari,

We're working through the audit file now, and we're getting close. Our goal is to get everything finalized by the end of the month.

Thank you,

Jared

---

**From:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>  
**Sent:** Monday, December 15, 2025 9:06 AM  
**To:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>  
**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Ian Salisbury <[ians@actben.com](mailto:ians@actben.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>  
**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good morning Jared,

I am following up on the draft. Could you please provide us with a status of when this will be ready for us?

Energetically yours,



A Salas O'Brien Company

**Kari Danby**

*Controller*

**I. C. Thomasson Associates, Inc.**

Email: [kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)



Direct : 615-346-3407 | Cell : 858-245-2123

2950 Kraft Drive, Nashville, TN 37204

[www.ictthomasson.com](http://www.ictthomasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

**From:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>  
**Sent:** Friday, December 5, 2025 12:38 AM  
**To:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>  
**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Ian Salisbury <[ians@actben.com](mailto:ians@actben.com)>  
**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

Thanks for the update. Do we have an ETA on completion?

Energetically yours,

**LUCAS HELLMER, SPHR, SHRM-SCP, MBA, CPSP**

*Associate Vice President, Director of Compensation & Benefits*

D 312.870.5105

C 309.530.6330

E [lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)



---

Engineered for Impact.



**From:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>  
**Sent:** Thursday, December 4, 2025 3:36 PM

**To:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>  
**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Ian Salisbury <[ians@actben.com](mailto:ians@actben.com)>  
**Subject:** Re: [External] RE: ICT Retirement Audited Financial Status

Hey Lucas,

We have just recently received the reporting package ending as of 9/30. We are already working on revising our workpapers to adjust from 12/31 to 9/30, and we will get you a draft as soon as possible.

Thank you,

Jared

---

**From:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>  
**Sent:** Wednesday, December 3, 2025 5:57 PM  
**To:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>  
**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Ian Salisbury <[ians@actben.com](mailto:ians@actben.com)>  
**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Since its December now – how can we get this audit for ICT closed up and filed? Bear in mind we are incurring penalty fees for each day its late.

Please update in the morning next steps for completion.

Energetically yours,

**LUCAS HELLMER, SPHR, SHRM-SCP, MBA, CPSP**

*Associate Vice President, Director of Compensation & Benefits*

**D** 312.870.5105

**C** 309.530.6330

**E** [lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)

**From:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>

**Sent:** Monday, November 24, 2025 2:01 PM

**To:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Lucas Hellmer

<[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>;

Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; Williams, Stephanie

<[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>

**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Ian Salisbury <[ians@actben.com](mailto:ians@actben.com)>

**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

The 9/30/24 Certified Plan Year End Audit Reports are now available under the Plan Financials tab there are also additional reports under the requested reports tab in PSW. You will need to reach out to the 5500 group if Fidelity is doing a Form 5500 for the 1/1/2024 to 9/30/2024 time frame.

\*Log onto PSW.

\*On the homepage, you will see three lines on top left corner.

\*You will need to either Click on those lines or run your mouse over them to see additional links.

\*Under Compliance, you will select the “Plan Year End Summary Reports” link.

## **John Leslie**

Director, Managing Director

## **Fidelity Investments**

Workplace Investing | Relationship Management

Phone: 859-386-3027

Email: [John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)

Client Services: 833-349-6757

Participant Services: 800-835-5097

## **[PLAN SPONSOR WEBSTATION](#)**

**Count on confidence and results with workplace solutions from Fidelity.**

Strategic Support | Purposeful Innovation | Exceptional Service | Engaging Employee Experience



Brokerage services are provided through Fidelity Brokerage Services LLC, Member NYSE and SIPC. Investment advisory services are provided through Strategic Advisers LLC, both Fidelity Investments companies.

924008.8.0

**From:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>

**Sent:** Tuesday, November 18, 2025 6:37 PM

**To:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; Beshear, Jessica

<[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Kari Danby

<[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; Williams, Stephanie

<[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>

**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Ian Salisbury <[ians@actben.com](mailto:ians@actben.com)>

**Subject:** Re: [External] RE: ICT Retirement Audited Financial Status

**NOTICE: This email is from an external sender - do not click on links or attachments unless you recognize the sender and know the content is safe.**

Hey Lucas,

The 5500 could be filed, and instead of attaching/uploading an audit report, you can upload a memo stating that the audit is in process and that you plan to re-file as soon as possible. And then you can re-file once the audit is completed. This might reduce the likelihood of getting assessed late fees—not necessarily eliminate it. This is the approach that some clients have taken in the past. I've attached a template for such a memo.

