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EXHIBITS, FINANCIAL STATEMENT SCHEDULES71SIGNATURES74PART IDEFINITIONSIn this Annual Report on FormÂ 10-K, the words â€œIESâ€, the â€œCompanyâ€, the â€œRegistrantâ€, â€œweâ€, â€œourâ€, â€œoursâ€ and â€œusâ€ refer to IES Holdings, Inc. and, except as otherwise specified herein, to our subsidiaries.DISCLOSURE REGARDING FORWARD-LOOKING STATEMENTSThis Annual Report on Form 10-K includes certain statements that may be deemed â€œforward-looking statementsâ€ within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended, all of which are based upon various estimates and assumptions that the Company believes to be reasonable as of the date hereof. In some cases, you can identify forward-looking statements by terminology such as â€œmay,â€ â€œwill,â€ â€œcould,â€ â€œshould,â€ â€œexpect,â€ â€œplan,â€ â€œproject,â€ â€œintend,â€ â€œanticipate,â€ â€œbelieve,â€ â€œseek,â€ â€œestimate,â€ â€œpredict,â€ â€œpotential,â€ â€œpursue,â€ â€œtarget,â€ â€œcontinue,â€ the negative of such terms or other comparable terminology. These statements involve risks and uncertainties that could cause the Companyâ€™s actual future outcomes to differ materially from those set forth in such statements. Such risks and uncertainties include, but are not limited to:â€¢a general reduction in the demand for our products or services;â€¢changes in general economic conditions, including supply chain constraints, high rates of inflation, changes in consumer sentiment, elevated interest rates, and market disruptions resulting from a number of factors, including geo-political events such as the Ukraine-Russia war, the conflict in the Middle East, and trade tensions between the U.S. and China; â€¢competition in the industries in which we operate, both from third parties and former employees, which could result in the loss of one or more customers or lead to lower margins on new projects;â€¢our ability to successfully manage and execute projects, the cost and availability of qualified labor and the ability to maintain positive labor relations, and our ability to pass along increases in the cost of commodities used in our business, in particular, copper, aluminum, steel, fuel, electronic components and certain plastics; â€¢supply chain disruptions due to our suppliers' access to materials and labor, their ability to ship products timely, or credit or liquidity problems they may face;â€¢inaccurate estimates used when entering into fixed-price contracts, the possibility of errors when estimating revenue and progress to date on percentage-of-completion contracts, and complications associated with the incorporation of new accounting, control and operating procedures;â€¢our ability to enter into, and the terms of, future contracts;â€¢the existence of a small number of customers from whom we derive a meaningful portion of our revenues;â€¢reliance on third parties, including subcontractors and suppliers, to complete our projects;â€¢the inability to carry out plans and strategies as expected, including the inability to identify and complete acquisitions that meet our investment criteria in furtherance of our corporate strategy, or the subsequent underperformance of those acquisitions;â€¢challenges integrating new businesses into the Company or new types of work, products or processes into our segments;â€¢backlog that may not be realized or may not result in profits;â€¢failure to adequately recover on contract change orders or claims against customers; â€¢closures or sales of our facilities resulting in significant future charges, including potential warranty losses or other unexpected liabilities, or a significant disruption of our operations;â€¢the impact of future epidemics or pandemics on our business, including the potential for new or continued job site closures or work stoppages, supply chain disruptions, delays in awarding new project bids, construction delays, reduced demand for our services, delays in our ability to collect from our customers, or illness of management or other employees;â€¢an increased cost of surety bonds affecting margins on work and the potential for our surety providers to refuse bonding or require additional collateral at their discretion;â€¢the impact of seasonality, adverse weather conditions, and climate change;1â€¢fluctuations in operating activity due to factors such as cyclicality, downturns in levels of construction or the housing market, and differing regional economic conditions;â€¢difficulties in managing our billings and collections;â€¢accidents resulting from the physical hazards associated with our work and the potential for accidents;â€¢the possibility that our current insurance coverage may not be adequate or that we may not be able to obtain policies at acceptable rates;â€¢the effect of litigation, claims and contingencies, including warranty losses, damages or other latent defect claims in excess of our existing reserves and accruals;â€¢costs and liabilities under existing or potential future laws and regulations, including those laws and regulations related to the environment and climate change, as well as the inability to transfer, renew and obtain electrical and other professional licenses;â€¢interruptions to our information systems and cyber security or data breaches;â€¢expenditures to conduct environmental remediation activities required by certain environmental laws and regulations;â€¢loss of key personnel, ineffective transition of new management, or general labor constraints;â€¢credit and capital market conditions, including changes in interest rates that affect the cost of construction financing and mortgages, and the inability of some of our customers to obtain sufficient financing at acceptable rates, which could lead to project delays or cancellations;â€¢limitations on our ability to access capital markets and generate cash from operations to fund our working capital needs and capital expenditures, to complete acquisitions, and for debt service; â€¢the impact on our effective tax rate or cash paid for taxes from changes in tax positions we have taken or changes in tax laws;â€¢difficulty in fulfilling the covenant terms of our revolving credit facility, including liquidity, and other financial requirements, which could result in a default and acceleration of any indebtedness under such revolving credit facility;â€¢reliance on certain estimates and assumptions that may differ from actual results in the preparation of our financial statements;â€¢uncertainties inherent in the use of percentage-of-completion accounting, which could result in the reduction or elimination of previously recorded revenues and profits;â€¢the recognition of potential goodwill, long-lived assets and other investment impairments;â€¢the existence of a controlling shareholder, who has the ability to take action not aligned with other shareholders or to dispose of all or a significant portion of the shares of our common stock it holds, which may trigger certain change of control provisions in a number of our material agreements, including our financing and surety arrangements and our executive severance plan;â€¢the relatively low trading volume of our common stock, which could increase the volatility of our stock price and could make it more difficult for shareholders to sell a substantial number of shares for the same price at which shareholders could sell a smaller number of shares;â€¢the possibility that we issue additional shares of common stock, preferred stock or convertible securities that will dilute the percentage ownership interest of existing stockholders and may dilute the value per share of our common stock;â€¢the potential for substantial sales of our common stock, which could adversely affect our stock price;â€¢the impact of increasing scrutiny and changing expectations from investors and customers, or new or changing regulations, with respect to environmental, social and governance practices;â€¢the cost or effort required for our shareholders to bring certain claims or actions against us, as a result of our designation of the Court of Chancery of the State of Delaware as the sole and exclusive forum for certain types of actions and proceedings; andâ€¢the possibility that our internal controls over financial reporting and our disclosure controls and procedures may not prevent all possible errors that could occur.You should understand that the foregoing, as well as other risk factors discussed in this document, including those listed in Part I, Item 1A. â€œRisk Factorsâ€ of this Annual Report on Form 10-K could cause future outcomes to differ materially from those experienced previously or those expressed in such forward-looking statements. We undertake no obligation to publicly update or revise any information, including information concerning our controlling shareholder, borrowing availability or cash position, or any forward-looking statements to reflect events or circumstances that may arise after the date of this report. Forward-looking statements are 2provided in this Annual Report on Form 10-K pursuant to the safe harbor established under the Private Securities Litigation Reform Act of 1995 and should be evaluated in the context of the estimates, assumptions, uncertainties and risks described herein.Item 1. Business OVERVIEWIES Holdings, Inc. designs and installs integrated electrical and technology systems and provides infrastructure products and services to a variety of end markets, including data centers, residential housing and commercial and industrial facilities. Our operations are organized into four business segments, based upon the nature of our services:â€¢Communications â€“ Nationwide provider of technology infrastructure services, including the design, build, and maintenance of the communications infrastructure within data centers for co-location and managed hosting customers, for both large corporations and independent businesses.â€¢Residential â€“ Regional provider of electrical installation services for single-family housing and multi-family apartment complexes, as well as heating, ventilation and air conditioning (HVAC) and plumbing installation services in certain markets.â€¢Infrastructure Solutions â€“ Provider of electro-mechanical solutions for industrial operations, including apparatus repair and custom-engineered products, such as generator enclosures used in data centers and other industrial applications. â€¢Commercial & Industrial â€“ Provider of electrical and mechanical design, construction, and maintenance services to the commercial and industrial markets in various regional markets and nationwide in certain areas of expertise, such as the power infrastructure market and data centers.While sharing common goals and values, each of the Companyâ€™s segments manages its own day-to-day operations. Our corporate office is focused on significant capital allocation decisions, investment activities and selection of segment leadership. The corporate office also assists with strategic and operational improvement initiatives, talent development, sharing of best practices across the organization and the establishment and monitoring of risk management practices within our segments.IES Holdings, Inc. is a Delaware corporation established in 1997 and headquartered in Houston, Texas, with an executive office in Greenwich, Connecticut. CORPORATE STRATEGYWe seek to create shareholder value by growing our business through increasing our market share, geographic and market expansion and adding to our capabilities, as well as improving operating margins and generating free cash flow, by investing in our existing businesses and completing acquisitions. We primarily seek to acquire businesses that strategically complement our existing business segments. In addition, we may seek to acquire or invest in stand-alone platform companies based in North America. In evaluating potential acquisition candidates, we seek to invest in businesses with, among other characteristics: â€¢proven management with a willingness to continue post-acquisition;â€¢low technological and/or product obsolescence risk;â€¢established market position and sustainable competitive advantages; andâ€¢strong cash flow characteristics.We believe that acquisitions provide an opportunity to expand into new or related services, products, end markets or geographic areas and diversify our revenue and profit streams. While we may use acquisitions to build our presence in the industries we serve, we will also consider potential acquisitions in other industries, which could result in changes in our operations from those historically conducted by us. 3OPERATING SEGMENTSThe Companyâ€™s reportable segments consist of the consolidated business segments identified above, which offer different services and are managed separately. The table below describes the percentage of our total revenues attributable to each of our four segments over each of the last three years (percentage columns may not add due to rounding):Year Ended September 30,202420232022$%$%$%(Dollars in thousands, Percentage of revenues)Communications$776,474Â 26.9Â %$600,776Â 25.3Â %$559,777Â 25.8Â %Residential1,388,840Â 48.2Â %1,279,504Â 53.8Â %1,131,414Â 52.2Â %Infrastructure Solutions351,096Â 12.2Â %217,353Â 9.1Â %167,113Â 7.7Â %Commercial & Industrial367,948Â 12.8Â %279,594Â 11.8Â %308,504Â 14.2Â %Total Consolidated$2,884,358Â 100.0Â %$2,377,227Â 100.0Â %$2,166,808Â 100.0Â %For additional financial information by segment, see Note 11, â€œOperating Segmentsâ€ in the notes to our Consolidated Financial Statements. CommunicationsBusiness DescriptionOriginally established in 1984, our Communications segment is a leading provider of network infrastructure solutions for data centers and other mission critical environments. Our services include the design, installation and maintenance of network infrastructure for leading and recognizable global technology, social networking and e-commerce brands, including many Fortune 100 and 500 corporations. We serve a variety of industries and end markets, including data centers for co-location and managed hosting customers; corporate, educational, financial, hospitality and healthcare buildings; e-commerce distribution centers; and high-tech manufacturing facilities.Â We also provide the design and installation of audio/visual, telephone, fire, wireless access and intrusion alarm systems, as well as design/build, service and maintenance of data network systems. We perform services across the United States from our 24 offices, which includes the segment headquarters located in Tempe, Arizona, and also provide dedicated onsite teams at our customersâ€™ sites. Industry OverviewOur Communications segment is driven by demand for computing and storage resources as a result of technology advancements and obsolescence and changes in data consumption patterns. Demand in the data center market remains strong, and we continue to provide technology infrastructure services for applications such as data centers, distribution centers, and high-tech manufacturing facilities. As technology evolves, we are focused on expanding our capabilities as an integrator of audio-visual and other building technology offerings, which continue to experience strong demand. At September 30, 2024, our Communications business has a record level of backlog. However, if customers in our end markets reduce their capital budgets due to economic, technological or other factors, this could result in a decrease in activity for our Communications segment. While demand remains strong across our key end markets, the pace of growth in this business may also be slowed by the availability of labor.Sales and MarketingOur sales strategy relies on a concentrated business development effort, with centralized marketing programs and direct end-customer communications and relationships.Â Due to the mission critical nature of the facilities we service, our end-customers significantly rely upon our past performance record, technical expertise and specialized knowledge.Â A significant portion of our Communications business volume is generated from long-term, repeat customers, some of whom use IES as a preferred provider for major projects.Our long-term strategy is to improve our position as a preferred solutions and services provider to large national corporations and strategic local companies.Â Key elements of our long-term strategy include continued investment in our employeesâ€™ technical expertise and expansion of our on-site maintenance and recurring revenue model, as well as opportunistic acquisitions of businesses that serve our markets, consistent with our stated corporate strategy. CompetitionOur competition consists of both large national or regional competitors and small, privately owned contractors who generally have limited access to capital. We compete on quality of service and/or price and seek to emphasize our financial capabilities and long history of delivering high quality solutions to our customers. 4Seasonality and Quarterly FluctuationsThe effects of seasonality on our Communications business are not significant, as work generally is performed inside structures protected from the weather. Our service and maintenance business is also generally not affected by seasonality. However, communications infrastructure spending has historically been highly cyclical. Our volume of business may be adversely affected by declines in projects resulting from adverse regional or national economic conditions. Quarterly results may also be materially affected by the timing of new construction projects. Accordingly, operating results for any fiscal period are not necessarily indicative of results that may be achieved for any subsequent fiscal period.ResidentialBusiness DescriptionOriginally established in 1973, our Residential segment is a leading provider of electrical installation services for single-family housing and multi-family apartment complexes, as well as HVAC and plumbing installation services in certain markets, and cable television installations for residential and light commercial applications. The Residential segment also provides services for the installation of residential solar power, both for new construction and existing residences. The Residential segment is made up of 75 total locations, which include the segment headquarters in Houston, Texas. These locations geographically cover the Sun-Belt, Western, Mid-Atlantic, Midwest and Northeastern regions of the United States. Industry OverviewOur Residential business is closely correlated to the single and multi-family housing market. Although demand for both single-family and multi-family housing has increased in recent years, due to economic, technological or other factors, there can be no assurance that overall construction and demand will continue to increase in the future. In our single-family business, we remain cautious about demand for single-family housing, as elevated mortgage rates and the impacts of inflation on materials and labor costs have resulted in a decline in housing affordability. In addition, expectations of falling interest rates over the next year could cause consumers to delay home purchases in anticipation of lower mortgage costs. However, in the longer term, we still expect strong demand for new single-family housing. In our multi-family business, elevated interest rates in fiscal 2024 and tighter lending conditions for project owners have resulted in a reduction in backlog at September 30, 2024 compared with September 30, 2023. As a result, we expect a reduction in multi-family revenue for fiscal 2025 compared with fiscal 2024. Sales and MarketingDemand for our Residential services is highly dependent on the number of single-family and multi-family home starts in the markets we serve. Although we operate in multiple states, the majority of our single-family revenues are derived from services provided in Texas and Florida. The majority of our multi-family revenue is earned in Texas and across the Mid-Atlantic and Southeast regions. Our sales efforts include a variety of strategies, including a concentrated focus on national and regional homebuilders and multi-family developers and a local sales strategy for single and multi-family housing projects. A significant portion of our Residential business volume is generated from long-term, repeat customers, some of whom use IES as a preferred provider for major projects.Our long-term strategy is to continue to be a leading provider of electrical services to the residential market, and to continue to expand our offerings of plumbing and HVAC services into markets where we previously offered only electrical services, while also expanding all service offerings into new geographic markets. The key elements of our long-term strategy include a continued focus on maintaining a low and variable cost structure and cash generation, allowing us to effectively scale according to the housing cycle, and to opportunistically increase our market share.CompetitionOur competition primarily consists of small, privately owned contractors who generally have limited access to capital. We believe that we have a competitive advantage over these smaller competitors due to our key employeesâ€™ long-standing