Fidelity files the 5500, so I'll let John Leslie chime in if he disagrees with this approach, or if there's a good reason to *not* file a 5500 at this point.

Thanks,

Jared

---

**From:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>  
**Sent:** Tuesday, November 18, 2025 3:51 PM  
**To:** Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>  
**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Ian Salisbury <[ians@actben.com](mailto:ians@actben.com)>  
**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Team –

Is there a way to file an interim filing so we aren't incurring their daily penalty for a late filing? How are we going to be wrapping this up?

Adding Ian from our TPA side for visibility.

Energetically yours,

**LUCAS HELLMER, SPHR, SHRM-SCP, MBA, CPSP**

*Associate Vice President, Director of Compensation & Benefits*

**D** 312.870.5105

**C** 309.530.6330

**E** [lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)

**Open Enrollment has started!** Check out what's [new for 2026](#) and make your benefit elections in Elevate before the November 19<sup>th</sup> deadline.

**From:** Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>

**Sent:** Tuesday, November 18, 2025 3:47 PM

**To:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>

**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>

**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

Hi Lucas –

We just checked Fidelity and they have not uploaded the new 9/30/2025 statements. We are stuck until we can get these updated reports.

[@Leslie, John](#) Do you have a better idea of when we should expect those updated reports?

Thank you!

**Jessica Beshear**  
**Manager, Assurance**



T: +1 (615) 782 4209 | M: +1 (931) 200 0524

[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com) | [bakertilly.com](http://bakertilly.com)

**From:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>  
**Sent:** November 18, 2025 11:59 AM  
**To:** Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>  
**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>  
**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Team – just following up on status. Can you share when you expect this to be completed and ready to be filed? Thanks.

Energetically yours,

**LUCAS HELLMER, SPHR, SHRM-SCP, MBA, CPSP**

*Associate Vice President, Director of Compensation & Benefits*

**D 312.870.5105**

C 309.530.6330

E [lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)

**Open Enrollment has started!** Check out what's [new for 2026](#) and make your benefit elections in Elevate before the November 19<sup>th</sup> deadline.

**From:** Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>

**Sent:** Tuesday, November 4, 2025 3:53 PM

**To:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>

**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>

**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

Thank you John for helping out. We'll make sure to keep checking the Fidelity website for updated reports.

**Jessica Beshear**  
**Manager, Assurance**



T: +1 (615) 782 4209 | M: +1 (931) 200 0524

[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com) | [bakertilly.com](http://bakertilly.com)

**From:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>

**Sent:** Tuesday, November 4, 2025 3:48 PM

**To:** Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>

**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>

**Subject:** RE: [External] RE: ICT Retirement Audited Financial Status

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

They are re-doing the reports with the correct date and will publish ASAP. SDB may take a little longer.

**John Leslie**

Director, Managing Director

**Fidelity Investments**

Workplace Investing | Relationship Management

Phone: 859-386-3027

Email: [John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)

Client Services: 833-349-6757

Participant Services: 800-835-5097

## [PLAN SPONSOR WEBSTATION](#)

**Count on confidence and results with workplace solutions from Fidelity.**

Strategic Support | Purposeful Innovation | Exceptional Service | Engaging Employee Experience



Brokerage services are provided through Fidelity Brokerage Services LLC, Member NYSE and SIPC. Investment advisory services are provided through Strategic Advisers LLC, both Fidelity Investments companies.

924008.8.0

**From:** Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>

**Sent:** Tuesday, November 4, 2025 10:46 AM

**To:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; McGrath, Owen <[Owen.McGrath@bakertilly.com](mailto:Owen.McGrath@bakertilly.com)>

**Cc:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>

**Subject:** [External] RE: ICT Retirement Audited Financial Status

**NOTICE: This email is from an external sender - do not click on links or attachments unless you recognize the sender and know the content is safe.**

Good morning,

We have just received the updated Fidelity reports for the ICT plan. We noticed however that the certification date was 10/1/2024. It was our understanding that the merger effective date was 10/1/2024 meaning that any transaction on 10/1/2024 and forward would be under Salas Plan. We would need the certification from Fidelity to be 9/30/2024.