customer relationships, our financial capabilities, our employee training program, and our local market knowledge and competitive pricing. There are few barriers to entry for electrical contracting services in the residential markets. Seasonality and Quarterly FluctuationsResults of operations from our Residential segment can be seasonal, depending on weather trends, with typically higher revenues generated during spring and summer and lower revenues during fall and winter. In addition, the construction industry has historically been highly cyclical. Our volume of business may be adversely affected by declines in multi-family occupancy rates as well as single-family housing starts within our operational footprint. Quarterly results may also be materially affected by the timing of new construction projects. Accordingly, operating results for any fiscal period are not necessarily indicative of results that may be achieved for any subsequent fiscal period.5Infrastructure SolutionsBusiness DescriptionOur Infrastructure Solutions segment provides electro-mechanical solutions for industrial operations to domestic and international customers. Our Custom Engineered Solutions business includes the manufacture of custom commercial and industrial generator enclosures, the manufacture of custom-engineered power distribution equipment, including metal enclosed bus duct solutions used in power distribution, and structural steel fabrication and services. Our Industrial Services business includes the maintenance and repair of alternating current (AC) and direct current (DC) electric motors and generators, as well as power generating and distribution equipment; the manufacture, re-manufacture, and repair of industrial lifting magnets; and maintenance and repair of railroad main and auxiliary generators, main alternators, and traction motors. This segment serves the steel, railroad, marine, petrochemical, pipeline, pulp and paper, wind energy, mining, automotive, power generation, scrap yards, data center, and utility industries. Our Infrastructure Solutions segment is comprised of 13 locations in Alabama, Georgia, Illinois, Indiana, Ohio, Oklahoma, Pennsylvania, South Carolina and West Virginia, and is headquartered in Massillon, Ohio. Industry OverviewGiven the diverse end-markets of Infrastructure Solutionsâ€™ customers, we are subject to many economic trends.Â In general, demand for our services has been driven by growth in industries, such as data centers, in-house maintenance departments continuing to outsource maintenance and repair work, output levels and equipment utilization at heavy industrial facilities, railroad companiesâ€™ and mass transit authoritiesâ€™ capital investments and repair needs, investment in the United Statesâ€™ aging energy and industrial infrastructure, demand for critical power applications that have high power demands and require dependable power supplies, the need for electrical or pipeline infrastructure improvements and the overall health of the economy.Sales and MarketingOur sales efforts are primarily driven by personnel based at our operating locations, as well as independent sales representatives. Our custom-engineered power distribution, bus system and generator enclosure products and services are principally sold in partnership with an original equipment manufacturer (â€œOEMâ€) or to an engineering, procurement and construction firm on behalf of the end-user. Regarding our apparatus repair services, the majority of our customers are located within a 200-mile radius of our facilities, and we believe that the locations of our facilities allow us to rapidly address and respond to the needs of our customers. Our long-term strategy is to be a leader in custom-engineered metal enclosed bus systems and generator enclosures and the preferred solutions provider of outsourced electro-mechanical services, repairs, and manufacturing to our select markets.Â Â Â Â Â CompetitionOur competition ranges from small, single location service centers to large, multi-national companies. Our Custom Engineered Solutions business competes with domestic and international manufacturers and distributors. We believe that we have a competitive advantage due to our specific product offerings, geographic proximity to customer sites, and our ability to design high quality products to meet each customer's unique requirements. Our Industrial Services business competes with small, specialized manufacturing and repair shops, a limited number of other multi-location providers of electric motor repair, engineering and maintenance services, and various OEMs. Participants in this industry compete primarily on the basis of capabilities, service, quality, timeliness and price.Â We believe that we have a competitive advantage due to our breadth of capabilities, focus on quality, technical support, customer service, and financial resources. Seasonality and Quarterly FluctuationsInfrastructure Solutionsâ€™ revenues from its custom-engineered bus systems and generator enclosures are affected by the timing of customers' capital spending projects. Revenues from industrial services may be affected by the timing of scheduled outages at its industrial customersâ€™ facilities and by weather conditions with respect to projects conducted outdoors, but the effects of seasonality on revenues in its industrial services business are not significant. Infrastructure Solutionsâ€™ quarterly results may fluctuate, and the results of one fiscal quarter may not be representative of the results of any other quarter or of the full fiscal year.Commercial & IndustrialBusiness DescriptionOur Commercial & Industrial segment provides electrical and mechanical design, service, and construction services to commercial and industrial markets. Our construction services range from the initial planning and procurement to installation and start-up and are offered to a variety of new and remodel construction projects, ranging from the construction of office buildings and industrial facilities to transmission and distribution projects. Our design services range from budget assistance to providing design-build and LEED (Leadership in Energy & Environmental Design) solutions to our end customers. Our maintenance and emergency services include 6critical plant shutdown, troubleshooting, emergency testing, preventative maintenance, and constant presence. We also provide mechanical services such as maintenance agreements, installation, or replacement of mechanical equipment for commercial and industrial facilities.This segment provides services for a variety of project types, including office buildings, manufacturing facilities, data centers, wind farms, solar facilities, municipal infrastructure and health care facilities. The CommercialÂ & Industrial segment consists of 17 locations, which includes the segment headquarters in Houston, Texas. Geographically, these locations cover Texas, Nebraska, Oregon, Wisconsin, and the Southeast and Mid-Atlantic regions.Industry OverviewGiven the diverse end markets of our Commercial & Industrial customers, which include both commercial buildings, such as offices, healthcare facilities and schools, and industrial projects, such as power, agricultural and food processing, and heavy manufacturing facilities, we are subject to many trends within the construction industry. In general, demand for our Commercial & Industrial services is driven by construction and renovation activity levels, economic growth, and availability of bank or other financing. Due to economic, technological or other factors, there can be no assurance that construction and demand will increase. Sales and MarketingOur sales focus varies by location, but is primarily based upon regional and local relationships and a demonstrated expertise in certain areas, such as heavy industrial, design-build, agricultural, or transmission and distribution. Our maintenance and certain renovation and upgrade work tends to be either recurring or experience lower sensitivity to economic cycles, or both. A significant portion of our larger projects is awarded from long-term, repeat customers. From time to time, we are contracted on projects with completion times extending beyond one year or over several years, which are generally more complex and difficult to estimate.CompetitionThe electrical and mechanical contracting services industry is generally highly competitive and includes a number of regional or small privately-held local firms. Traditionally, competitors in certain parts of this market have faced few barriers to entry. Therefore, we seek to pursue projects where our access to capital and expertise provide a competitive advantage.Industry expertise, project size, location and past performance determine our bidding strategy, the level of involvement from competitors and our level of success in bidding for new work. Our primary advantages vary by location and market, but mostly are based upon local individual relationships with key customers or a demonstrated industry expertise. Additionally, due to the size of many of our projects, our financial resources help us compete effectively against local competitors. Seasonality and Quarterly FluctuationsThe effects of seasonality on our Commercial & Industrial business are not significant, as most of our work generally is performed inside structures protected from the weather. However, we do perform some work outdoors, which can be affected by the weather. Most of our service and maintenance business is also generally not affected by seasonality. However, the construction industry has historically been highly cyclical. Our volume of business may be adversely affected by declines in construction projects resulting from adverse regional or national economic conditions. Quarterly results may also be materially affected by the timing of new construction projects. Accordingly, operating results for any fiscal period are not necessarily indicative of results that may be achieved for any subsequent fiscal period.SOURCES OF SUPPLYThe raw materials and components we use within our segments include, but are not limited to, electrical fixtures and system components, copper, aluminum, raw steel, and certain plastics. These raw materials and components are generally available from a variety of domestic suppliers at competitive prices. Delivery times are typically short for most raw materials and standard components, but during periods of peak demand, may extend to one month or more. Fluctuations in lead times in sourcing certain components may lead to project inefficiencies resulting from schedule extensions. We are also exposed to increases in the prices of certain commodities. Our strategy to reduce commodity cost exposure includes early buying of commodities for particular projects or general inventory, as well as including escalation and escape provisions in project bids, quotes and contracts wherever possible. However, such protections are not included in every contract or project, and in such cases, we may not be fully reimbursed for increases in commodity prices by our customers and may be exposed to commodity price volatility on longer-term projects where we have prepaid for commodities.RISK MANAGEMENTThe primary risks in our existing operations include project bidding and management, bodily injury, property and environmental damage, and construction defects. We monitor project bidding and management practices at various levels within the Company. We 7maintain automobile, general liability and construction defect insurance for third-party health, bodily injury and property damage, as well as pollution coverage and workersâ€™ compensation coverage, which we consider appropriate to insure against these risks. Our third-party insurance is subject to deductibles for which we establish reserves. In light of these risks, we are also committed to a strong safety and environmental compliance culture. We have a robust safety program, and seek to maintain standardized safety and environmental policies and procedures. We are also subject to cyber security and information theft risks in our operations, which we seek to manage through a cyber and information security program, training and insurance coverage. Given the dynamic and evolving nature of cyber threats, we cannot be assured that we are protected against all such threats.In the electrical contracting industry, our ability to post surety bonds provides us with an advantage over competitors that are smaller or have fewer financial resources. We believe that the strength of our balance sheet, as well as a good relationship with our bonding providers, enhances our ability to obtain adequate financing and surety bonds, although there can be no assurance that surety bonding coverage will be available when we need it. For a further discussion of our risks, please refer to Item 1A. â€œRisk Factorsâ€ of this Annual Report on Form 10-K.CUSTOMERSWe have a diverse customer base. During both of the years ended September 30, 2024 and 2023, one customer accounted for 12.0% of our consolidated revenues and no other customer accounted for more than 10% of our consolidated revenues. No single customer accounted for more than 10% of our consolidated revenues during the year ended September 30, 2022. We emphasize developing and maintaining relationships with our customers by providing superior, high-quality service. Management at each of our segments is responsible for determining sales strategies and sales activities. CONTROLLING SHAREHOLDERA majority of our outstanding common stock is owned by Tontine Associates, L.L.C. ("Tontine Associates") and its affiliates (collectively, â€œTontineâ€). Tontine owns approximately 55 percent of our outstanding common stock based on a Form 4 filed by Tontine with the United States Securities and Exchange Commission (the "SEC") on SeptemberÂ 16, 2024, and the Company's shares outstanding as of NovemberÂ 18, 2024. As a result, Tontine can control most of our affairs, including most actions requiring the approval of shareholders, such as the approval of any potential merger or sale of all or substantially all of the Company's assets or business segments, or the Company itself. Most of Tontineâ€™s shares are registered for resale on a resale shelf registration statement filed by the Company with the SEC. Tontineâ€™s sale of all or a significant portion of its shares could result in a change of control of the Company, which would trigger the change of control provisions in a number of our material agreements, including our credit agreement, bonding agreements with our sureties and our executive severance plan. For more information, see Note 3, â€œControlling Shareholderâ€ in the notes to our Consolidated Financial Statements.8REMAINING PERFORMANCE OBLIGATIONS AND BACKLOGRemaining performance obligations represent the unrecognized revenue value of our contract commitments. While backlog is not a defined term under accounting principles generally accepted in the United States of America ("GAAP"), it is a common measurement used in our industry, and we believe it improves our ability to forecast future results and identify operating trends that may not otherwise be apparent. Backlog is a measure of revenue that we expect to recognize from work that has yet to be performed on uncompleted contracts and from work that has been contracted but has not started, exclusive of short-term projects. While all of our backlog is supported by documentation from customers, backlog is not a guarantee of future revenues, as contractual commitments may change and our performance may vary. Not all of our work is performed under contracts included in backlog; for example, most of the apparatus repair work that is completed by our Infrastructure Solutions segment is performed under master service agreements on an as-needed basis. Additionally, electrical installation services for single-family housing at our Residential segment are completed on a short-term basis and are therefore excluded from backlog. The table below summarizes our remaining performance obligations and backlog by segment:September 30,20242023Remaining Performance ObligationsAgreements without an enforceable obligation (1)BacklogRemaining Performance ObligationsAgreements without an enforceable obligation (1)Backlog(Dollars in millions)Communications$448,783Â $66,878Â $515,661Â $369,928Â $42,239Â $412,167Â Residential329,364Â 95,124Â 424,488Â 414,179Â 103,657Â 517,836Â Infrastructure Solutions100,815Â 426,749Â 527,564Â 109,082Â 240,683Â 349,765Â Commercial & Industrial296,733Â 21,708Â 318,441Â 250,234Â 28,010Â 278,244Â Total$1,175,695Â $610,459Â $1,786,154Â $1,143,423Â $414,589Â $1,558,012Â (1) Our backlog includes signed agreements and letters of intent that we do not have a legal right to enforce prior to beginning work. These agreements are excluded from remaining performance obligations until work begins.We expect that $1.3 billion of our September 30, 2024 backlog will result in revenue during fiscal 2025, with the remaining $0.5 billion expected to be realized in fiscal 2026; however, there can be no assurance that this backlog will be completed within expected time frames or at all. The increase in our backlog year over year was primarily driven by strong demand and increased market share. REGULATIONSOur operations are subject to various federal, state and local laws and regulations, including:â€¢licensing requirements applicable to electricians, plumbers, and mechanical service technicians;â€¢building and electrical codes;â€¢regulations relating to worker safety, labor relations and protection of the environment;â€¢regulations relating to consumer protection, including those governing residential service agreements; andâ€¢qualifications of our business legal structure in the jurisdictions where we do business.Many state and local regulations governing electricians and mechanical services require permits and licenses to be held by individuals engaged in such services. In some cases, a required permit or license held by a single individual may be sufficient to authorize specified activities for all our electricians or mechanical service technicians who work in the state or county that issued the permit or license. While we seek permits or licenses, where available, that may be material to our operations in a particular geographic area to be held by multiple employees within that area, given the large number of permits and licenses required, we are unable to ensure that multiple employees hold such required permits and licenses.We believe that we have all licenses required to conduct our operations and are in material compliance with applicable regulatory requirements. Failure to comply with applicable regulations could result in substantial fines or revocation of our operating licenses or an inability to perform government work.9CAPITAL FACILITIES During fiscal year 2024, the Company maintained a revolving credit facility, as further described in ItemÂ 7. â€œManagementâ€™s Discussion and Analysis of Financial Condition and Results of OperationsÂ â€”Â Liquidity and Capital Resourcesâ€ of this Annual Report on Form 10-K. For a discussion of the Companyâ€™s capital resources, see ItemÂ 7. â€œManagementâ€™s Discussion and Analysis of Financial Condition and Results of OperationsÂ â€”Â Liquidity and Capital Resourcesâ€ of this Annual Report on FormÂ 10-K.FINANCIAL INFORMATIONFor the Companyâ€™s financial information by segment, see Note 11, â€œOperating Segmentsâ€ in the notes to our Consolidated Financial Statements.HUMAN CAPITAL MANAGEMENTAt IES, we believe that attracting and retaining highly qualified and motivated employees at all levels is a key driver of our continued growth and success. Our human capital management objectives include recruiting, retaining, developing, incentivizing and integrating our current and prospective employees as well as prioritizing and protecting their safety.Our EmployeesAt September 30, 2024, we had 9,485 employees, of which 9,423 were full-time employees. We are party to two collective bargaining agreements covering fewer than 30 employees within our Infrastructure Solutions segment. We have not experienced, and do not expect, any work stoppage, and we believe that our relationship with our employees is strong.We are committed to diversity and inclusion in the workplace, and our policies prohibit discrimination based on race, color, sex, gender, gender identity, sexual orientation, religion, marital status, national origin, ethnicity, citizenship status, religious creed or belief, physical or mental disability, protected veteran status and relatives of protected veterans, marital or familial status, legally protected medical condition, genetic information and any other status protected by local, state or federal law. This commitment applies to all aspects of employment, including recruitment, hiring, training, compensation, job assignment, advancement, performance feedback and separation. We strive to support our employeesâ€™ and their familiesâ€™ health by offering comprehensive benefits programs, including medical, dental, vision and prescription insurance. We also offer our employees a 401(k) plan, and life and disability insurance plans. Recruiting and TrainingA key factor in IESâ€™s long-term strategy is the recruitment and retention of high-quality employees. We use both internal and external resources to recruit employees, including monitoring competitive compensation levels in the markets in which we operate. Our Communications segment has entered into a partnership with the U.S. Army to guarantee job interviews to those who have completed Army Reserve training or a first term of active duty service, and we value the leadership and work ethic military veterans bring to the Company.We have invested significant resources in development opportunities for employees. For example, our Residential segment has established two residential education centers, which are dedicated facilities that train employees from around the country in the technical skills necessary for successful careers in residential electrical, plumbing and HVAC

contracting. At all of our segments, partly in response to the COVID-19 pandemic, we expanded online training offerings to help meet the needs of our changing workplaces. We believe our investment in training supports employee motivation and retention at the same time that it improves productivity and performance.SafetyWe are committed to fostering a strong safety culture that supports the health, safety and wellness of our employees, and this commitment is reflected in our track record of workplace safety that exceeds industry averages. Our regional safety managers, under the supervision of our Senior Vice President of Safety, seek to maintain standardized safety and environmental policies, programs and procedures and provide personal protective equipment relevant to each segment, including programs to train new employees. Our safety leadership continuously monitors and addresses safety performance, provides regular training and educational programs on safety and participates in numerous industry safety organizations.10LOCATIONS As of September 30, 2024, we have 131 domestic locations. In addition to our 2 executive and corporate offices, as of September 30, 2024, we have 24 locations within our Communications business, 75 locations within our Residential business, 13 locations within our Infrastructure Solutions business and 17 locations within our Commercial & Industrial business. This geographic diversity helps to reduce our exposure to unfavorable economic developments in any given region. EXECUTIVE OFFICERS OF THE REGISTRANTCertain information with respect to each executive officer is as follows:Jeffrey, L. Gendell, 65, has served as the Chief Executive Officer of the Company since October 1, 2020; he previously served as Interim Chief Executive Officer from July 31, 2020 to September 30, 2020. Mr. Gendell has also served as a director and as Chairman of the Board since November 2016. Mr. Gendell is the founder and managing member of Tontine, our controlling shareholder. Mr. Gendell formed Tontine in 1995 and manages all of the investment decisions at the firm. Prior to forming Tontine, Mr. Gendell held senior investment management positions at several other private investment firms, including Odyssey Partners, L.P., and began his career in investment banking over 40 years ago at Smith Barney, Harris Upham & Co., where he was involved in capital markets, corporate finance and M&A activity. Matthew J. Simmes, 49, has served as President and Chief Operating Officer of the Company since December 7, 2023; he previously served as Chief Operating Officer of the Company from December 3, 2021 to December 6, 2023. Mr. Simmes has spent 31 years at IES and its predecessors in a variety of roles. He served as President of IES Communications from January 2017 to December 2021 and as Vice President of Operations of the segment from March 2007 to December 2016.Tracy A. McLauchlin, 55, has served as Senior Vice President, Chief Financial Officer and Treasurer of the Company since May 2015. She previously served as Vice President and Chief Accounting Officer of the Company since February 2014. Prior to joining IES, Ms. McLauchlin served as Vice President and Chief Accounting Officer of Rockwater Energy Solutions, Inc. from June 2011 to November 2013. From June 2004 to June 2011, Ms. McLauchlin was employed by Dynegy Inc., where she served as Senior Vice President and Controller from March 2009 to June 2011 and from June 2004 to March 2009 served in various other capacities in finance and accounting.Â She began her career with PricewaterhouseCoopers LLP after receiving her Master of Accounting from Rice University. Ms.Â McLauchlin is a Certified Public Accountant.Â Mary K. Newman, 44, has served as Vice President, General Counsel and Corporate Secretary of the Company since December 2019. Prior to joining IES, Ms. Newman was a Partner with the law firm of Dinsmore & Shohl, LLP from January 2017 to November 2019 and was an Associate from September 2011 to December 2016, where her practice focused on representing public and private companies in corporate transactions, including mergers, acquisitions and dispositions. She began her legal career with the law firm of Sullivan & Cromwell LLP after receiving her J.D. from Harvard Law School and B.A. from Duke University.We have adopted a Code of Ethics for Financial Executives that applies to our principal executive officer, principal financial officer and principal accounting officer. The Code of Ethics may be found on our website at www.ies-corporate.com/governance-documents. If we make any substantive amendments to the Code of Ethics or grant any waiver, including any implicit waiver, from a provision of the Code of Ethics to our principal executive officer, principal financial officer or principal accounting officer, we will disclose the nature of such amendment or waiver on that website or in a Current Report on Form 8-K. Paper copies of these documents are also available free of charge upon written request to us. AVAILABLE INFORMATIONGeneral information about us can be found on our website at www.ies-co.com under â€œInvestor Relations.â€ We file our interim and annual financial reports, as well as other reports required by the Securities Exchange Act of 1934, as amended (the â€œExchange Actâ€), with the SEC.Our Annual Report on FormÂ 10-K, Quarterly Reports on FormÂ 10-Q and Current Reports on FormÂ 8-K, as well as any amendments and exhibits to those reports are available free of charge through our website as soon as it is reasonably practicable after we file them with, or furnish them to, the SEC. You may also contact our Investor Relations department which will provide you with a copy of these reports, or you may find them at www.ies-corporate.com/financial-information/sec-filings. The materials that we file with the SEC are also available free of charge through the SECâ€™s website at www.sec.gov. In addition to the Code of Ethics for Financial Executives, we have adopted a Code of Business Conduct and Ethics for directors, officers and employees (the Legal Compliance and Corporate Policy Manual), and established Corporate Governance Guidelines and 11adopted charters outlining the duties of our Audit, Human Resources and Compensation and Nominating/Governance Committees, copies of which may be found on our website. Paper copies of these documents are also available free of charge upon written request to us. Item 1A. Risk FactorsYou should consider carefully the risks described below, as well as the other information included in this document before making an investment decision. Our business, results of operations or financial condition could be materially and adversely affected by any of these risks, and the value of your investment may decrease due to any of these risks.Risks Relating to the Operations of our BusinessDemand for our services is cyclical and vulnerable to economic downturns affecting the industries we serve. Demand for our services has been, and will likely continue to be, cyclical in nature and vulnerable to downturns in the construction industry, the housing market, and other industries in which our end customers operate. Many of our customers depend on the availability of credit to purchase our services or electrical and mechanical products. In the past, when the general level of economic activity has been reduced from historical levels, certain of our customers have delayed or cancelled projects or capital spending, thereby reducing our revenues and profitability. General concerns about the fundamental soundness of the economy may cause customers to defer projects, even if they have credit available to them. Prolonged uncertainties in the credit market, or the return of constrained credit market conditions, including the impact of interest rates in the housing markets, could adversely affect demand, which would have adverse effects on our financial condition and results of operations. We could be adversely impacted by changes in general economic conditions, including the effects of inflation, supply chain constraints, and an economic downturn or recession.Our business and the industries in which we operate are vulnerable to changing macroeconomic conditions, including supply chain constraints, high rates of inflation, changes in consumer sentiment, elevated interest rates, and market disruptions resulting from a number of factors, including geo-political events such as the Ukraine-Russia war, the conflict in the Middle East, and trade tensions between the U.S. and China. These and other market factors have negatively impacted, and may continue to negatively impact, our revenues and our cost for labor, materials, utilities, and other goods and services as well as our ability to collect on our outstanding receivables, to the extent our customers are affected by the same negative conditions. Further, if the U.S. economy experiences a downturn or recession, our customers may be unable to obtain financing for new projects, or they may decide to delay or cancel projects even if they have credit available to them. As a result, these conditions have had, and they or any similar future conditions may continue to have, adverse impacts on our business, financial condition and results of operations.The highly competitive nature of our industries could affect our profitability by reducing our revenues or profit margins.The industries in which we compete are highly fragmented and are generally served by many small, owner-operated private companies. There are also several large private regional companies and a small number of large public companies from which we face competition in these industries. In the future, we could also face competition from new competitors entering these markets because certain segments, such as our electrical contracting services, have a relatively low barrier for entry while other segments, such as our services and custom engineered electro-mechanical products for mission critical infrastructure, have attractive growth and profitability characteristics. Some of our competitors in certain markets may offer a greater range of services than we offer in those markets, including mechanical construction and facilities management. Competition in our markets depends on a number of factors, including price. Some of our competitors may have lower overhead cost structures and may, therefore, be able to provide services comparable to ours at lower rates than we do. If we are unable to offer our services at competitive prices or if we have to reduce our prices to remain competitive, our profitability would be impaired.We generate a significant portion of our revenues under fixed price contracts. The estimates we use in placing bids and changes in commodity and labor costs could have an adverse effect on our ability to maintain our profitability.We currently generate, and expect to continue to generate, a significant portion of our revenues under fixed price contracts. The cost of fuel, labor and materials, including copper wire or other commodities, may vary significantly from the costs we originally estimate. Variations from estimated contract costs along with other risks inherent in performing fixed price contracts, including our ability to successfully manage and execute projects, have in the past resulted in, and may in the future result in, actual revenue and gross profits for a project differing from those we originally estimated and could result in losses on projects. Depending upon the size of a particular project, variations from estimated contract costs can have a significant impact on our operating results.12If the costs associated with labor and commodities, such as copper, aluminum, steel, electrical components, fuel, and certain plastics, increase due to low supply, inflation, general market conditions, supply chain disruptions and delays, or other forces, losses may be incurred. Some of our materials have been and may continue to be subject to sudden and significant price increases, and continued high demand and low supply for those resources may lead to additional price increases. Depending on competitive pressures and the fixed price nature of many of our contracts, we may not be able to pass on these cost increases to our customers, which would reduce our gross profit margins and, in turn, make it more difficult for us to maintain our profitability. We have a work force of over 9,000 employees, and our labor costs may fluctuate based on availability of and demand for workers as well as other labor related risks, including risks related to collective bargaining agreements, benefits arrangements, increased healthcare costs, wage and hour claims and other compensation arrangements. A failure to secure new contracts may adversely affect our cash flows and financial results. Much of our revenue is derived from projects that are awarded through a competitive bid process. Contract bidding and negotiations are affected by a number of factors, including our own cost structure and bidding policies. The failure to bid and be awarded projects, cancellations of projects or delays in project start dates could affect our ability to deploy our assets profitably. In addition, our ability to secure new contracts depends on our ability to maintain all required electrical, construction, mechanical and business licenses. If we fail to successfully transfer, renew or obtain such licenses where applicable, we may be unable to compete for new business. Further, when we are awarded contracts, we face additional risks that could affect whether, or when, work will begin. We could experience a decrease in profitability if we are unable to replace canceled, completed or expired contracts with new work. We derive a meaningful portion of our revenues from a small number of customers, and the loss of one or more of these customers could adversely affect our revenues, results of operations, and financial condition.We have one customer that represented approximately 12.0% of our consolidated revenue in fiscal 2024, and there are other customers that are significant to our individual operating segments. Although we have long-standing relationships with some of these significant customers, it is not possible for us to predict the future level of demand for our services by these customers, and if one or more of them were to significantly delay, reduce or curtail activity, or stop accepting bids from us, it could have a material impact on our operating results.We rely on third parties, including subcontractors and suppliers, in connection with many of our projects and a failure to retain subcontractors or obtain supplies, or increased costs as a result of using these third parties, could adversely impact our revenues, results of operations, and financial condition.We hire third-party subcontractors to perform work on certain of our projects, and if we are unable to retain qualified subcontractors or if our subcontractors do not perform in accordance with their obligations, we have in the past incurred, and may in the future incur, additional costs or experience delays in project execution, which could subject us to contractual penalties. We also rely on suppliers for the materials necessary to complete our projects, and if a supplier fails to provide supplies when scheduled or at a higher than price than expected, project delays and additional costs could have an adverse effect on our operating results.Our inability to carry out plans and strategies as expected, including our inability to identify and complete acquisitions and investments that meet our investment criteria in furtherance of our corporate strategy or the subsequent underperformance of those acquisitions and investments, may adversely impact our future growth and profitability.Our corporate strategy includes creating shareholder value through acquiring businesses that we believe will strategically complement our existing business segments or acquiring or investing in stand-alone platform companies based in North America. While we believe that acquisitions will provide an opportunity to expand into new or related services, products, end-markets or geographic areas and diversify our revenue and profit streams,Â potential acquisitions could result in changes in our operations from those historically conducted by us and introduce the requirement for new controls. Alternatively, our failure to diversify from existing markets may limit our future growth. In addition, we have made, and may continue to make, investments in debt or equity securities of publicly traded and privately held companies, including early-stage companies and more established companies. We are subject to risks associated with these investments. In addition, we may have limited ability to dispose of these investments due to lack of an active market for or contractual limitations on our ability to sell a particular investment, and the partial or complete loss of invested capital, and significant changes in the fair value of our investment portfolio could adversely impact our financial results. Further, valuations of non-marketable debt and equity investments are inherently complex due to the lack of readily available market data and may involve subjective judgments and estimates. Some of our past acquisitions and investments have not performed as expected, and there is no assurance that future acquisitions and investments will perform as expected or generate a positive return on investment due to factors we could not predict prior to the acquisition or due to incorrect investment assumptions.13Acquisitions, dispositions and other strategic transactions that we may pursue could have a negative effect on our results of operations.We are actively seeking to engage in acquisitions of operations, assets and investments, or to develop new types of work or processes, and we may seek to engage in dispositions of certain operations, assets or investments from time to time. If we are unable to successfully integrate newly acquired assets or operations or if we make untimely or unfavorable investments or dispositions, it could negatively impact our financial condition, results of operations and the market value of our common stock. Additionally, any future acquisition, investment or disposition may result in significant changes in the composition of our assets and liabilities, and as a result, our financial condition, results of operations and the market value of our common stock following any such acquisition, investment or disposition may be affected by factors different from those currently affecting our financial condition, results of operations and market value of our common stock.Â The difficulties of integrating a business, assets or operations may include, among other things: â€¢geographically separated organizations and possible differences in corporate cultures and management philosophies;â€¢significant demands on management resources, which may distract managementâ€™s attention from day-to-day business;â€¢differences in the disclosure systems, compliance requirements, accounting systems, and accounting controls and procedures of the acquired company, which may interfere with our ability to make timely and accurate public disclosure; andâ€¢the demands of managing new locations, new personnel and new lines of business acquired.Backlog may not be realized or may not result in profits.Customers often have no obligation under our contracts to assign or release work to us, and many contracts may be terminated on short notice. Reductions in backlog due to cancellation of one or more contracts by a customer or for other reasons, or our failure to execute projects in backlog as expected, could significantly reduce the revenue and profit we actually receive from contracts included in backlog. In the event of a project cancellation, we may be reimbursed for certain costs, but typically have no contractual right to the total revenues reflected in our backlog.We may fail to adequately recover on contract change orders.From time to time, we may pursue claims against our customers to recover costs incurred on a project in excess of the original contract amount. Such additional costs may be incurred in connection with project delays caused by our customers or third parties, including other trades, or changes in project scope or specifications. While we generally negotiate with the customer for additional compensation, we may be unable to obtain, through negotiation, arbitration, litigation or otherwise, adequate compensation for the additional work performed or expenses incurred. The process of pursuing a claim may be lengthy, result in significant legal fees, and negatively impact our relationships with customers. In addition, our ability to recover on contract change orders could be negatively impacted by our customers' reduced access to capital in a weak economic environment, particularly in a period of restrictive credit markets. Furthermore, we may be required to invest significant working capital to fund cost overruns while the resolution of a claim is pending, and our additional costs may not be recovered until the claim is resolved, if at all. When appropriate, we establish provisions against possible exposures, and we adjust these provisions from time to time, but our assumptions and estimates related to these exposures might prove to be inadequate or inaccurate. Unfavorable resolution of these matters can result in a reduction of revenues and profit recognized in prior periods or the recognition of a loss, which could have a material adverse effect on our business, financial condition, results of operations and cash flows.We may incur significant charges or be adversely impacted by the closure or sale of facilities or assets. In the past, we incurred significant costs associated with the closure or disposition of facilities, and we expect from time to time to evaluate the need for future facility closures or dispositions of assets. If we were to elect to dispose of a substantial portion of any of our segments, facilities, or assets, the realized values of such assets could be substantially less than current book values, which would likely result in a material adverse impact on our financial results. In addition, we may have warranty claims, costs pursuant to obligations to indemnify buyers after assets are sold, or other unexpected liabilities from closed facilities beyond the closing date, and if we dispose of a segment or business, we may continue to be subject to certain prior liabilities of that business

after its disposition and may not be able to negotiate for limitations on those liabilities, all of which could adversely impact our financial returns.Epidemics, pandemics, and other potential public health emergencies could have a future materially adverse impact on our business, including our financial condition, cash flows and results of operations. Pandemics and other public health emergencies, such as the COVID-19 pandemic, have had adverse impacts on our results of operations in the past. The impact of future epidemics, pandemics or other public health emergencies on our business is difficult to predict, but adverse impacts could include the potential for job site closures or work stoppages, supply chain disruptions, delays in 14awarding new project bids, construction delays, reduced demand for our services, delays in our ability to collect from our customers, or illness of management or other employees.The availability and cost of surety bonds affect our ability to enter into new contracts and our margins on those engagements.Many of our customers require us to post performance and payment bonds issued by a surety. Those bonds guarantee the customer that we will perform under the terms of a contract and that we will pay subcontractors and vendors. We obtain surety bonds from two primary surety providers; however, there is no commitment from these providers to guarantee our ability to issue bonds for projects as they are required. Our ability to access this bonding capacity is at the sole discretion of our surety providers. Accordingly, if we were to experience an interruption or reduction in our availability of bonding capacity, or if we are unable to obtain bonds at a reasonable cost, we may be unable to compete for, or work on, certain projects.We are subject to risks associated with seasonality, adverse weather conditions, and climate change.Our business is subject to seasonal variations in operations and demand that affect the construction business, particularly in the Residential and Commercial & Industrial segments. Adverse weather conditions, including rain, heat, ice, cold or snow, may not only delay our work and contribute to project inefficiency, but may negatively impact our schedules and profitability by delaying the work of other trades on a construction site. Extreme weather conditions (such as hurricanes or other storms, droughts, extreme heat or cold, wildfires and floods) have from time to time had, and may in the future have, a negative impact on our business, including by limiting the availability of resources, increasing our costs, damaging property, disrupting our workforce, or causing projects to be delayed or cancelled. A portion of our business operates in certain geographic areas, such as Texas and Florida, where these risks are elevated. If the cost of property insurance in those or other geographic areas increases, or if it becomes more difficult to obtain, it could have a negative impact on customer demand, particularly in our Residential segment. To the extent climate change results in an increase in extreme weather events and adverse weather conditions, the likelihood of a negative impact on our results of operations may increase. Our results may fluctuate from period to period due to cyclicality, regional economic conditions, or other factors.Factors arising from the cyclicality of industries in which we operate, including the timing of new customer contracts, may result in significant fluctuations in our operating results on a quarterly or annual basis. Our results from period to period may also be affected by regional economic conditions that affect the construction market. In particular, a prolonged period of weak demand in the oil and gas industry or increased regulatory restrictions on the industry could dampen the housing market in certain regions, resulting in reduced demand for the services provided by our Residential segment. Infrastructure Solutionsâ€™ revenues from industrial services may be affected by the timing of scheduled outages or capital projects at its industrial customersâ€™ facilities, by demand for design, construction and site support of data centers, and by changes in spending in public infrastructure, power and steel markets. Industrial and rail customers may also be affected by volatility in oil prices. Accordingly, our performance in any particular quarter or year may not be indicative of the results that can be expected for any other quarter, for the entire year, or for any other year. We may experience difficulties in managing our billings and collections.Our billings under fixed price contracts in our contracting business are generally based upon achieving certain milestones and will only be accepted by the customer once we demonstrate those milestones have been met. If we are unable to demonstrate compliance with billing requests, or if we fail to issue a project billing, our likelihood of collection could be delayed or impaired, which, if experienced across several large projects, could have a material adverse effect on our results of operations. Further, some of our customers may be highly leveraged or may be subject to their own operating and regulatory risks, which may also limit their ability to pay.Our operations are subject to numerous physical hazards. If an accident occurs, it could result in an adverse effect on our business.Â Hazards related to our industry include, but are not limited to, electrocutions, fires, injuries involving ladders, machinery-caused injuries, mechanical failures and transportation accidents. These hazards can cause personal injury and loss of life, severe damage to or destruction of property and equipment, and suspension of operations. While we have invested significant efforts in our safety programs in an effort to minimize safety risks, we have experienced serious accidents in the past and may experience additional accidents in the future. Serious accidents may subject us to penalties, civil litigation or criminal prosecution. Our insurance does not cover all types or amounts of liabilities. In addition, if our safety record were to substantially deteriorate over time, our customers could cancel our contracts or not award us future business. 