[@Leslie, John](#) Would this be something that you could assist with?

Thank you!

**Jessica Beshear**  
**Manager, Assurance**



T: +1 (615) 782 4209 | M: +1 (931) 200 0524

[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com) | [bakertilly.com](https://www.bakertilly.com)

**From:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Sent:** Tuesday, October 28, 2025 3:23 PM

**To:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>

**Cc:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Subject:** ICT Retirement Audited Financial Status

**Importance:** High

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Good afternoon,

I am following up the status of the financials. Per the email below they were to be completed today. Please provide an update. Thank you!

Energetically yours,



A Salas O'Brien Company

**Kari Danby**

*Controller*

**I. C. Thomasson Associates, Inc.**

Email: [kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)



Direct : 615-346-3407 | Cell : 858-245-2123

2950 Kraft Drive, Nashville, TN 37204

[www.ictthomasson.com](http://www.ictthomasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

**From:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>  
**Sent:** Friday, October 10, 2025 10:03 AM  
**To:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>  
**Cc:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>  
**Subject:** RE: ICT retirement info needed

Thank you for the update.

Energetically yours,



A Salas O'Brien Company

**Kari Danby**

*Controller*

**I. C. Thomasson Associates, Inc.**

Email: [kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)



Direct : 615-346-3407 | Cell : 858-245-2123

2950 Kraft Drive, Nashville, TN 37204

[www.ictthomasson.com](http://www.ictthomasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the

intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

**From:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>  
**Sent:** Friday, October 10, 2025 9:52 AM  
**To:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>  
**Cc:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>  
**Subject:** Re: ICT retirement info needed

Hey Kari,

Yes, we will be able to adjust from completing by 10/31 to 10/28 *at the latest*. As long as the 5500 is filed before 11/3, you do not need to file with that sample letter.

On the 5500, there is still cash in the plan at 12/31, so you will have to show those assets. But you should include an offsetting liability/payable (to the new plan) so that your ending net assets are zero. This is how we are going to present the audited statement of net assets (balance sheet).

Thanks,

Jared

---

**From:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>  
**Sent:** Friday, October 10, 2025 9:37 AM  
**To:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Williams, Stephanie

<[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>; Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>

**Cc:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Lucas Hellmer

<[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Subject:** RE: ICT retirement info needed

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello All,

I have not received a response to my email below. Will you be able to complete this audit prior to my departure? Additionally, I understand that you would like me to attach the sample letter you provided with the 5500 and file it now and you will revise it. Do I need to modify the 5500 to be a zero balance as of 12/31/2024 per the below or will you be revising this when you complete the financials? Please advise, thank you!

Hey Kari,

As a note, because the merger of the Plans happened prior to 12/31/2024, even though the assets are still held by Fidelity and were not yet transferred to the Salas Plan. The ICT Financial Statements and Form 5500 should show a zero balance as of 12/31/2024. Please let me know if you have any questions regarding this.

Thank you,  
Chris

[@Phillip Barbe](#) – the attached will need to be placed on ICT letterhead and signed by you .

Energetically yours,



A Salas O'Brien Company

**Kari Danby**

*Controller*

**I. C. Thomasson Associates, Inc.**

Email: [kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)



Direct : 615-346-3407 | Cell : 858-245-2123

2950 Kraft Drive, Nashville, TN 37204

[www.ictthomasson.com](http://www.ictthomasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

**From:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Sent:** Wednesday, October 8, 2025 10:38 AM

**To:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>

**Cc:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>;

Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; Beshear, Jessica

<[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Subject:** RE: ICT retirement info needed

I am out of the country from 10/29 – 11/14. I need to make time in my schedule to complete the 5500 prior to leaving. The schedule of completion MUST be updated earlier.

Energetically yours,



A Salas O'Brien Company

**Kari Danby**

*Controller*

**I. C. Thomasson Associates, Inc.**

Email: [kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)



Direct : 615-346-3407 | Cell : 858-245-2123

2950 Kraft Drive, Nashville, TN 37204

[www.ictthomasson.com](http://www.ictthomasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

**From:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>

**Sent:** Wednesday, October 8, 2025 10:33 AM

**To:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Cc:** Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>;

Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>; Beshear, Jessica

<[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>

**Subject:** Re: ICT retirement info needed

Kari,

I apologize for not letting you know sooner.