15Our current insurance coverage may not be adequate, and we may not be able to obtain insurance at acceptable rates, or at all.We maintain insurance coverage in part because some of our contracts require us to carry certain levels of insurance coverage, which is common in the industries in which we operate. Our third-party insurance is subject to deductibles for which we establish reserves. In addition, we maintain most of our employee health insurance coverage on a self-insured basis and are responsible for losses up to our stop loss coverage, which sets a limit on our liability for claim costs. No assurance can be given that our insurance or our provisions for incurred claims and incurred but not reported claims will be adequate to cover all losses or liabilities we may incur in our operations, including employee health care costs, which have increased in recent years; nor can we provide assurance that we will be able to maintain adequate insurance at reasonable rates. Litigation and claims can cause unexpected losses.In all of our businesses, we are subject to potential claims and litigation, including contractual disputes, warranty claims, and claims related to our compliance with legal and regulatory requirements. We have in the past been, and may in the future be, named as a defendant in lawsuits, claims and other legal proceedings; such claims and litigation are common in the construction and electrical and mechanical maintenance businesses and may be related to contract delays, changes in the scope of work or alleged defects. There are also inherent claims and litigation risks associated with the number of people that work on construction sites and the fleet of vehicles on the road every day. In our Infrastructure Solutions businesses, we also may be subject to product liability litigation. We also have in the past been, and may in the future be, subject to employment-related claims including workers' compensation, employment discrimination, and wage and hour claims. Claims are sometimes made and lawsuits filed for amounts in excess of their value or in excess of the amounts for which they are eventually resolved. Claims and litigation normally follow a predictable course of time to resolution. However, there may be periods of time in which a disproportionate amount of our claims and litigation are concluded in the same quarter or year. If multiple matters are resolved during a given period, then the cumulative effect of these matters may be higher than the ordinary level in any one reporting period. In addition, due to the inherent uncertainties of litigation, we cannot accurately predict the ultimate outcome of any such actions or proceedings, which could result in significant expense, damage to our reputation and diversion of managementâ€™s attention from our business.Latent defect litigation is normal for residential home builders in some parts of the country. Any increases in our latent defect claims and litigation could place pressure on our profitability.Regulatory requirements could result in significant compliance costs and liabilities. We have operations throughout the United States and are subject to multiple state and local regulations. In addition, our segments from time to time perform work as federal government subcontractors, or perform work on projects that have received federal government funding, and as a result may be subject to federal laws and requirements applicable to government contractors. If we fail to comply with those requirements, we may be subject to fines, penalties or suspension from doing business with the federal government. Our 131 locations are located in 27 states, which exposes us to a variety of different state and local laws and regulations, including those pertaining to electrical contractor and other licensing requirements. These laws and regulations govern many aspects of our business, and there are often different standards and requirements in different locations. Changes in law, regulations or requirements, or a material failure to comply with any of them, could increase our costs and have other negative impacts on our business by, among other things, increasing costs, harming our reputation and, in some instances, causing us to be in violation of our contractual obligations. In addition, we are required to maintain certain electrical, construction, mechanical and business licenses. If we fail to successfully transfer, renew or obtain such licenses where applicable, we may experience increased costs and other negative impacts on our business.Disruptions to the proper functioning of our information technology systems or security breaches of our critical data, sensitive information or information technology systems could disrupt operations and cause increases in costs, decreases in revenues and/or harm to our reputation.Our Company continues to increase its dependence on information technology systems, networks, and infrastructure to conduct our day-to-day operations and manage the way we provide services to our customers. Disruptions to our information technology systems or our failure to adequately protect critical data, sensitive information, and information technology systems could materially affect our business or result in harm to our reputation. Our critical accounting, project management, estimating, and financial information systems, some of which are third-party platforms, all rely on the proper functioning and security of our information technology environment and are critical to the successful operation of our business. We also collect and retain information about our customers, stockholders, vendors, and employees, with the expectation by such third parties being that we will adequately protect such information. Although our information technology systems, networks and infrastructure are protected through our policies, procedures and physical and software safeguards, our information technology environment is still vulnerable to natural disasters, power losses, telecommunication failures, deliberate intrusions, inadvertent user misuse or error, computer viruses, malicious code, ransomware 16attacks, acts of terrorism and other cyber security risks, which could cause a loss of critical data, or release of sensitive information. If critical information systems fail or are otherwise unavailable, or if sensitive information is released, we could experience reputational harm, loss of customers and revenue, loss of proprietary data, regulatory actions and scrutiny, statutory penalties, and litigation.We have from time to time experienced cybersecurity incidents, such as ransomware attacks or unauthorized parties gaining access to our information technology systems, and privacy incidents, such as potential exposure of data. While to date such incidents have not had a material impact on our business, there can be no assurance that future incidents would not have an adverse effect on our business or reputation. Additionally, the process of integrating the information systems of the businesses we acquire is complex and exposes us to additional risk as we might not adequately identify weaknesses in the acquired businessâ€™s information systems or information handling, privacy and security policies and protocols, which could expose us to unexpected liabilities or make our own systems and data more vulnerable to attack. In addition, data privacy laws and regulations governing the unauthorized disclosure of confidential information may pose compliance challenges and result in additional costs for our businesses. A failure to comply with such laws and regulations could result in penalties or fines, legal liabilities or reputational harm.We may be required to conduct environmental remediation activities, which could be expensive and inhibit the growth of our business and our ability to maintain profitability, particularly in our Infrastructure Solutions business. We are subject to a number of environmental laws and regulations, including those concerning the handling, treatment, storage, and disposal of hazardous materials. These laws predominantly affect our Infrastructure Solutions business but may impact our other businesses. These environmental laws generally impose liability on current and former owners and operators, transporters and generators of hazardous materials for remediation of contaminated properties. We could be held liable for such contamination created not only from our own activities but also from the historical activities of companies we have acquired, or the activities of others on properties that we own or lease. There can be no assurance that the discovery of currently unknown problems or conditions will not require substantial additional expenditures. In addition, if we do not comply with these laws and regulations, we could be subject to material administrative, civil or criminal penalties, or other substantial liabilities. Compliance with current and future environmental laws and regulations, including those relating to climate change, could adversely impact our business.Increasing concerns about climate change and other environmental issues may result in additional environmental regulations and restrictions, and we cannot predict the nature, scope or effect of legislation or regulatory requirements that could be imposed, or how existing or future laws or regulations will be administered or interpreted. Compliance with more stringent laws or regulations, as well as more vigorous enforcement policies of the regulatory agencies, could increase the costs of projects for us or our customers, potentially resulting in reduced profitability or a reduced demand for our services, or require us to incur substantial costs of compliance.The loss of a group or several key personnel, either at the corporate or operating level, or general labor constraints could adversely affect our business.The loss of key personnel or the inability to hire and retain qualified employees could have an adverse effect on our business, financial condition and results of operations. Our operations depend on the continued efforts of our executive officers, senior management and management personnel at our segments. As a service organization, relationships with significant customers can be dependent on certain employees within our organization, and our ability to meet our contractual obligations to our customers and support our growth strategy may be limited by our ability to retain and train necessary personnel. We cannot guarantee that any member of management at the corporate or operating segment level will continue in their capacity for any particular period of time, and there is significant competition in our industry for managerial personnel. We have a severance plan in place that covers certain of our senior leaders; however, this plan can neither guarantee that we will not lose key employees, nor prevent them from competing against us. If we lose a group of key personnel or even one key person at a segment, we may not be able to recruit suitable replacements at comparable salaries or at all, which could adversely affect our operations. Additionally, we generally do not maintain key man life insurance for members of our management. Our business is labor intensive, and many of our operations experience a high rate of employee turnover. We also may be constrained in hiring and retaining sufficient qualified employees to support our growth strategy due to general labor shortages in our industries. In addition, a lack of skilled labor or increased turnover rates within our employee base could lead to increased costs, such as increased overtime to meet demand and increased wage rates to attract and retain employees. Continued labor constraints may limit our ability to grow and may limit our profitability due to the impact of rising wages.17Risks Relating to our Financial Results, Financing and LiquidityThe impact on our customers of negative conditions in the credit and capital markets may adversely affect our business.A number of economic factors, including financing conditions for our customers' industries, have, in the past, adversely affected our customers and their ability or willingness to fund expenditures. Many of our customers depend on the availability of credit to help finance their capital and maintenance projects. At times, tightened availability of credit and changes in interest rates that affect the cost of construction financing and mortgages have negatively impacted the ability of existing and prospective customers to obtain sufficient financing and fund projects we might otherwise perform. As a result, our customers may defer such projects for an unknown, and perhaps lengthy, period. Any such deferrals would inhibit our growth and would adversely affect our results of operations. In a weak economic environment, particularly in a period of restrictive credit markets, we may experience greater difficulties in collecting payments from our customers due to, among other reasons, a diminution in our ultimate customersâ€™ access to the credit markets. If clients delay in paying or fail to pay a significant amount of our outstanding receivables, it could have an adverse effect on our liquidity, results of operations, and financial position.To fund our working capital requirements, complete acquisitions and service any debt we may incur, we may require a significant amount of cash. Our ability to generate cash from operations or to access the capital markets for required funding depends on many factors that are beyond our control.Our ability to continue to grow our business, including through acquisitions and the funding of working capital requirements, as well as our ability to make payments on or refinance any indebtedness we may incur, will depend on our ability to access capital markets and generate cash from operations in the future. This is subject to our operational performance, as well as general economic, financial, capital market, competitive, legislative, regulatory and other factors that are beyond our control.There can be no assurance that our business will generate sufficient cash flow from operations or asset sales, or have access to sources of cash from the capital markets or from borrowings under our credit facility, in amounts sufficient to enable us to complete acquisitions, to service any debt we may incur or to fund our other liquidity needs. We may need to refinance our credit facility on or before maturity. We cannot provide assurance that we will be able to refinance our credit facility on commercially reasonable terms or at all. Our inability to access capital on commercially reasonable terms could have a material adverse effect on our business. Changes in tax positions or changes in tax laws may adversely affect our results.Our effective tax rate and cash paid for taxes are impacted by the tax positions that we have adopted. Taxing authorities may not always agree with the positions we have taken. We have established reserves for tax positions that we have determined to be less than likely to be sustained by taxing authorities. However, there can be no assurance that our results of operations will not be adversely affected in the event that disagreement over our tax positions does arise. Additionally, new tax laws or changes in existing interpretation and guidance could affect our provision for income taxes, deferred tax assets and liabilities, and reserves for uncertain tax positions, potentially resulting in an increase to our effective tax rate, which could adversely affect our results.We have restrictions and covenants under our credit agreement and the failure to meet these covenants, including liquidity and other financial requirements, could result in a default under our credit agreement.We may not be able to remain in compliance with the covenants in our credit agreement, including financial covenants which, among other things, require minimum levels of liquidity and require us to maintain a specified fixed charge coverage ratio as defined under our credit agreement. Other covenants, among other things, limit our ability to provide liens, restrict fundamental changes, limit transactions with affiliates and subsidiaries, restrict changes to our organization documents, limit asset dispositions, limit investments, limit the ability to incur debt, restrict certain payments to shareholders, limit our ability to repurchase our stock, and limit the ability to change the nature of our business. A failure

to fulfill the terms and requirements of our credit agreement may result in a default under our credit agreement and acceleration of any indebtedness we may incur, as well as a default under one or more of our material agreements, any of which could have a material adverse effect on our ability to conduct our operations and our financial condition.The preparation of our financial statements requires management to make certain estimates and assumptions that may differ from actual results, and we may be adversely impacted by new accounting, control and operating procedures. GAAP accounting requires that a number of estimates and assumptions are made by management that affect the amounts reported in the financial statements. These estimates and assumptions must be made because certain information that is used in the preparation of our financial statements is either dependent on future events or cannot be calculated precisely from available data and, accordingly, requires the use of managementâ€™s judgment. Estimates and assumptions are used in, among other areas, our assessment of revenue 18recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits. Actual results could differ from those estimates and assumptions, and such differences may be material to our financial statements.In addition, we may be adversely impacted by new accounting pronouncements which change our revenue recognition or other accounting practices or otherwise alter how we report our financial results, or which require that we change our control and operating procedures, which we may be unable to do in a timely manner.Our use of percentage-of-completion accounting could result in a reduction or elimination of previously reported profits.A significant portion of our revenue is recognized using the percentage-of-completion method of accounting, utilizing the cost-to-cost method, which results in our recognizing contract revenues and earnings ratably over the contract term in proportion to contract costs incurred. The earnings or losses recognized on individual contracts are based on estimates of contract revenues, costs and profitability. We review our estimates of contract revenue, costs and profitability on an ongoing basis. Prior to contract completion, we may adjust our estimates on one or more occasions as a result of change orders to the original contract, collection disputes with the customer on amounts invoiced or claims against the customer for increased costs incurred by us due to customer-induced delays and other factors. Contract losses are recognized in full when determined to be probable and reasonably estimable. Although we have historically made reasonably reliable estimates of the progress towards completion of our construction contracts, the uncertainties inherent in the estimating process make it possible for actual costs to vary materially from estimates, including reductions or reversals of previously recorded revenues and profits.Our reported operating results could be adversely affected as a result of goodwill impairment charges.GAAP accounting requires that goodwill attributable to each of our reporting units be tested at least annually, or when changes in circumstance indicate the carrying value of our reporting units may not be recoverable. At September 30, 2024, we had recorded $94.0 million of goodwill on our Consolidated Balance Sheets. Factors that could lead to impairment of current goodwill in the future include significant adverse changes in the business climate, declines in the financial condition of our business, and actual or projected future operating results affecting the Company as a whole or affecting any particular reporting unit. On an ongoing basis, we expect to perform impairment tests at least annually as of SeptemberÂ 30. Impairment adjustments, if any, are required to be recognized as operating expenses. We cannot assure that we will not have future impairment adjustments to our recorded goodwill.Risks Relating to Our Common StockExistence of a controlling shareholder.A majority of our outstanding common stock is owned by Tontine, and Jeffrey Gendell, founder and managing member of Tontine, serves as our Chief Executive Officer and as Chairman of our Board of Directors. Tontine owns approximately 55 percent of the Companyâ€™s outstanding common stock based on a Form 4 filed by Tontine with the SEC on SeptemberÂ 16, 2024, and the Company's shares outstanding as of NovemberÂ 18, 2024. As a result, Tontine can control most of our affairs, including the election of our directors, who in turn appoint executive management and can control most actions requiring the approval of shareholders, including the adoption of amendments to our corporate charter and approval of any potential merger or sale of all or substantially all of the Company's assets or business segments or the Company itself. This control also gives Tontine the ability to bring matters to a shareholder vote that may not be in the best interest of our other shareholders or stakeholders. The concentration of ownership may also have the effect of discouraging a change in control transaction, which could prevent other shareholders from selling their shares in the Company at a premium as part of such transaction. Additionally, Tontine is in the business of investing in companies and may, from time to time, acquire and hold interests in businesses that compete directly or indirectly with us or act as suppliers or customers of the Company. Most of Tontine's shares are registered for resale on a resale shelf registration statement filed by the Company with the SEC. Pursuant to such resale shelf registration statement, Tontine has the ability to resell any or all of its registered shares from time to time in one or more offerings as long as the registration statement remains effective and the Company remains eligible to use it, as described further in the registration statement and in any prospectus supplement filed in connection with an offering pursuant to the shelf registration statement. Tontineâ€™s sale of all or a significant portion of its shares could result in a change of control of the Company, which may trigger the change of control provisions in a number of our material agreements, including our credit agreement, bonding agreements with our sureties, and our executive severance plan.Our common stock has less liquidity than many other stocks listed on the Nasdaq Global Market. Historically, the trading volume of our common stock has been relatively low when compared to other companies listed on the Nasdaq Global Market or other stock exchanges. While we have experienced increased liquidity in our stock during recent years compared with historical levels, we cannot say with certainty that a more active and liquid trading market for our common stock will continue to 19develop. Because of this, it may be more difficult for shareholders to sell a substantial number of shares for the same price at which shareholders could sell a smaller number of shares.In addition, our historically lower liquidity has in the past contributed to increased volatility in the price of our common stock. This lower liquidity, along with the other risk factors discussed herein, may impact our stock price in the future.We may issue additional shares of common stock, preferred stock or convertible securities that will dilute the percentage ownership interest of existing stockholders and may dilute the book value per share of our common stock. Our authorized capital includes 100,000,000 shares of common stock and 10,000,000 shares of preferred stock. As of September 30, 2024, we had 22,049,529 shares of common stock issued, 19,971,670 shares of common stock outstanding and no shares of preferred stock issued or outstanding. As of September 30, 2024, we had the ability to issue 581,169 shares of common stock, including upon the exercise of options, as future grants under our existing equity compensation plans. Although we currently do not have any intention of issuing additional common stock (other than pursuant to our equity compensation plans) or preferred stock, we may do so in the future as consideration for certain acquisitions and in order to meet our capital needs. Subject to applicable Nasdaq Listing Rules, our Board of Directors generally has the authority, without action by or vote of the stockholders, to issue all or part of any authorized but unissued shares of common stock or preferred stock for any corporate purpose. We may seek additional equity capital in the future as we develop our business and expand our operations. Any issuance of additional shares of common stock, preferred stock, or convertible securities will dilute the percentage ownership interest of our stockholders and may dilute the book value per share of our common stock. Substantial sales of our common stock could adversely affect our stock price. Sales of a substantial number of shares of our common stock by holders of our common stock, including Tontine, or the perception that such sales could occur, could adversely affect the market price of our common stock by introducing a large number of shares into the market. Such sales, or the perception that such sales could occur, could cause the market price of our common stock to decline. We cannot predict whether future sales of our common stock, or the availability of our common stock for sale, will adversely affect the market price for our common stock or our ability to raise capital by offering equity securities.Increasing scrutiny and changing expectations from investors and customers with respect to our environmental, social and governance practices may impose additional costs on us or expose us to reputational or other risks.Investors have increased their emphasis on the environmental, social and governance (â€œESGâ€) practices of companies across all industries, including the environmental impact of operations and human capital management. Certain stockholders use third-party benchmarks or scores to measure a companyâ€™s ESG practices when deciding whether to invest in its common stock or engage with the company to require changes to its practices. In addition, our customers may evaluate our ESG practices or require that we adopt certain ESG policies as a condition of awarding contracts. A failure to comply with investor or customer expectations and standards, which are evolving and vary considerably, or the perception that we have not responded appropriately to the growing concern for ESG issues, could result in reputational harm to our business and could have an adverse effect on us. In addition, organizations that provide ratings information to investors on ESG matters may assign unfavorable ratings to IES or our industries, which may lead to negative investor sentiment and the