We waited to let you know about the delay as soon as we realized that we could not get the audit completed by 10/15. The data and systems portion of Kraft's merger on 8/1 with Baker Tilly went poorly, and we experienced significantly more downtime than we were told to expect. I fully acknowledge that by telling you this, it doesn't speed anything up. But I want you to know that we are working *significant* amounts of "overtime" hours working towards getting all of our employee benefit plan audits completed. There just isn't a way for us to get this completed by 10/15.

I am guessing that Fidelity might have already sent you this info since they prepare the Form 5500. But in case they didn't, I wanted to let you know that the 5500 is not actually due until November 3 (since the Plan is a Tennessee filer). See below from the IRS. I'm not sure what your travel dates are, and there might still be a timing conflict, but the Form will not be considered late until November 4th.

[IRS announces tax relief for Tennessee storm victims; various deadlines postponed to Nov. 3 \\_ Internal Revenue Service](#)

Stephanie, Jessica, myself, and our entire employee benefit plan team are all working lots of hours to get as much done as we can as quickly as we can. Again, I apologize for the late communication.

Thank you,

Jared

---

**From:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Sent:** Tuesday, October 7, 2025 2:48 PM

**To:** Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>

**Cc:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Leslie, John <[John.Leslie@fmr.com](mailto:John.Leslie@fmr.com)>; Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>; Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>

**Subject:** RE: ICT retirement info needed

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Jessica,

I am surprised that I was not notified of this delay sooner. Unfortunately, the new deadline of October 31<sup>st</sup> does not work. I will be out of the country and unable to complete the 5500. We must request that the deadline be October 15<sup>th</sup>.

Energetically yours,



A Salas O'Brien Company

**Kari Danby**

*Controller*

**I. C. Thomasson Associates, Inc.**

Email: [kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)



Direct : 615-346-3407 | Cell : 858-245-2123

2950 Kraft Drive, Nashville, TN 37204

[www.ictmasson.com](http://www.ictmasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

**From:** Beshear, Jessica <[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com)>  
**Sent:** Tuesday, October 7, 2025 2:37 PM  
**To:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>  
**Cc:** King, Jared <[Jared.King@bakertilly.com](mailto:Jared.King@bakertilly.com)>; Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>  
**Subject:** RE: ICT retirement info needed

Hi Kari,

Stephanie sent me your email, and I wanted to provide a little update for you. As you know we have been transitioning over the Baker Tilly processes and systems over the past two months. As part of this transition, we've had some growing pains with our files and systems, this as resulted in delays of working on client files. Your file unfortunately has been included in these delays, I think at this point we will not be able to issue the financial statements by 10/15. I have attached a memo that you can put with your 5500 in place of the audit for the time being. We do have a plan to not let this drag out and plan to have your file completed by 10/31. I hope this will be agreeable for you and we appreciate your patience with us during this transition.

If you have any questions or concerns, we'd be more than happy to connect and discuss with you.

Thank you!

**Jessica Beshear**  
**Manager, Assurance**



T: +1 (615) 782 4209 | M: +1 (931) 200 0524

[Jessica.Beshear@bakertilly.com](mailto:Jessica.Beshear@bakertilly.com) | [bakertilly.com](http://bakertilly.com)

**From:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Sent:** Tuesday, October 7, 2025 12:23 PM

**To:** Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>

**Cc:** Jessica Beshear <[jbeshear@kraftcpas.com](mailto:jbeshear@kraftcpas.com)>; Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Subject:** RE: ICT retirement info needed

**Importance:** High

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Stephanie,

I just left you a voicemail, but wanted to make sure you received below email, as I had not received a response back. Are we on track to close this all out by or before 10/15 (per attached)?

Energetically yours,



A Salas O'Brien Company

**Kari Danby**

*Controller*

**I. C. Thomasson Associates, Inc.**

Email: [kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)



Direct : 615-346-3407 | Cell : 858-245-2123

2950 Kraft Drive, Nashville, TN 37204

[www.ictthomasson.com](http://www.ictthomasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

**From:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Sent:** Monday, September 29, 2025 12:01 PM

**To:** Williams, Stephanie <[Stephanie.Williams@bakertilly.com](mailto:Stephanie.Williams@bakertilly.com)>

**Cc:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>

**Subject:** FW: ICT retirement info needed

Hi Stephanie - please see attached. Also is the below, correct?