diversion of investment capital to other companies or industries, which could have a negative impact on our stock price and our costs of capital.Our bylaws designate the Court of Chancery of the State of Delaware as the sole and exclusive forum for certain types of actions and proceedings that may be initiated by our shareholders, which could increase the costs for our shareholders to bring claims, discourage our shareholders from bringing claims, or limit our shareholdersâ€™ ability to obtain a favorable judicial forum for disputes with us or our current or former directors, officers, employees or shareholders in such capacity.Our bylaws provide that, unless we consent in writing to the selection of an alternative forum, the Court of Chancery of the State of Delaware is, to the fullest extent permitted by law, the sole and exclusive forum for claims, including derivative claims that are based upon a violation of a duty by a current or former director, officer, employee or shareholder in such capacity or as to which the Delaware General Corporation Law confers jurisdiction upon the Court of Chancery. The exclusive forum provision may increase the costs for a shareholder to bring a claim or limit a shareholderâ€™s ability to bring a claim in a judicial forum that the shareholder finds favorable for disputes with us or our directors, officers, employees or shareholders in such capacity, which may discourage such lawsuits against us and such persons. Alternatively, if a court were to find these provisions of our bylaws inapplicable to, or unenforceable in respect of, the claims as to which they are intended to apply, then we may incur additional costs associated with 20resolving such matters in other jurisdictions, which could adversely affect our business, financial position or results of operations. While the exclusive forum provision applies to state and federal law claims, our shareholders will not be deemed to have waived our compliance with, and the exclusive forum provision will not preclude or contract the scope of exclusive federal or concurrent jurisdiction for actions brought under, the federal securities laws, including the Exchange Act, or the Securities Act of 1933, as amended, and the rules and regulations promulgated thereunder.General Risks Our internal controls over financial reporting and our disclosure controls and procedures may not prevent all possible errors that could occur. Internal controls over financial reporting and disclosure controls and procedures, no matter how well designed and operated, can provide only reasonable, not absolute, assurance that the control systemâ€™s objective will be met.On a quarterly basis, we evaluate our internal controls over financial reporting and our disclosure controls and procedures, which include a review of the objectives, design, implementation and effectiveness of the controls and the information generated for use in our periodic reports. In the course of our controls evaluation, we sought (and seek) to identify data errors, control problems and to confirm that appropriate corrective actions, including process improvements, are being undertaken. This type of evaluation is conducted on a quarterly basis so that the conclusions concerning the effectiveness of our controls can be reported in our periodic reports.A control system, no matter how well designed and operated, can provide only reasonable, not absolute, assurance that the control systemâ€™s objectives will be satisfied. Internal controls over financial reporting and disclosure controls and procedures are designed to give reasonable assurance that they are effective and achieve their objectives. We cannot provide absolute assurance that all possible future control issues have been detected. These inherent limitations include the possibility that our judgments can be faulty and that isolated breakdowns can occur because of human error or mistake. The design of our system of controls is based in part upon certain assumptions about the likelihood of future events, and there can be no assurance that any design will succeed absolutely in achieving our stated goals under all potential future or unforeseeable conditions. Because of the inherent limitations in a control system, misstatements due to error could occur without being detected.Item 1B. Unresolved Staff CommentsNone.Item 1C. CybersecurityCybersecurity Risk Management and StrategyAs part of the Companyâ€™s overall risk management, the Company has adopted processes designed to assess, identify and manage material risks from cybersecurity threats. Our program has been designed and evaluated based on the National Institute of Standards and Technology Cybersecurity Framework (â€œNIST CSFâ€). This does not imply that we meet any particular technical standards, specifications, or requirements, only that we use NIST CSF as a guide to identify, assess, and manage cybersecurity risks relevant to our business. The cybersecurity risk management program includes, among other things, processes to manage risks associated with third party service providers, regular review and testing of the Companyâ€™s cybersecurity practices through audits, internal assessments and tabletop exercises, and mandatory annual cybersecurity awareness training for all employees. In addition, the Company has adopted an incident response plan establishing the processes for responding to any cybersecurity incident. The Company has engaged third party cybersecurity firms to perform maturity assessments of our cybersecurity risk management program, the results of which are reported to the Board. We have experienced cybersecurity attacks and incidents in the past and could in the future experience similar attacks. To date, no cybersecurity incident or attack, or any risk from cybersecurity threats, has materially affected or has been determined to be reasonably likely to materially affect the Company or our business strategy, results of operations, or financial condition.Cybersecurity GovernanceOur Board oversees the Companyâ€™s general risk management processes, and with respect to cybersecurity risks the oversight is performed primarily through the Audit Committee of the Board, which is briefed at least quarterly on cybersecurity threats, the results of periodic assessment and reviews of the Companyâ€™s cybersecurity programs, and cybersecurity developments affecting companies generally. Our incident response plan provides for prompt notice to the Board of any material cybersecurity incident.Our cybersecurity program is overseen by our head of cybersecurity, with guidance from our Chief Technical Officer and our Vice President of Information Technology. Our head of cybersecurity has more than ten years of experience managing cybersecurity 21matters, holds an undergraduate degree in information systems with a focus on information security, and holds numerous certificates across the cybersecurity landscape. Our head of cybersecurity is also responsible for providing the Audit Committee with quarterly updates on cybersecurity risks and developments. Item 2. PropertiesAt September 30, 2024, we maintained branch offices, warehouses, sales facilities and administrative offices at 131 locations. The majority of our facilities are leased. We lease our executive office located in Greenwich, Connecticut and our corporate office located in Houston, Texas. We believe that our properties are adequate for our current needs and that suitable additional or replacement space will be available as required. For a breakdown of our offices by segment, see Item 1. â€œBusiness â€”Operating Segmentsâ€ of this Annual Report on Form 10-K.Item 3. Legal ProceedingsFor further information regarding legal proceedings, see NoteÂ 18, â€œCommitments and Contingencies â€” Legal Mattersâ€ in the notes to our Consolidated Financial Statements.Item 4. Mine Safety DisclosuresNone.22PART IIItem 5. Market for Registrantâ€™s Common Equity; Related Stockholder Matters and Issuer Purchases of Equity SecuritiesOur common stock trades on the Nasdaq Global Market under the ticker symbol â€œIESC.â€ As of NovemberÂ 18, 2024, the closing market price of our common stock was $264.67 per share and there were approximately 299 holders of record.We have never declared or paid dividends on our common stock. We intend to retain any future earnings and do not expect to pay cash dividends in the foreseeable future. Stock Repurchase ProgramIn 2015, our Board of Directors authorized a stock repurchase program for the purchase from time to time of up to 1.5 million shares of the Companyâ€™s common stock, and in 2019, authorized the repurchase from time to time of up to an additional 1.0 million shares of the Company's common stock under the stock repurchase program. In December 2022, our Board of Directors terminated our previous stock repurchase program and authorized a new $40 million stock repurchase program. In July 2024, the Company fully utilized the amount remaining under this $40 million authorization. On July 31, 2024, the Board authorized a new $200 million stock repurchase program. Share purchases are made for cash in open market transactions at prevailing market prices or in privately negotiated transactions or otherwise. The timing and amount of purchases under the program are determined based upon prevailing market conditions, our liquidity requirements, contractual restrictions and other factors. All or part of the repurchases may be implemented under a Rule 10b5-1 trading plan, which allows repurchases under pre-set terms at times when the Company might otherwise be prevented from purchasing under insider trading laws or because of self-imposed blackout periods. The program does not require the Company to purchase any specific number of shares and may be modified, suspended or reinstated at any time at the Companyâ€™s discretion and without notice. During the year ended September 30, 2024, we repurchased 289,284 shares of common stock at an average price of $136.34 per share for a total aggregate purchase price of $39.4Â million. The Company had $198.1 million remaining under its stock repurchase authorization at September 30, 2024.The following table presents information with respect to purchases of common stock by the Company during the three months ended September 30, 2024:PeriodTotal Number of Shares PurchasedAverage Price Paid Per ShareTotal Number of Shares Purchased as Part of a Publicly Announced Plan Maximum Dollar Value of Shares That May Yet Be Purchased Under the Publicly Announced PlanJuly 1, 2024 â€“ July 31, 2024124,892$140.75Â 119,041$200,000,000Â August 1, 2024 â€“ August 31, 2024573$173.62Â â€“$200,000,000Â September 1, 2024 â€“ September 30, 202412,738$145.92Â 12,738$198,141,288Â Total138,203$141.37Â 131,779$198,141,288Â 23Five-Year Stock Performance Graph The graph below compares the cumulative five year total return provided shareholders on IES Holdings, Inc.'s common stock relative to the cumulative total returns of (i) the Russell 2000 index, (ii) a customized peer group of four companies that includes Comfort Systems USA Inc., MYR Group Inc., Sterling Infrastructure, Inc. and Primoris (the "Peer Group (Old)") and (iii) a revised customized peer group of five companies that includes Comfort Systems USA Inc., MYR Group Inc., Sterling Infrastructure, Inc., Primoris and Installed Building Products, Inc. (the â€œPeer Group (New)â€). The change from the Peer Group (Old) to

the Peer Group (New) was made to better reflect companies relevant to the Company's current business. An investment of $100 (with reinvestment of all dividends) is assumed to have been made in our common stock, in the Russell 2000 index, and in the peer group on September 30, 2019, and its relative performance is tracked through September 30, 2024. Comparison of Five Year Cumulative Total Return*Among IES Holdings, Inc., the Russell 2000 Index, and a Peer Group*$100 invested on September 30, 2019 in stock or index, including reinvestment of dividends. 20192020202120222023202420242IES Holdings, Inc.$100.00Â $154.30Â $221.90Â $134.14Â $319.91Â $969.50Â Russell 2000100.00Â 100.39Â 148.26Â 113.42Â 123.54Â 156.60Â Peer Group (Old)100.00Â 87.47Â 156.40Â 149.30Â 311.92Â 530.14Â Peer Group (New)100.00Â 112.47Â 182.94Â 169.80Â 344.19Â 594.52Â 24ItemÂ 7. Managementâ€™s Discussion and Analysis of Financial Condition and Results of OperationsThe following discussion and analysis should be read in conjunction with our Consolidated Financial Statements and the notes thereto, set forth in ItemÂ 8.â€œFinancial Statements and Supplementary Dataâ€ of this Annual Report on FormÂ 10-K. For additional information, see â€œDisclosure Regarding Forward Looking Statementsâ€ in PartÂ I of this Annual Report on FormÂ 10-K.OVERVIEWExecutive OverviewPlease refer to Item 1. â€œBusinessâ€ of this Annual Report on Form 10-K for a discussion of the Companyâ€™s services and corporate strategy. IES Holdings, Inc., a Delaware corporation, designs and installs integrated electrical and technology systems and provides infrastructure products and services to a variety of end markets, including data centers, residential housing, and commercial and industrial facilities. Our operations are organized into four business segments: Communications, Residential, Infrastructure Solutions and Commercial & Industrial. Industry TrendsOur performance is affected by a number of trends that drive the demand for our services. In particular, the markets in which we operate are exposed to many regional and national trends such as the demand for single and multi-family housing, the need for mission critical facilities as a result of technology-driven advancements, capital spending on data centers, distribution centers, and high-tech manufacturing facilities, demand for back-up power, output levels and equipment utilization at heavy industrial facilities, demand for our rail and infrastructure services and custom engineered products, and changes in commercial, institutional, public infrastructure and electric utility spending. Over the long term, we believe that there are numerous factors that could positively drive demand and affect growth within the industries in which we operate, including (i) population growth, which will increase the need for commercial and residential facilities, (ii) aging public infrastructure, which must be replaced or repaired, (iii) an increasing demand for data storage, and (iv) increased emphasis on environmental and energy efficiency, which may lead to increased public and private spending. However, there can be no assurance that we will not experience a decrease in demand for our services due to economic, technological or other factors beyond our control, including interest rate increases, increases in the price of copper, aluminum, steel, fuel, electrical components, certain plastics, and other commodity prices and other economic factors, which may reduce the demand for housing in the regions where our Residential division operates, and may impact levels of construction. For further discussion of the industries in which we operate, please see Item 1. â€œBusiness - Operating Segmentsâ€ of this Annual Report on Form 10-K.Business OutlookWhile there are differences among the Companyâ€™s segments, on an overall basis, increased demand for the Companyâ€™s services and the Companyâ€™s previous investment in growth initiatives and other business-specific factors discussed below resulted in aggregate year-over-year revenue growth in fiscal 2024 as compared to fiscal 2023.Entering fiscal 2025, we see strong demand across many of our key end markets. However, our business segments each have their own unique set of factors influencing demand for our services. Heading into fiscal 2025, we are cautious about near-term demand for single-family housing as elevated mortgage rates and the impacts of inflation on materials and labor costs have resulted in a decline in housing affordability. In addition, consumer expectations about future interest rate reductions may cause some home buyers to delay purchases in anticipation of lower mortgage costs. In the multi-family business, higher borrowing costs for project owners during fiscal 2024 have resulted in a reduction in backlog at September 30, 2024 compared with September 30, 2023. This will result in lower multi-family revenues in fiscal 2025 as compared with the prior year. However, backlog across our business segments as a whole remains at record levels, reflecting strong demand in key end markets. Demand with respect to data centers, a key end market served by our Communications, Infrastructure Solutions, and Commercial & Industrial segments, remains particularly strong. However, availability of labor and capacity could constrain the rate at which we are able to grow this business. To continue to grow our business, including through acquisitions and the funding of working capital, we may require a significant amount of cash. Our ability to generate or otherwise access cash depends on many externally influenced factors, including demand for our services, the availability of projects at margins acceptable to us, the ultimate collectability of our receivables, our ability to borrow on our credit facility, and our ability to raise funds in the capital markets, among many other factors. We anticipate that the combination of cash on hand, cash flows from operations and available capacity under our credit facility will provide sufficient cash to enable us to meet our working capital needs, debt service requirements and capital expenditures for property and equipment through the next 12 months. We expect our capital expenditures will range from $45Â million to $55Â million for the year ending on September 30, 2025. 25While the COVID-19 pandemic's impact on markets, the supply chain and the labor force had significantly less of an impact on our business in fiscal 2024 compared with prior fiscal years, COVID-19 and any future pandemic or other public health emergency could impact our workforce, customers and suppliers in the future. An inability to procure materials in a timely manner, to complete work on schedule, and to reflect higher materials or labor costs in our pricing to customers has had, and could have in the future, a significant impact on our operating results.RESULTS OF OPERATIONSWe report our operating results across our four operating segments: Communications, Residential, Infrastructure Solutions and Commercial & Industrial. Expenses associated with our corporate office are classified separately. The following table presents selected historical results of operations of IES, as well as the results of acquired businesses from the dates acquired. Year Ended September 30,202420232022$%$%$%(Dollars in thousands, Percentage of revenues)Revenues$2,884,358Â 100.0Â %$2,377,227Â 100.0Â %$2,166,808Â 100.0Â %Cost of services2,187,768Â 75.8Â %1,932,688Â 81.3Â %1,847,878Â 85.3Â %Gross profit696,590Â 24.2Â %444,539Â 18.7Â %318,930Â 14.7Â %Selling, general and administrative expenses396,684Â 13.8Â %298,625Â 12.6Â %262,714Â 12.1Â %Contingent consideration714Â â€”Â %277Â â€”Â %277Â â€”Â %Gain on sale of assets(1,684)(0.1)%(14,139)(0.6)%(69)â€”Â %Operating income300,876Â 10.4Â %159,776Â 6.7Â %56,008Â 2.6Â %Interest and other (income) expense, net(3,790)(0.1)%1,228Â 0.1Â %3,007Â 0.1Â %Income from operations before income taxes304,666Â 10.6Â %158,548Â 6.7Â %53,001Â 2.4Â %Provision for income taxes72,165Â 2.5Â %38,761Â 1.6Â %12,815Â 0.6Â %Net income232,501Â 8.1Â %119,787Â 5.0Â %40,186Â 1.9Â %Net income attributable to noncontrolling interest(13,385)(0.5)%(11,499)(0.5)%(5,424)(0.3)%Net income attributable to IES Holdings, Inc.$219,116Â 7.6Â %$108,288Â 4.6Â %$34,762Â 1.6Â % 2024 Compared to 2023Consolidated revenues for the year ended September 30, 2024, were $507.1 million higher than for the year ended September 30, 2023, an increase of 21.3%, with increases at all of our operating segments. See further discussion below of changes in revenues for our individual segments.Our overall gross profit percentage increased to 24.2% during the year September 30, 2024, as compared to 18.7% during the year ended September 30, 2023. Gross profit as a percentage of revenue increased at all four of our operating segments. See further discussion below of changes in gross margin for our individual segments.Selling, general and administrative expenses include costs not directly associated with performing work for our customers. These costs consist primarily of compensation and benefits related to corporate, business segment and branch management (including incentive-based compensation), occupancy and utilities, training, professional services, information technology costs, consulting fees, travel and certain types of depreciation and amortization. We allocate certain corporate selling, general and administrative costs across our segments as we believe this more accurately reflects the costs associated with operating each segment. Â During the year ended September 30, 2024, our selling, general and administrative expenses were $396.7 million, an increase of $98.1 million, or 32.8% over the year ended September 30, 2023, driven by increased personnel costs, primarily at our Residential operating segment, and higher incentive compensation across our business as a result of higher earnings. Selling, general and administrative expenses as a percentage of revenue increased to 13.8% for the year ended September 30, 2024 from 12.6% for the year ended September 30, 2023.Our results for the year ended September 30, 2023 included a pretax gain of $13.0 million from the sale of STR Mechanical, LLC (â€œSTRâ€), which previously operated as part of our Commercial & Industrial segment, on OctoberÂ 7, 2022.262023 Compared to 2022 Consolidated revenues for the year ended September 30, 2023, were $210.4 million higher than for the year ended September 30, 2022, an increase of 9.7%, with increases at our Communications, Residential and Infrastructure Solutions operating segments,partially offset by a decrease at our Commercial & Industrial segment. See further discussion below of changes in revenues for ourindividual segments.Our overall gross profit percentage increased to 18.7% during the year ended September 30, 2023, as compared to 14.7% during the year ended September 30, 2022. Gross profit as a percentage of revenue increased at all four of our operating segments. See further discussion below of changes in gross margin for our individual segments.During the year ended September 30, 2023, our selling, general and administrative expenses were $298.6 million, an increase of $35.9 million, or 13.7% over the year ended September 30, 2022, driven by increased personnel costs, primarily at our Residential operating segment, in connection with its growth, including higher incentive compensation at the division level as a result of higher earnings. Additionally, our Residential segment recorded severance charges of $3.6 million in connection with a reorganization of itsmanagement structure. Selling, general and administrative expenses as a percentage of revenue increased to 12.6% for the year ended September 30, 2023 from 12.1% for the year ended September 30, 2022.Communications2024 Compared to 2023Year Ended September 30,20242023$%$%(Dollars in thousands, Percentage of revenues)Revenues$776,474Â 100.0Â %$600,776Â 100.0Â %Cost of services623,844Â 80.3Â %494,964Â 82.4Â %Gross Profit152,630Â 19.7Â %105,812Â 17.6Â %Selling, general and administrative expenses65,752Â 8.5Â %54,344Â 9.0Â %(Gain) loss on sale of assets(18)â€”Â %12Â â€”Â %Operating Income86,896Â 11.2Â %51,456Â 8.6Â %Revenue. Our Communications segmentâ€™s revenues increased by $175.7 million, or 29.2%, during the year ended September 30, 2024, compared to the year ended September 30, 2023. This increase primarily resulted from increased demand from our data center, high-tech manufacturing and e-commerce distribution center customers.Gross Profit. Our Communications segmentâ€™s gross profit during the year ended September 30, 2024, increased $46.8 million, or 44.2%, as compared to the year ended September 30, 2023. Gross profit as a percentage of revenue increased from 17.6% for the year ended September 30, 2023 to 19.7% for the year ended September 30, 2024. The increase in gross profit and gross profit as a percentage of revenue primarily reflects increased volume, successful project execution, favorable contract pricing and the impact of a more disciplined bidding process.Selling, General and Administrative Expenses. Our Communications segmentâ€™s selling, general and administrative expenses increased $11.4 million, or 21.0% during the year ended September 30, 2024, as compared to the year ended September 30, 2023. The increase is a result of higher personnel costs including higher incentive compensation as a result of higher earnings, investment