Hey Kari,

As a note, because the merger of the Plans happened prior to 12/31/2024, even though the assets are still held by Fidelity and were not yet transferred to the Salas Plan. The ICT Financial Statements and Form 5500 should show a zero balance as of 12/31/2024. Please let me know if you have any questions regarding this.

Thank you,  
Chris

Energetically yours,



A Salas O'Brien Company

**Kari Danby**

*Controller*

**I. C. Thomasson Associates, Inc.**

Email: [kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)



Direct : 615-346-3407 | Cell : 858-245-2123

2950 Kraft Drive, Nashville, TN 37204

[www.ictthomasson.com](http://www.ictthomasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

**From:** Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>  
**Sent:** Friday, September 26, 2025 1:11 PM  
**To:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>  
**Subject:** Re: ICT retirement info needed

Kari,

Lucas's request reminded me that I needed to send you our review notes from last year. Please see attached, this may have been holding up the process.

Let me know if you need anything further.

Energetically yours,



A Salas O'Brien Company

**Phil Barbe, P.E.**

*Principal*

**I. C. Thomasson Associates, Inc.**

Email: [phillip.barbe@salasobrien.com](mailto:phillip.barbe@salasobrien.com)



Direct : 615-346-3480 | Cell : 615-430-4317

2950 Kraft Drive, Nashville, TN 37204

[www.ictthomasson.com](http://www.ictthomasson.com)

This communication, including attachments, is for the exclusive use of addressee and may contain information that is proprietary, confidential and/or otherwise legally protected from disclosure and is intended to be received and read by certain individuals. If you are not the intended recipient, any use, copying, disclosure, dissemination or distribution is strictly prohibited. Please notify the sender immediately and delete this message and attachments from your computer.

---

**From:** Lucas Hellmer <[lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)>  
**Sent:** Friday, September 26, 2025 12:26 PM  
**To:** Kari Danby <[kari.danby@salasobrien.com](mailto:kari.danby@salasobrien.com)>; Phillip Barbe <[Phillip.Barbe@salasobrien.com](mailto:Phillip.Barbe@salasobrien.com)>  
**Cc:** Holston, Chris <[Chris.Holston@crowe.com](mailto:Chris.Holston@crowe.com)>; Nywening, Mark <[Mark.Nywening@crowe.com](mailto:Mark.Nywening@crowe.com)>; Kuo, Justin <[justin.kuo@crowe.com](mailto:justin.kuo@crowe.com)>  
**Subject:** ICT retirement info needed

Kari/ Phil,

We are going through our 2024 retirement plan audit and they are requesting information from your prior plan.

They need a certified trust report as of 12/31/24 as well as records for the period from 10/1/2024-12/31/2024. If the quarter reporting is not available, they will need the year to date reporting from 1/1-9/30/2024 to back into it.

I've added the auditors to this email chain to further clarify the need.

Please let me or our auditors know if you have any questions. Thanks!

Energetically yours,

**LUCAS HELLMER, SPHR, SHRM-SCP, MBA, CPSP**

*Associate Vice President, Director of Compensation & Benefits*

**D 312.870.5105**

C 309.530.6330

E [lucas.hellmer@salasobrien.com](mailto:lucas.hellmer@salasobrien.com)

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication, including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication, including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges

and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication, including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication, including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication, including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not

authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication, including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication, including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication,

including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.

Baker Tilly Confidentiality Notice: Baker Tilly Advisory Group, LP and Baker Tilly US, LLP, trading as Baker Tilly, operate under an alternative practice structure and are members of the global network of Baker Tilly International Ltd., the members of which are separate and independent legal entities. This message is being sent by Baker Tilly and is intended exclusively for the individuals and entities to which it is addressed. This communication, including any attachments, may contain information that is proprietary, privileged, confidential, including information that is protected under the HIPAA privacy rules, or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately by email and delete all copies of this message. This message is protected by applicable legal privileges and is confidential. Tax advice, if any, contained in this communication was not intended or written to be used by any taxpayer for the purpose of avoiding penalties.