in an organizational structure that will enhance the scalability of our business, and higher wages in an increasingly competitive labor market. Selling, general and administrative expenses as a percentage of revenue in the Communications segment were 8.5% during the year ended September 30, 2024, compared to 9.0% for the year ended September 30, 2023.272023 Compared to 2022 Year Ended September 30,20232022$%$%(Dollars in thousands, Percentage of revenues)Revenues$600,776Â 100.0Â %$559,777Â 100.0Â %Cost of services494,964Â 82.4Â %490,959Â 87.7Â %Gross Profit105,812Â 17.6Â %68,818Â 12.3Â %Selling, general and administrative expenses54,344Â 9.0Â %46,717Â 8.3Â %Loss on sale of assets12Â â€”Â %12Â â€”Â %Operating Income51,456Â 8.6Â %22,089Â 3.9Â %Revenue. Our Communications segmentâ€™s revenues increased by $41.0 million, or 7.3%, during the year ended September 30, 2023compared to the year ended September 30, 2022. This increase primarily resulted from increased demand from our high-techmanufacturing and data center customers.Gross Profit. Our Communications segmentâ€™s gross profit during the year ended September 30, 2023, increased $37.0 million, or53.8%, as compared to the year ended September 30, 2022. Gross profit as a percentage of revenue increased from 12.3% for the yearended September 30, 2022 to 17.6% for the year ended September 30, 2023. The increase in gross profit and gross profit as apercentage of revenue partially reflects the impact of $19.9 million of project losses incurred in the year ended September 30, 2022resulting from execution issues relating to an expansion into a new, adjacent service area. Although these projects continued tonegatively impact our results throughout fiscal 2022, we have since completed all such projects, and are no longer working in thisservice area. Gross profit also increased as a result of an increase in revenues in the year ended September 30, 2023 compared to theyear ended September 30, 2022 as discussed above.Selling, General and Administrative Expenses. Our Communications segmentâ€™s selling, general and administrative expenses increased$7.6 million, or 16.3% during the year ended September 30, 2023, as compared to the year ended September 30, 2022. The increase isa result of higher personnel costs including higher incentive compensation as a result of higher earnings, investment in anorganizational structure that will enhance the scalability of our business, and higher wages in a competitive labor market. Selling,general and administrative expenses as a percentage of revenue in the Communications segment were 9.0% during the year endedSeptember 30, 2023, compared to 8.3% for the year ended September 30, 2022.Residential2024 Compared to 2023Year Ended September 30,20242023$%$%(Dollars in thousands, Percentage of revenues)Revenues$1,388,840Â 100.0Â %$1,279,504Â 100.0Â %Cost of services1,024,440Â 73.8Â %1,026,524Â 80.2Â %Gross Profit364,400Â 26.2Â %252,980Â 19.8Â %Selling, general and administrative expenses228,371Â 16.4Â %169,737Â 13.3Â %Contingent consideration36Â â€”Â %277Â â€”Â %(Gain) loss on sale of assets(1,354)(0.1)%69Â â€”Â %Operating Income137,347Â 9.9Â %82,897Â 6.5Â %Revenue. Our Residential segmentâ€™s revenues increased by $109.3 million, or 8.5%, during the year ended September 30, 2024, as compared to the year ended September 30, 2023. The increase was primarily driven by an $81.0 million increase in revenues from our plumbing and HVAC business as we expanded our offerings during the year ended September 30, 2024. Our single-family electrical business continued to have strong demand as revenues increased by $14.9 million, while multi-family and other revenue increased by $13.4 million resulting from continued strong demand and successful execution of existing backlog, partially offset by a reduction in activity in certain areas as we became more selective in our bidding process. 28Gross Profit. During the year ended September 30, 2024, our Residential segment gross profit increased by $111.4 million, or 44.0%, as compared to the year ended September 30, 2023, and gross margin as a percentage of revenue increased to 26.2% during the year ended September 30, 2024 from 19.8% for the year ended September 30, 2023. The increase in profitability was driven primarily by improved project execution in our multi-family business, as well as the benefit of improved procurement and other processes implemented as part of the reorganization of the segment in fiscal 2023.Selling, General and Administrative Expenses. Our Residential segment's selling, general and administrative expenses increased by $58.6 million, or 34.5%, during the year ended September 30, 2024, compared to the year ended September 30, 2023. Selling, general and administrative expenses as a percentage of revenue in the Residential segment increased to 16.4% during the year ended September 30, 2024, from 13.3% during the year ended September 30, 2023. The increase was driven primarily by higher personnel costs in connection with a reorganization of the segment's management structure in fiscal 2023 and increased incentive profit sharing for division management resulting from higher earnings. 2023 Compared to 2022Year Ended September 30,20232022$%$%(Dollars in thousands, Percentage of revenues)Revenues$1,279,504Â 100.0Â %$1,131,414Â 100.0Â %Cost of services1,026,524Â 80.2Â %928,161Â 82.0Â %Gross Profit252,980Â 19.8Â %203,253Â 18.0Â %Selling, general and administrative expenses169,737Â 13.3Â %144,100Â 12.7Â %Contingent consideration277Â â€”Â %277Â â€”Â %Loss on sale of assets69Â â€”Â %20Â â€”Â %Operating Income82,897Â 6.5Â %58,856Â 5.2Â %Revenue. Our Residential segmentâ€™s revenues increased by $148.1 million, or 13.1%, during the year ended September 30, 2023, ascompared to the year ended September 30, 2022. The increase was driven by the impact of price increases in connection with highermaterials costs and continued strong demand, particularly in the Florida single-family electrical, plumbing and HVAC market. Revenue in our single-family electrical business increased by $56.8 million for the year ended September 30, 2023, compared to the year ended September 30, 2022, and revenue in our single-family plumbing & HVAC business increased by $79.0 million, while multifamily and other revenue increased by $12.3 million.Gross Profit. During the year ended September 30, 2023, our Residential segment gross profit increased by $49.7 million, or 24.5%,as compared to the year ended September 30, 2022. The increase in gross profit was driven primarily by increased activity, as well asthe impact of price increases and an easing of supply chain challenges that impacted prior year efficiency. Gross margin as apercentage of revenue increased to 19.8% during the year ended September 30, 2023 from 18.0% for the year ended September 30,2022, as prior year gross margins were negatively impacted by higher labor and material costs, but improved incrementally throughoutfiscal year 2022 as pricing actions were implemented.Selling, General and Administrative Expenses. Our Residential segment's selling, general and administrative expenses increased by$25.6 million, or 17.8%, during the year ended September 30, 2023, compared to the year ended September 30, 2022. The increasewas driven primarily by higher personnel costs in connection with business growth, including incentive profit sharing for divisionmanagement. Selling, general and administrative expenses for the year ended September 30, 2023 also included the $3.6 million ofseverance charges discussed above, as we reorganized the segment's management structure. We also incurred other discrete expensesin the year ended September 30, 2023 in connection with implementing this reorganization as we began combining multipleadministrative facilities into a single location and consolidating several underperforming branches. Selling, general and administrativeexpenses as a percentage of revenues in the Residential segment increased to 13.3% during the year ended September 30, 2023, from12.7% during the year ended September 30, 2022.29Infrastructure Solutions2024 Compared to 2023Year Ended September 30,20242023$%$%(Dollars in thousands, Percentage of revenues)Revenues$351,096Â 100.0Â %$217,353Â 100.0Â %Cost of

services245,743Â 70.0Â %162,905Â 74.9Â %Gross Profit105,353Â 30.0Â %54,448Â 25.1Â %Selling, general and administrative expenses37,394Â 10.7Â %26,260Â 12.1Â %Contingent consideration678Â 0.2Â %â€”Â â€”Â %Gain on sale of assets(184)(0.1)%(1,029)(0.5)%Operating Income67,465Â 19.2Â %29,217Â 13.4Â %Revenue. Revenues in our Infrastructure Solutions segment increased by $133.7 million, or 61.5% during the year ended September 30, 2024 compared to the year ended September 30, 2023. The increase in revenues was driven primarily by continued strong demand in our custom engineered solutions manufacturing businesses. We also acquired Greiner Industries, Inc. (â€œGreinerâ€) on April 1, 2024, which contributed $34.0 million in revenue in the year ended September 30, 2024.Gross Profit. Our Infrastructure Solutions segmentâ€™s gross profit for the year ended September 30, 2024 increased by $50.9 million, or 93.5%, as compared to the year ended September 30, 2023, primarily resulting from higher volumes, improved pricing and operating efficiencies at our custom engineered solutions manufacturing facilities as well as the impact of investments to increase capacity we have made over the last several years. Gross profit as a percent of revenue increased to 30.0% for the year ended September 30, 2024 compared to 25.1% for the year ended September 30, 2023. Selling, General and Administrative Expenses. Our Infrastructure Solutions segmentâ€™s selling, general and administrative expenses during the year ended September 30, 2024, increased $11.1 million, or 42.4%, compared to the year ended September 30, 2023, primarily as a result of increased employee compensation cost to support growth in the business, in part due to the acquisition of Greiner in April 2024, and increased incentive profit sharing resulting from higher earnings. Selling, general and administrative expenses as a percentage of revenue decreased from 12.1% for the year ended September 30, 2023, to 10.7% for the year ended September 30, 2024 as we benefited from the scale of our operations.Gain on Sale of Assets. Our results for the year ended September 30, 2023 included a $1.0 million gain from the sale of a portion of the property on which one of our operating facilities is located. The sale of this excess land will have no impact on the operations of the facility.2023 Compared to 2022Year Ended September 30,20232022$%$%(Dollars in thousands, Percentage of revenues)Revenues$217,353Â 100.0Â %$167,113Â 100.0Â %Cost of services162,905Â 74.9Â %138,444Â 82.8Â %Gross Profit54,448Â 25.1Â %28,669Â 17.2Â %Selling, general and administrative expenses26,260Â 12.1Â %25,129Â 15.0Â %Gain on sale of assets(1,029)(0.5)%(46)â€”Â %Operating Income29,217Â 13.4Â %3,586Â 2.1Â %Revenue. Revenues in our Infrastructure Solutions segment increased by $50.2 million, or 30.1% during the year ended September 30,2023 compared to the year ended September 30, 2022. The increase in revenue was driven primarily by increased demand at ourgenerator enclosure business.Gross Profit. Our Infrastructure Solutions segmentâ€™s gross profit for the year ended September 30, 2023, increased by $25.8 million,30or 89.9%, as compared to the year ended September 30, 2022. Gross profit for the year ended September 30, 2022 was negativelyimpacted by supply chain disruptions, COVID-19 related labor inefficiencies, and operating inefficiencies in connection with therelocation of our Tulsa, Oklahoma operation to a new, larger facility in order to accommodate increased demand for our generatorenclosure products. Additionally, gross profit for the year ended September 30, 2023 was positively impacted by an increase inrevenues from our generator enclosure business as discussed above, as well as improved operating margins in our custom engineeredsolutions business. Gross profit as a percent of revenue increased to 25.1% for the year ended September 30, 2023 compared to 17.2%for the year ended September 30, 2022.Selling, General and Administrative Expenses. Our Infrastructure Solutions segmentâ€™s selling, general and administrative expensesduring the year ended September 30, 2023, increased $1.1 million, or 4.5%, compared to the year ended September 30, 2022. Selling,general and administrative expenses as a percentage of revenue decreased from 15.0% for the year ended September 30, 2022, to12.1% for the year ended September 30, 2023 as we benefited from the scale of our operations.Gain on Sale of Assets. Our results for the year ended September 30, 2023 included a $1.0 million gain from the sale of a portion ofthe property on which one of our operating facilities is located. The sale of this excess land will have no impact on the operations ofthe facility.Commercial & Industrial2024 Compared to 2023Year Ended September 30,20242023$%$%(Dollars in thousands, Percentage of revenues)Revenues$367,948Â 100.0Â %$279,594Â 100.0Â %Cost of services293,741Â 79.8Â %248,295Â 88.8Â %Gross Profit74,207Â 20.2Â %31,299Â 11.2Â %Selling, general and administrative expenses32,925Â 8.9Â %25,225Â 9.0Â %Gain on sale of assets(114)â€”Â %(13,198)(4.7)%Operating Income (Loss)41,396Â 11.3Â %19,272Â 6.9Â %Revenue. Revenues in our Commercial & Industrial segment increased $88.4 million, or 31.6%, during the year ended September 30, 2024, compared to the year ended September 30, 2023. The increase primarily relates to a large data center project.Gross Profit. Our Commercial & Industrial segmentâ€™s gross profit during the year ended September 30, 2024 increased by $42.9 million, or 137.1%, as compared to the year ended September 30, 2023, and gross profit as a percentage of revenue increased from 11.2% for the year ended September 30, 2023 to 20.2% for the year ended September 30, 2024. Segment results in the year ended September 30, 2024 benefited from favorable project execution and additions to the original scope of work at favorable margins on the large data center project, improved project execution across the business, improving bid margins in certain markets, and a more selective bidding strategy implemented in the prior year.Selling, General and Administrative Expenses. Our Commercial & Industrial segmentâ€™s selling, general and administrative expenses during the year ended September 30, 2024 increased $7.7 million, or 30.5%, compared to the year ended September 30, 2023. The increase was driven primarily by increased employee compensation cost, including higher incentive compensation as a result of higher earnings. Selling, general and administrative expenses as a percentage of revenue was 9.0% and 8.9% in the years ended September 30, 2023 and 2024, respectively.Gain on Sale of Assets. As discussed above, our results for the year ended September 30, 2023 include a pretax gain on sale of $13.0 million from the sale of STR in October 2022.312023 Compared to 2022 Year Ended September 30,20232022$%$%(Dollars in thousands, Percentage of revenues)Revenues$279,594Â 100.0Â %$308,504Â 100.0Â %Cost of services248,295Â 88.8Â %290,314Â 94.1Â %Gross Profit31,299Â 11.2Â %18,190Â 5.9Â %Selling, general and administrative expenses25,225Â 9.0Â %30,557Â 9.9Â %Gain on sale of assets(13,198)(4.7)%(55)â€”Â %Operating Income (Loss)19,272Â 6.9Â %(12,312)(4.0)%Revenue. Revenues in our Commercial & Industrial segment decreased $28.9 million, or 9.4%, during the year ended September 30,2023, compared to the year ended September 30, 2022. The decrease is primarily due to the sale of our STR business in October 2022,which contributed revenue of $18.3 million for the year ended September 30, 2022. The decrease in revenues was also the result of aplanned reduction in activity at an underperforming branch where we incurred substantial losses in fiscal 2022.Gross Profit. Our Commercial & Industrial segmentâ€™s gross profit during the year ended September 30, 2023 increased by $13.1million, or 72.1%, as compared to the year ended September 30, 2022. Gross profit for the year ended September 30, 2022 includedproject losses of $16.7 million due to execution issues on two projects at one underperforming branch. The benefit of improved projectexecution in 2023 was partially offset by the sale of STR in October 2022, which contributed gross profit of $4.9 million for the yearended September 30, 2022. Gross profit as a percentage of revenue increased from 5.9% for the year ended September 30, 2022, to11.2% for the year ended September 30, 2023.Selling, General and Administrative Expenses. Our Commercial & Industrial segmentâ€™s selling, general and administrative expensesduring the year ended September 30, 2023 decreased $5.3 million, or 17.4%, compared to the year ended September 30, 2022. Thedecrease was driven primarily by the sale of STR in October 2022, which recorded branch-level selling, general and administrativeexpense of $4.2 million for the year ended September 30, 2022. Additionally, selling, general and administrative expenses for the yearended September 30, 2022 included $2.3 million of reserves in connection with legal matters related to certain contractual disputes.Selling, general and administrative expenses as a percentage of revenue decreased from 9.9% for the year ended September 30, 2022to 9.0% for the year ended September 30, 2023.Gain on Sale of Assets. As discussed above, our results for the year ended September 30, 2023 include a pretax gain on sale of $13.0million from the sale of STR in October 2022.INTEREST AND OTHER EXPENSE, NETYear Ended September 30,202420232022(In thousands)Interest expense$1,051Â $2,754Â $2,771Â Deferred financing charges287Â 268Â 199Â Total interest expense1,338Â 3,022Â 2,970Â Interest income(4,042)(564)(10)Other (income) expense, net(1,086)(1,230)47Â Total other (income) expense, net(5,128)(1,794)37Â Total interest and other (income) expense, net(3,790)1,228Â 3,007Â During the year ended September 30, 2024, we incurred interest expense of $1.3 million primarily comprised of interest expense on our finance lease agreements and fees on an average letter of credit balance of $5.5 million under our revolving credit facility and an average unused line of credit balance of $144.5 million. The reduction in interest expense in the year ended September 30, 2024 compared to the year ended September 30, 2023 was a result of a decrease in average outstanding borrowings under our revolving credit facility, which had no outstanding balance during the year ended September 30, 2024. Total other income, net of $5.1Â million in the year ended September 30, 2024 was primarily the result of interest income of $4.0Â million and unrealized gains on investments in trading securities of $1.8Â million.32During the year ended September 30, 2023, we incurred interest expense of $3.0 million primarily comprised of interest expense on anaverage outstanding balance of $26.9 million under our revolving credit facility and on our finance lease agreements, in addition tofees on an average letter of credit balance of $4.7 million under our revolving credit facility and an average unused line of creditbalance of $117.8 million. Interest expense in the year ended September 30, 2023 remained relatively consistent compared to the yearended September 30, 2022 as a decrease in interest expense incurred on our revolving credit facility resulting from a lower averageoutstanding balance was offset by an increase in interest expense related to a higher volume of active finance leases. Total other income, net of $1.8 million in the year ended September 30, 2023 was primarily the result of gains on investments in equity securities of $1.0 million.During the year ended September 30, 2022, we incurred interest expense of $3.0 million primarily comprised of interest expense on an average outstanding balance of $82.3 million under our revolving credit facility, in addition to fees on an average letter of credit balance of $4.5 million under our revolving credit facility and an average unused line of credit balance of $49.2 million.PROVISION FOR INCOME TAXESFor the year ended September 30, 2024, we recorded income tax expense of $72.2Â million, which reflects a higher pretax income than in the year ended September 30, 2023, partially offset by $5.5 million of non-cash tax benefits from the recognition of previously unrecognized tax benefits in fiscal 2024.For the year ended September 30, 2023, we recorded income tax expense of $38.8 million, which reflects a higher pretax income thanin the year ended September 30, 2022.For the year ended September 30, 2022, we recorded income tax expense of $12.8 million, which reflects a $0.8 million benefit relatedto the recognition of previously unrecognized tax benefits.WORKING CAPITALDuring the year ended September 30, 2024, working capital exclusive of cash increased by $53.4Â million from September 30, 2023, reflecting a $175.4Â million increase in current assets excluding cash partially offset by a $122.0Â million increase in current liabilities during the period.During the year ended September 30, 2024, our current assets exclusive of cash increased to $770.9Â million, as compared to $595.5Â million as of September 30, 2023. An increase in activity and the timing of billings at our Communications and Infrastructure Solutions businesses, along with trade receivables acquired as part of the Greiner acquisition, drove a $106.0Â million increase in trade accounts receivable and a $12.9Â million increase in retainage. While the rate of collections may vary, our typically secured position, resulting from our ability in general to secure liens against our customersâ€™ overdue receivables, offers some protection that collection will occur eventually to the extent that our security retains value. Additionally, marketable securities increased by $35.0Â million as a portion of our excess cash during the year ended September 30, 2024 was invested in trading securities, and costs and estimated earnings in excess of contract billings increased by $11.5Â million primarily from contract assets acquired as part of the Greiner acquisition.During the year ended September 30, 2024, our total current liabilities increased by $122.0Â million to $522.6Â million, compared to $400.6Â million as of September 30, 2023, driven by a $55.2 million increase in contract billings in excess of costs and estimated earnings, which varies based on the timing of contract billings on projects on which revenue is recognized using the percentage of completion method, and a $66.8 million increase in accounts payable and accrued expenses primarily as a result of increased activity and the timing of payments across all of our operating segments, and an increase in income tax payable based on the timing of tax payments.SuretyMany customers, particularly in connection with new construction, require us to post performance and payment bonds issued by a surety. These bonds provide a guarantee to the customer that we will perform under the terms of our contract and that we will pay our subcontractors and vendors. If we fail to perform under the terms of our contract or to pay subcontractors and vendors, the customer may demand that the surety make payments or provide services under the bond. We must reimburse the sureties for any expenses or outlays they incur on our behalf. To date, we have not been required to make any reimbursements to our sureties for bond-related costs. As is common in the surety industry, sureties issue bonds on a project-by-project basis and can decline to issue bonds at any time. We believe that our relationships with our sureties will allow us to provide surety bonds as they are required. However, current market conditions, as well as changes in our sureties' assessment of our operating and financial risk, could cause our sureties to decline to 33issue bonds for our work. If our sureties decline to issue bonds for our work, our alternatives will include posting other forms of collateral for project performance, such as letters of credit or cash, seeking bonding capacity from other sureties, or engaging in more projects that do not require surety bonds. In addition, if we are awarded a project for which a surety bond is required but we are unable to obtain a surety bond, the result could be a claim for damages by the customer for the costs of replacing us with another contractor.We believe the bonding capacity currently provided by our sureties is adequate for our current operations and will be adequate for our operations for the foreseeable future. As of September 30, 2024, the estimated cost to complete our bonded projects was approximately $133.9 million. LIQUIDITY AND CAPITAL RESOURCESAs of September 30, 2024, we had cash and cash equivalents of $100.8 million and $143.4 million of availability under our revolving credit facility. We anticipate that the combination of cash on hand, cash flows from operations and available capacity under our revolving credit facility will provide sufficient cash to enable us to meet our working capital needs, debt service requirements and capital expenditures for property and equipment through the next twelve months. Our ability to generate cash flow is dependent on many factors, including demand for our services, the availability of projects at margins acceptable to us, the ultimate collectability of our receivables, and our ability to borrow on our revolving credit facility or raise funds in the capital markets, if needed.The Revolving Credit FacilityOn April 28, 2022, we entered into a Third Amended and Restated Credit and Security Agreement (the "Amended Credit Agreement"), which increased our maximum borrowing amount from $125 million to $150 million. The Amended Credit Agreement also removed the aggregate cap on our investments in certain securities and the cap on our ability to make stock repurchases, in each case subject to the satisfaction of certain liquidity requirements. All other customary affirmative, negative and financial covenants and events of default were unchanged by the amendment. Borrowings under the Amended Credit Agreement may not exceed a "Borrowing Base,â€ as defined in the Amended Credit Agreement, determined monthly based on available collateral, primarily certain accounts receivables, inventories, and equipment. Amounts outstanding bear interest at a per annum rate equal to the Daily Three Month Secured Overnight Financing Rate ("SOFR"), plus an interest rate margin, which is determined quarterly, based on the following thresholds:LevelThresholdsInterestÂ RateÂ MarginIIf Liquidity is less than 35% of the Maximum Revolver Amount (each as defined in the Amended Credit Agreement) at any time during the period2.00Â percentageÂ pointsIIIf Liquidity is greater than or equal to 35% of the Maximum Revolver Amount at all times during the period and less than 50% of the Maximum Revolver Amount at any time during the period1.75 percentage pointsIIIIf Liquidity is greater than or equal to 50% of the Maximum Revolver Amount at all times during the period1.50 percentage pointsIn addition, we are charged monthly in arrears for (1)Â an unused commitment fee of 0.25% per annum, (2)Â a collateral monitoring fee of $5 thousandÂ per quarter, (3)Â a letter of credit fee based on the then-applicable interest rate margin (4) appraisal fees, costs and expenses and (5)Â certain other fees and charges as specified in the Amended Credit Agreement.As of September 30, 2024, we were in compliance with the financial covenants under the Amended Credit Agreement, requiring that we maintain:â€¢ a Fixed Charge Coverage Ratio (as defined in the Amended Credit Agreement), measured quarterly on a trailing four-quarter basis at the end of each quarter, of at least 1.1 to 1.0; andâ€¢ minimum Liquidity of at least 10% of the Maximum Revolver Amount, or $15.0Â million; with, for purposes of this covenant, at least 50% of our Liquidity comprised of Excess Availability (as defined in the Amended Credit Agreement). At September 30, 2024, our Liquidity was $244.2 million, our Excess Availability was $143.4Â million (or greater than 50% of minimum Liquidity), and our Fixed Charge Coverage Ratio was 3.4:1.0. Our Fixed Charge Coverage Ratio is calculated as follows (with capitalized terms as defined in the Amended Credit Agreement): (i) our trailing twelve month EBITDA, less Non-Financed Capital Expenditures (other than capital expenditures financed by means of an advance under the credit facility), cash taxes and all Restricted Junior Payments consisting of certain Pass-Through Tax Liabilities, divided by (ii) the sum of our cash interest (other than interest paid-in-kind, amortization of financing fees, and other non-cash interest 34expense) and principal debt payments (other than repayment of principal on advances under the credit facility and including cash payments with respect to capital leases), any management, consulting, monitoring, and advisory fees paid to an affiliate, and all Restricted Junior Payments (other than Pass-Through Tax Liabilities) and other cash distributions; provided, that if we make an acquisition consented to by our lenders, the components of the Fixed Charge Coverage Ratio will be calculated for such fiscal period after giving pro forma effect to the acquisition assuming that such transaction has occurred on the first day of such period (including pro forma adjustments arising out of events which are directly attributable to such acquisition, are factually supportable, and are expected to have a continuing impact, in each case to be reasonably agreed to by our lenders).As defined in the Amended Credit Agreement, EBITDA is calculated as consolidated net income (or loss), less extraordinary gains, interest income, non-operating income and income tax benefits and decreases in any change in LIFO reserves, plus stock compensation expense, non-cash extraordinary losses (including, but not limited to, a non-cash impairment charge or write-down), Interest Expense, income taxes, depreciation and amortization, and increases in any change in LIFO reserves for such period, determined on a consolidated basis in accordance with GAAP.If in the

future our Liquidity falls below $15.0Â million (or Excess Availability falls below 50% of our minimum Liquidity), our Fixed Charge Coverage Ratio is less than 1.1:1.0, or if we otherwise fail to perform or otherwise comply with certain of our covenants or other agreements under the Amended Credit Agreement, it would result in an event of default under the Amended Credit Agreement, which could result in some or all of our then-outstanding indebtedness becoming immediately due and payable.At September 30, 2024, we had $4.8Â million in outstanding letters of credit and no outstanding borrowings under our revolving credit facility.InvestmentsFrom time to time, the Company invests in non-controlling positions in the debt or equity securities of other businesses. Our Board of Directors has approved an investment policy that, after taking into consideration the liquidity required to support and invest in the Company's operations, permits the Company to invest in marketable securities, including equities and fixed income securities that can be easily bought and sold on a public market, and non-marketable securities, including equity and fixed income investments in private companies as well as private investments in public companies, subject to size limits and required approvals for certain investments.Operating ActivitiesOur cash flow from operations is not only influenced by cyclicality, demand for our services, operating margins and the type of services we provide, but can also be influenced by working capital needs such as the timing of our receivable collections. Working capital needs are generally lower during our fiscal first and second quarters due to the seasonality that we experience in many regions of the country; however, a seasonal decline in working capital may be offset by needs associated with higher growth or acquisitions. Operating activities provided net cash of $234.4Â million during the year ended September 30, 2024, as compared to $153.9 million of net cash provided in the year ended September 30, 2023. The increase in operating cash flow resulted primarily from increased earnings partially offset by an increase in cash used in working capital during the year ended September 30, 2024 compared to the year ended September 30, 2023Operating activities provided net cash of $153.9 million during the year ended September 30, 2023, as compared to $16.3 million ofnet cash provided in the year ended September 30, 2022. The increase in operating cash flow resulted primarily from increasedearnings and a reduction in cash used in working capital during the year ended September 30, 2023 compared to the year endedSeptember 30, 2022Investing ActivitiesNet cash used in investing activities was $108.8Â million for the year ended September 30, 2024, compared to $2.8 million of net cash provided by investing activities in the year ended September 30, 2023. During the year ended September 30, 2024, we completed the acquisition of Greiner for $67.0 million. We also had capital expenditures of $45.2Â million as we acquired new facilities to increase the manufacturing capacity of our Infrastructure Solutions segment's operations, purchased new assets instead of entering into new lease agreements at our Residential and Communications segments, and made other capital expenditures to support the growth of our business. During the year ended September 30, 2023, the sale of assets, including the sale of STR, provided cash of $20.6 million, which was partially offset by capital expenditures of $17.7Â million.Net cash provided by investing activities was $2.8 million for the year ended September 30, 2023, compared to $29.5 million of netcash used in investing activities in the year ended September 30, 2022. During the year ended September 30, 2023, the sale of assets,35including the sale of STR, provided cash of $20.6 million, which was partially offset by $17.7 million used for capital expenditures. Investing activities for the year ended September 30, 2022 include $29.3 million of capital expenditures primarily related to theacquisition of a new operating facility for our Wedlake business, as well as an additional facility to support the growth of ourResidential business in Florida.Financing ActivitiesNet cash used in financing activities was $100.5Â million in the year ended September 30, 2024. Net cash used in financing activities for the year ended September 30, 2024 included $44.0Â million used for the repurchase of our common stock, including repurchases to satisfy statutory withholding requirements upon the vesting of employee stock compensation, $32.0 million paid to acquire the 20 percent noncontrolling interest in Bayonet Plumbing, Heating & Air-Conditioning, LLC, and distributions to noncontrolling interests of $16.2Â million under operating agreements in connection with certain acquisitions.Net cash used in financing activities was $105.8 million in the year ended September 30, 2023. Net cash used in financing activitiesfor the year ended September 30, 2023 included net repayments on our credit facility of $82.7 million, distributions to noncontrollinginterests of $11.5 million under operating agreements in connection with certain acquisitions, and $8.3 million used for the repurchaseof our common stock, including repurchases to satisfy statutory withholding requirements upon the vesting of employee stockcompensation.Net cash provided by financing activities was $15.0 million in the year ended September 30, 2022. Net cash provided by financingactivities for the year ended September 30, 2022 included net borrowing on our credit facility of $42.3 million, partly offset by $18.6million used for the repurchase of our common stock, including repurchases to satisfy statutory withholding requirements upon thevesting of employee stock compensation. Additionally, we distributed $7.0 million to noncontrolling interests under operatingagreements in connection with certain acquisitions.CONTROLLING SHAREHOLDERTontine Associates, L.L.C. ("Tontine Associates"), together with its affiliates (collectively, "Tontine") is the Company's controlling stockholder, owning approximately 55 percent of the Companyâ€™s outstanding common stock based on a Form 4 filed by Tontine with the SEC on SeptemberÂ 16, 2024 and the Company's shares outstanding as of NovemberÂ 18, 2024. Accordingly, Tontine has the ability to exercise significant control over our affairs, including the election of directors and most actions requiring the approval of shareholders.The Company is a party to a sublease agreement with Tontine Associates, for corporate office space in Greenwich, Connecticut. In December 2022, the Company entered into an amendment of the sublease agreement, which was set to terminate on February 28, 2023, to extend the term of the agreement through August 31, 2024 and to increase the monthly payments from approximately $8 to approximately $9 effective March 1, 2023. On August 1, 2024, the Company entered into an amendment of the sublease agreement to extend the term of the agreement through September 30, 2025, effective September 1, 2024. Payments by the Company are at a rate consistent with that paid by Tontine Associates to its landlord. On December 6, 2018, the Company entered into a Board Observer Letter Agreement (the "Observer Agreement") with Tontine Associates in order to assist Tontine in managing its investment in the Company.Â Subject to the terms and conditions set forth in the Observer Agreement, the Company granted Tontine the right, at any time that Tontine holds at least 20% of the outstanding common stock of the Company, to appoint a representative to serve as an observer to the Board (the â€œBoard Observerâ€).Â The Board Observer, who shall serve at the discretion of and must be reasonably acceptable to those members of the Board who are not affiliates of Tontine, shall have no voting rights or other decision making authority. Subject to the terms and conditions set forth in the Observer Agreement, so long as Tontine has the right to appoint a Board Observer, the Board Observer will have the right to attend and participate in meetings of the Board and the committees thereof, subject to confidentiality requirements, and to receive reimbursement for reasonable out-of-pocket expenses incurred in his or her capacity as a Board Observer and such rights to coverage under the Companyâ€™s directorsâ€™ and officersâ€™ liability insurance policy as are available to directors.Jeffrey L. Gendell was appointed Chief Executive Officer of the Company effective October 1, 2020, having served as the Company's Interim Chief Executive Officer since July 31, 2020. Mr. Gendell also serves as Chairman of the Board of Directors, a position he has held since November 2016. He is the managing member and founder of Tontine, and the brother of David B. Gendell, who has served as a member of our Board of Directors since February 2012, and who previously served as Interim Director of Operations from November 2017 to January 2019, as Vice Chairman of the Board from November 2016 to November 2017 and as Chairman of the Board from January 2015 to November 2016. David B. Gendell was an employee of Tontine from 2004 until January 2018. 36OFF-BALANCE SHEET ARRANGEMENTS AND CONTRACTUAL OBLIGATIONSAs is common in our industry, we have entered into certain off-balance sheet arrangements that expose us to increased risk. Our significant off-balance sheet transactions include letter of credit obligations, firm commitments for materials and surety guarantees.Some of our customers and vendors may require us to post letters of credit as a means of guaranteeing performance under our contracts and ensuring payment by us to subcontractors and vendors. If our customer has reasonable cause to effect payment under a letter of credit, we would be required to reimburse our creditor for the letter of credit. Some of the underwriters of our casualty insurance program require us to post letters of credit as collateral, as is common in the insurance industry. To date, we have not had a situation where an underwriter has had reasonable cause to effect payment under a letter of credit. At September 30, 2024, $4.8 million of our outstanding letters of credit were to collateralize our insurance programs.From time to time, we may enter into firm purchase commitments for materials such as copper wire and aluminum wire, which we expect to use in the ordinary course of business. These commitments are typically for terms of less than one year and require us to buy minimum quantities of materials at specified intervals at a fixed price over the term. As of September 30, 2024, we did not have any such firm commitments to purchase materials outstanding.Many of our customers require us to post performance and payment bonds issued by a surety. Those bonds guarantee the customer that we will perform under the terms of a contract and that we will pay subcontractors and vendors. In the event that we fail to perform under a contract or pay subcontractors and vendors, the customer may demand the surety to pay or perform under our bond. Our relationship with our sureties is such that we will indemnify the sureties for any expenses they incur in connection with any of the bonds they issue on our behalf and may be required to post collateral to support the bonds. To date, we have not incurred any material costs to indemnify our sureties for expenses they incurred on our behalf.CRITICAL ACCOUNTING POLICIES The discussion and analysis of our financial condition and results of operations are based on our Consolidated Financial Statements, which have been prepared in accordance with GAAP. The preparation of our Consolidated Financial Statements requires us to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosures of contingent assets and liabilities known to exist as of the date the Consolidated Financial Statements, and the reported amounts of revenues and expenses recognized during the periods presented. We review all significant estimates affecting our Consolidated Financial Statements on a recurring basis and record the effect of any necessary adjustments prior to their publication. Judgments and estimates are based on our beliefs and assumptions derived from information available at the time such judgments and estimates are made. Uncertainties with respect to such estimates and assumptions are inherent in the preparation of financial statements. There can be no assurance that actual results will not differ from those estimates. Accordingly, we have identified the accounting principles which we believe are most critical to our reported financial status by considering accounting policies that involve the most complex or subjective decisions or assessments. We identified our most critical accounting policies to be those related to revenue recognition, accounting for business combinations, and estimation of the valuation allowance for deferred tax assets and unrecognized tax benefits. These accounting policies, as well as others, are described in NoteÂ 2, â€œSummary of Significant Accounting Policiesâ€ in the notes to our Consolidated Financial Statements and at relevant sections in this discussion and analysis. Â Revenue Recognition.Â We enter into contracts principally on the basis of competitive bids. We frequently negotiate the final terms and prices of those contracts with the customer. Although the terms of our contracts vary considerably, approximately 90.0% of our revenues are based on either a fixed price or unit price basis in which we agree to do the work for a fixed amount for the entire project (fixed price) or for units of work performed (unit price). Approximately 10.0% of our revenues are earned from contracts where we are paid on a time and materials basis. Our most significant cost drivers are the cost of labor and materials. These costs may vary from the costs we originally estimated. Variations from estimated contract costs along with other risks inherent in performing fixed price and unit price contracts may result in actual revenue and gross profits or interim projected revenue and gross profits for a project differing from those we originally estimated and could result in losses on projects. Depending on the size of a particular project, variations from estimated project costs could have a significant impact on our operating results for any fiscal quarter or year. We complete most of our projects within one year. We frequently provide service and maintenance work under open-ended, unit price master service agreements which are renewable annually. We recognize revenue on service, time and material work when services are performed. Work performed under a construction contract generally provides that the customers accept completion of progress to date and compensate us for services rendered, measured in terms of units installed, hours expended or some other measure of progress. Revenues from construction contracts are recognized on the percentage-of-completion method. Revenues recognized on a percentage-of-completion basis, all of which are fixed price or cost plus arrangements, comprised approximately 55% of our total revenue for the 37year ended September 30, 2024. The percentage-of-completion method for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total costs for each contract at completion. We generally consider contracts substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material and labor costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs, profitability and final contract settlements may result in revisions to costs and income, and the effects of such revisions are recognized in the period in which the revisions are determined. Provisions for total estimated losses on uncompleted contracts are made in the period in which such losses are determined. We generally do not incur significant costs related to obtaining contracts, or initial set-up or mobilization costs, prior to the start of a project. When significant preâ€’contract costs are incurred, they will be capitalized and amortized on a percentage of completion basis over the life of the contract.The current asset â€œCosts and estimated earnings in excess of billingsâ€ represents revenues recognized in excess of amounts billed that management believes will be billed and collected within the next twelve months. The current liability â€œBillings in excess of costs and estimated earningsâ€ represents billings in excess of revenues recognized. Costs and estimated earnings in excess of billings are amounts considered recoverable from customers based on different measures of performance, including achievement of specific milestones, completion of specified units or completion of the contract. Also included in this asset, from time to time, are claims and unapproved change orders, which include amounts that we are in the process of collecting from our customers or agencies for changes in contract specifications or design, contract change orders in dispute or unapproved as to scope and price, or other related causes of unanticipated additional contract costs. Variable consideration, including claims and unapproved change orders, is estimated at probability weighted value we expect to receive (or the most probable amount we expect to incur in the case of liquidated damages, if any), utilizing estimation methods that best predict the amount of consideration to which we will be entitled (or will be incurred in the case of liquidated damages, if any). We do not recognize profits on construction costs incurred in connection with claims. Claims made by us involve negotiation and, in certain cases, litigation. Such litigation costs are expensed as incurred.Business Combinations. In accounting for business combinations, certain assumptions and estimates are employed in determining the fair value of assets acquired, evaluating the fair value of liabilities assumed, as well as in determining the allocation of goodwill to the appropriate reporting unit. These estimates may be affected by factors such as changing market conditions affecting the industries in which we operate. The most significant assumptions requiring judgment involve identifying and estimating the fair value of intangible assets and the associated useful lives for establishing amortization periods. To finalize purchase accounting for significant intangible assets and liabilities, we utilize the services of independent valuation specialists to assist in the determination of the fair value.Valuation Allowance for Deferred Tax Assets.Â We regularly evaluate valuation allowances established for deferred tax assets for which future realization is uncertain. We perform this evaluation quarterly. The estimation of required valuation allowances includes estimates of future taxable income. In assessing the realizability of deferred tax assets at SeptemberÂ 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize its $22.5 million of deferred tax assets. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment.An inability to generate sufficient taxable income in future periods to realize our deferred tax assets may lead to a future need for a valuation allowance and a corresponding reduction in GAAP net income. In addition, any reduction in the federal statutory tax rate in the future could also cause a reduction in the economic benefit of the deferred tax assets available to us and a corresponding charge to reduce the book value of the deferred tax asset recorded on our Consolidated Balance Sheets.Income Taxes. GAAP specifies the methodology by which a company must identify, recognize, measure and disclose in its financial statements the effects of any uncertain tax return reporting positions that it has taken or expects to take. GAAP requires financial statement reporting of the expected future tax consequences of uncertain tax return reporting positions on the presumption that all relevant tax authorities possess full knowledge of those tax reporting positions, as well as all of the pertinent facts and circumstances, but it prohibits discounting of any of the related tax effects for the time value of money. The evaluation of a tax position is a two-step process. The first step is the recognition process to determine if it is more likely than not that a tax position will be sustained upon examination by the appropriate taxing authority, based on the technical merits of the position. The second step is a measurement process whereby a tax position that meets the more likely than not recognition threshold is calculated to determine the amount of benefit/expense to recognize in the financial statements. The tax position is measured at the largest amount of benefit/expense that is more likely than not of being realized upon ultimate settlement. The tax years ended SeptemberÂ 30, 2021 and forward are subject to federal audit as are prior tax years, to the extent of unutilized net operating losses generated in those years. 38We anticipate that approximately $10.8 million in liabilities for unrecognized tax benefits, including accrued interest, may be reversed in the next twelve months. This reversal is predominantly due to the expiration of the statutes of limitation for unrecognized tax benefits. New Accounting Pronouncements.Â Recent accounting pronouncements are described in NoteÂ 2, â€œSummary of Significant Accounting Policies â€” New Accounting Pronouncementsâ€ in the notes to our Consolidated Financial Statements and at relevant sections in this discussion and analysis. Item 7A. Quantitative and Qualitative Disclosures About Market RiskManagement is actively involved in monitoring exposure to market risk and continues to develop and utilize appropriate risk management techniques. Our exposure to significant market risks includes fluctuations in labor costs and commodity prices for copper, aluminum, steel and fuel. Commodity price risks may have an impact on our results of operations due to the fixed price nature of

many of our contracts. We are exposed to market price volatility as the fair value of our investments in marketable securities may fluctuate in response to changes in market value of such securities. We are also exposed to interest rate risk with respect to any debt obligations we may incur on our credit facility. For additional information see â€œRisk Factorsâ€ in Item 1A of this Annual Report on FormÂ 10-K.Commodity RiskOur exposure to significant market risks includes fluctuations in commodity prices including, but not limited to, copper, aluminum, steel, electrical components, fuel, and certain plastics. Commodity price risks may have an impact on our results of operations due to the fixed nature of many of our contracts. Over the long-term, we expect to be able to pass along a portion of these costs to our customers, as market conditions in the construction industry will allow.Investment RiskWe are exposed to market price volatility for our investments in marketable securities which are carried at fair value measured using market prices, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income. Changes in the market value of these investments could create volatility in our reported earnings from period to period, and a decline in value of our investments could have an adverse impact on our reported earnings. Changes in market value of investments measured at fair value resulted in an unrealized gain of $1.8 million in the year ended September 30, 2024. As of September 30, 2024, we had investments in marketable securities with a fair value of $35.0 million, and a 10% change in the market value of these investments would cause a $3.5 million impact to our pre-tax income.Interest Rate RiskFloating rate debt, where the interest rate fluctuates periodically, exposes us to short-term changes in market interest rates. All of the long-term debt outstanding under our revolving credit facility is structured on floating rate terms. We currently do not maintain any hedging contracts that would limit our exposure to variable rates of interest when we have outstanding borrowings under our revolving credit facility. The Amended Credit Agreement uses SOFR as the benchmark for establishing the interest rate charged on our borrowings. If SOFR were to increase, our interest payment obligations on any then-outstanding borrowings would increase, having a negative effect on our cash flow and financial condition. We had no borrowings outstanding under our revolving credit facility as of September 30, 2024. 39Item 8. Financial Statements and Supplementary DataINDEX TO CONSOLIDATED FINANCIAL STATEMENTSPageReports of Independent Registered Public Accounting Firm (PCAOB ID 42)41Consolidated Balance Sheets43Consolidated Statements of Comprehensive Income44Consolidated Statements of Stockholders' Equity45Consolidated Statements of Cash Flows46Notes to Consolidated Financial Statements4740Report of Independent Registered Public Accounting FirmTo the Stockholders and the Board of Directors of IES Holdings, Inc.Opinion on the Financial StatementsWe have audited the accompanying consolidated balance sheets of IES Holdings, Inc. and subsidiaries (the Company) as of September 30, 2024 and 2023, the related consolidated statements of comprehensive income, stockholders' equity and cash flows for each of the three years in the period ended September 30, 2024, and the related notes (collectively referred to as the â€œconsolidated financial statementsâ€). In our opinion, the consolidated financial statements present fairly, in all material respects, the financial position of the Company at September 30, 2024 and 2023, and the results of its operations and its cash flows for each of the three years in the period ended September 30, 2024, in conformity with U.S. generally accepted accounting principles.We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the Company's internal control over financial reporting as of September 30, 2024, based on criteria established in Internal Control-Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework), and our report dated November 22, 2024 expressed an unqualified opinion thereon.Basis for OpinionThese financial statements are the responsibility of the Company's management. Our responsibility is to express an opinion on the Companyâ€™s financial statements based on our audits. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.We conducted our audits in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement, whether due to error or fraud. Our audits included performing procedures to assess the risks of material misstatement of the financial statements, whether due to error or fraud, and performing procedures that respond to those risks. Such procedures included examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements. Our audits also included evaluating the accounting principles used and significant estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that our audits provide a reasonable basis for our opinion.Critical Audit MatterThe critical audit matter communicated below is a matter arising from the current period audit of the financial statements that was communicated or required to be communicated to the audit committee and that: (1) relates to accounts or disclosures that are material to the financial statements and (2) involved our especially challenging, subjective or complex judgments. The communication of the critical audit matter does not alter in any way our opinion on the consolidated financial statements, taken as a whole, and we are not, by communicating the critical audit matter below, providing a separate opinion on the critical audit matter or on the account or disclosures to which it relates.Revenue recognition for certain fixed-price construction contractsDescription of the Matter As described in Notes 2 and 4 to the consolidated financial statements, the Company principally recognizes revenue on construction contracts over time using costs incurred as a percentage of estimated total costs at completion to determine the extent of progress toward satisfying performance obligations. The extent of progress is applied to the contract transaction price, which may include variable consideration associated with unapproved change orders, customer claims and incentives.Revenue recognition under this method is subject to judgment as the determination of progress towards completion requires management to prepare estimates of the transaction price and total project costs to complete. Auditing managementâ€™s estimates for certain projects structured under fixed-price arrangements, and which are larger in size and longer in duration, was complex and subjective, requiring considerable judgment to evaluate managementâ€™s determination of variable consideration, specifically as it related to the impact of reductions in scope and potential customer claims.How We Addressed the Matter in Our AuditWe obtained an understanding, evaluated the design and tested the operating effectiveness of controls over the Companyâ€™s estimating process, including controls over managementâ€™s review of significant inputs and judgments with respect to the measurement of variable consideration.Our audit procedures included, among others, evaluating appropriate application of the Companyâ€™s revenue recognition method; testing significant assumptions used to develop the estimated transaction price; and testing the completeness and accuracy of the underlying data. To assess the reasonableness of managementâ€™s estimated transaction price, we performed audit procedures that included, among others, agreeing the estimate to supporting documentation; conducting interviews with project personnel; attending select project review meetings; and performing retrospective review./s/ Ernst & Young LLPWe have served as the Companyâ€™s auditor since 2002.Houston, TexasNovember 22, 202441Report of Independent Registered Public Accounting FirmTo the Stockholders and the Board of Directors of IES Holdings, Inc.Opinion on Internal Control Over Financial ReportingWe have audited IES Holdings, Inc. and subsidiariesâ€™ internal control over financial reporting as of September 30, 2024, based on criteria established in Internal Controlâ€”Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (2013 framework) (the COSO criteria). In our opinion, IES Holdings, Inc. and subsidiaries (the Company) maintained, in all material respects, effective internal control over financial reporting as of September 30, 2024, based on the COSO criteria.As indicated in the accompanying Managementâ€™s Report on Internal Control over Financial Reporting, managementâ€™s assessment of and conclusion on the effectiveness of internal control over financial reporting did not include the internal controls of Greiner Industries, Inc., which is included in the 2024 consolidated financial statements of the Company and constituted 6% and 12% of total and net assets, respectively, as of September 30, 2024 and 1% of both revenues and net income for the year then ended. Our audit of internal control over financial reporting of the Company also did not include an evaluation of the internal control over financial reporting of Greiner Industries, Inc.We also have audited, in accordance with the standards of the Public Company Accounting Oversight Board (United States) (PCAOB), the consolidated balance sheets of the Company as of September 30, 2024 and 2023, the related consolidated statements of comprehensive income, stockholdersâ€™ equity and cash flows for each of the three years in the period ended September 30, 2024, and the related notes and our report dated November 22, 2024 expressed an unqualified opinion thereon. Basis for OpinionThe Companyâ€™s management is responsible for maintaining effective internal control over financial reporting and for its assessment of the effectiveness of internal control over financial reporting included in the accompanying Managementâ€™s Report on Internal Control over Financial Reporting. Our responsibility is to express an opinion on the Companyâ€™s internal control over financial reporting based on our audit. We are a public accounting firm registered with the PCAOB and are required to be independent with respect to the Company in accordance with the U.S. federal securities laws and the applicable rules and regulations of the Securities and Exchange Commission and the PCAOB.We conducted our audit in accordance with the standards of the PCAOB. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether effective internal control over financial reporting was maintained in all material respects.Our audit included obtaining an understanding of internal control over financial reporting, assessing the risk that a material weakness exists, testing and evaluating the design and operating effectiveness of internal control based on the assessed risk, and performing such other procedures as we considered necessary in the circumstances. We believe that our audit provides a reasonable basis for our opinion.Definition and Limitations of Internal Control Over Financial ReportingA companyâ€™s internal control over financial reporting is a process designed to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles. A companyâ€™s internal control over financial reporting includes those policies and procedures that (1) pertain to the maintenance of records that, in reasonable detail, accurately and fairly reflect the transactions and dispositions of the assets of the company; (2) provide reasonable assurance that transactions are recorded as necessary to permit preparation of financial statements in accordance with generally accepted accounting principles, and that receipts and expenditures of the company are being made only in accordance with authorizations of management and directors of the company; and (3) provide reasonable assurance regarding prevention or timely detection of unauthorized acquisition, use, or disposition of the companyâ€™s assets that could have a material effect on the financial statements.Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate./s/ Ernst & Young LLPHouston, TexasNovemberÂ 22, 202442IES HOLDINGS, INC. AND SUBSIDIARIESConsolidated Balance Sheets(In Thousands, Except Share Information)September 30,20242023ASSETSCURRENT ASSETS:Cash and cash equivalents$100,832Â $75,770Â Marketable securities35,003Â â€”Â Accounts receivable:Trade, net of allowance469,833Â 363,836Â Retainage89,793Â 76,934Â Inventories101,728Â 95,655Â Costs and estimated earnings in excess of billings60,139Â 48,620Â Prepaid expenses and other current assets14,366Â 10,481Â Total current assets871,694Â 671,296Â Property and equipment, net134,197Â 63,410Â Goodwill93,960Â 92,395Â Intangible assets, net45,890Â 56,208Â Deferred tax assets22,458Â 20,383Â Operating right of use assets61,956Â 61,761Â Other non-current assets13,871Â 16,147Â Total assets$1,244,026Â $981,600Â LIABILITIES AND STOCKHOLDERSâ€™ EQUITYCURRENT LIABILITIES:Accounts payable and accrued expenses363,582Â 296,797Â Billings in excess of costs and estimated earnings158,972Â 103,771Â Total current liabilities522,554Â 400,568Â Long-term debtâ€”Â â€”Â Operating long-term lease liabilities40,445Â 42,098Â Other tax liabilities16,677Â 22,047Â Other non-current liabilities12,241Â 16,951Â Total liabilities591,917Â 481,664Â Noncontrolling interest40,996Â 49,951Â COMMITMENTS AND CONTINGENCIES (NOTE 18)STOCKHOLDERSâ€™ EQUITY:Preferred stock, $0.01 par value, 10,000,000 shares authorized, none issuedand outstandingâ€”Â â€”Â Common stock, $0.01 par value, 100,000,000 shares authorized; 22,049,529issued and 19,971,670 and 20,194,218 outstanding, respectively220Â 220Â Treasury stock, at cost, 2,077,859 and 1,855,311 shares, respectively(90,325)(49,450)Additional paid-in capital203,458Â 203,431Â Retained earnings497,760Â 295,784Â Total stockholdersâ€™ equity611,113Â 449,985Â Total liabilities and stockholdersâ€™ equity$1,244,026Â $981,600Â The accompanying notes are an integral part of these Consolidated Financial Statements.43IES HOLDINGS, INC. AND SUBSIDIARIESConsolidated Statements of Comprehensive Income(In Thousands, Except Share Information)Year Ended September 30,202420232022Revenues$2,884,358Â $2,377,227Â $2,166,808Â Cost of services2,187,768Â 1,932,688Â 1,847,878Â Gross profit696,590Â 444,539Â 318,930Â Selling, general and administrative expenses396,684Â 298,625Â 262,714Â Contingent consideration714Â 277Â 277Â Gain on sale of assets(1,684)(14,139)(69)Operating income300,876Â 159,776Â 56,008Â Interest and other (income)Â expense:Interest expense1,338Â 3,022Â 2,970Â Other (income) expense, net(5,128)(1,794)37Â Income from operations before income taxes304,666Â 158,548Â 53,001Â Provision for income taxes72,165Â 38,761Â 12,815Â Net income232,501Â 119,787Â 40,186Â Net income attributable to noncontrolling interest(13,385)(11,499)(5,424)Comprehensive income attributable to IES Holdings, Inc.$219,116Â $108,288Â $34,762Â Earnings per share attributable to common stockholders of IES Holdings, Inc.:Basic$10.02Â $4.58Â $1.45Â Diluted$9.89Â $4.54Â $1.44Â Shares used in the computation of earnings per share:Basic20,160,143Â 20,196,850Â 20,667,745Â Diluted20,414,932Â 20,413,032Â 20,894,625Â The accompanying notes are an integral part of these Consolidated Financial Statements.44IES HOLDINGS, INC. AND SUBSIDIARIESConsolidated Statements of Stockholdersâ€™ Equity(In Thousands, Except Share Information)Common StockTreasury StockAdditional Paid-In CapitalRetained EarningsTotal Stockholders' EquitySharesAmountSharesAmountBALANCE, September 30, 202122,049,529Â $220Â (1,316,998)$(29,300)$201,899Â $173,134Â $345,953Â Issuance of share-based compensationâ€”Â â€”Â 157,167Â 3,638Â (3,638)â€”Â â€”Â Acquisition of treasury stockâ€”Â â€”Â (556,798)(18,556)â€”Â â€”Â (18,556)Options exercisedâ€”Â â€”Â 9,000Â 218Â (165)â€”Â 53Â Non-cash compensationâ€”Â â€”Â â€”Â â€”Â 3,775Â â€”Â 3,775Â Increase in noncontrolling interestâ€”Â â€”Â â€”Â â€”Â â€”Â (4,699)(4,699)Net income attributable to IES Holdings, Inc.â€”Â â€”Â â€”Â â€”Â â€”Â 34,762Â 34,762Â BALANCE, September 30, 202222,049,529Â $220Â (1,707,629)$(44,000)$201,871Â $203,197Â $361,288Â Issuance of share-based compensationâ€”Â â€”Â 105,755Â 2,764Â (2,764)â€”Â â€”Â Acquisition of treasury stockâ€”Â â€”Â (256,437)(8,294)10Â â€”Â (8,284)Options exercisedâ€”Â â€”Â 3,000Â 80Â (58)â€”Â 22Â Non-cash compensationâ€”Â â€”Â â€”Â â€”Â 4,372Â â€”Â 4,372Â Increase in noncontrolling interestâ€”Â â€”Â â€”Â â€”Â â€”Â (15,701)(15,701)Net income attributable to IES Holdings, Inc.â€”Â â€”Â â€”Â â€”Â â€”Â 108,288Â 108,288Â BALANCE, September 30, 202322,049,529Â $220Â (1,855,311)$(49,450)$203,431Â $295,784Â $449,985Â Issuance of share-based compensationâ€”Â â€”Â 104,600Â 3,062Â (3,062)â€”Â â€”Â Acquisition of treasury stockâ€”Â â€”Â (329,648)(44,028)â€”Â â€”Â (44,028)Options exercisedâ€”Â â€”Â 2,500Â 91Â (72)â€”Â 19Â Non-cash compensationâ€”Â â€”Â â€”Â â€”Â 5,517Â â€”Â 5,517Â Change in IES Holdings, Inc.'s ownership interest in consolidated subsidiariesâ€”Â â€”Â â€”Â â€”Â (2,356)â€”Â (2,356)Increase in noncontrolling interestâ€”Â â€”Â â€”Â â€”Â (17,140)(17,140)Net income attributable to IES Holdings, Inc.â€”Â â€”Â â€”Â â€”Â 219,116Â 219,116Â BALANCE, September 30, 202422,049,529Â $220Â (2,077,859)$(90,325)$203,458Â $497,760Â $611,113Â The accompanying notes are an integral part of these Consolidated Financial Statements.45IES HOLDINGS, INC. AND SUBSIDIARIESConsolidated Statements of Cash Flows(In Thousands)Year Ended September 30,202420232022CASH FLOWS FROM OPERATING ACTIVITIES:Net income$232,501Â $119,787Â $40,186Â Adjustments to reconcile net income to net cash provided by operating activities:Bad debt expense (benefit)1,481Â (120)3,141Â Deferred financing cost amortization287Â 268Â 199Â Depreciation and amortization37,103Â 29,407Â 25,468Â Gain on sale of assets(1,684)(14,139)(69)Non-cash compensation expense5,532Â 4,372Â 3,775Â Deferred income tax expense (benefit) and other non-cash tax adjustments, net(1,126)5,185Â (31)Unrealized gain on trading securities(1,789)â€”Â â€”Â Changes in operating assets and liabilitiesMarketable securities(33,214)â€”Â â€”Â Accounts receivable(93,507)2,917Â (87,160)Inventories(3,522)(1,142)(27,760)Costs and estimated earnings in excess of billings(3,979)3,456Â (8,688)Prepaid expenses and other current assets(16,720)(7,322)(18,609)Other non-current assets174Â 2,067Â (3,006)Accounts payable and accrued expenses57,894Â (10,047)67,128Â Billings in excess of costs and estimated earnings54,550Â 19,051Â 22,450Â Other non-current liabilities423Â 162Â (762)Net cash provided by operating activities234,404Â 153,902Â 16,262Â CASH FLOWS FROM INVESTING ACTIVITIES:Purchases of property and equipment(45,159)(17,667)(29,255)Proceeds from sales of assets3,694Â 20,602Â 219Â Cash paid in conjunction with equity investments(380)(165)(500)Cash paid in conjunction with business combinations or dispositions, net of cash acquired(67,002)â€”Â â€”Â Net cash provided by (used in) investing activities(108,847)2,770Â (29,536)CASH FLOWS FROM FINANCING ACTIVITIES:Borrowings of debt2,896,346Â 2,381,562Â 1,924,469Â Repayments of debt(2,896,346)(2,464,221)(1,882,148)Cash paid for finance leases(4,257)(3,338)(1,801)Purchase of noncontrolling interest(32,000)â€”Â â€”Â Settlement of contingent consideration liability(4,074)â€”Â â€”Â Distribution to noncontrolling interest(16,155)(11,491)(7,000)Purchase of treasury stock(44,028)(8,284)(18,556)Options exercised19Â 22Â 53Â Net cash provided by (used in) financing activities(100,495)(105,750)15,017Â NET INCREASE IN CASH AND CASH EQUIVALENTS25,062Â 50,922Â 1,743Â CASH, CASH EQUIVALENTS, beginning of period75,770Â 24,848Â 23,105Â CASH, CASH EQUIVALENTS, end of period$100,832Â $75,770Â $24,848Â SUPPLEMENTAL DISCLOSURE OF CASH FLOW INFORMATION:Cash paid for interest$536Â $2,089Â $3,068Â Cash paid for income taxes, net$61,614Â $12,056Â $3,953Â SUPPLEMENTAL DISCLOSURE OF NONCASH INVESTING AND FINANCING ACTIVITIES:Property and equipment acquired in exchange for

liabilities$â€”Â $4,712Â $â€”Â Contingent consideration liability assumed in conjunction with business combinations$2,790Â $â€”Â $â€”Â The accompanying notes are an integral part of these Consolidated Financial Statements.46IES HOLDINGS, INC.Notes to the Consolidated Financial Statements(All Amounts in Thousands Except Share Amounts)1. BUSINESSDescription of BusinessIES Holdings, Inc. designs and installs integrated electrical and technology systems and provides infrastructure products and services to a variety of end markets, including data centers, residential housing and commercial and industrial facilities. Our operations are organized into four business segments, based upon the nature of our services:â€¢Communications â€“ Nationwide provider of technology infrastructure services, including the design, build, and maintenance of the communications infrastructure within data centers for co-location and managed hosting customers, for both large corporations and independent businesses.â€¢Residential â€“ Regional provider of electrical installation services for single-family housing and multi-family apartment complexes, as well as heating, ventilation and air conditioning (HVAC) and plumbing installation services in certain markets. â€¢Infrastructure Solutions â€“ Provider of electro-mechanical solutions for industrial operations, including apparatus repair and custom-engineered products such as generator enclosures used in data centers and other industrial applications. â€¢Commercial & Industrial â€“ Provider of electrical and mechanical design, construction, and maintenance services to the commercial and industrial markets in various regional markets and nationwide in certain areas of expertise, such as the power infrastructure market and data centers.The words â€œIESâ€, the â€œCompanyâ€, â€œweâ€, â€œourâ€, and â€œusâ€ refer to IES Holdings, Inc. and, except as otherwise specified herein, to our consolidated subsidiaries. 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIESPrinciples of ConsolidationThe accompanying Consolidated Financial Statements include the accounts of IES Holdings, Inc. and its consolidated subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation. Use of EstimatesThe preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (â€œGAAPâ€) requires the use of estimates and assumptions by management in determining the reported amounts of assets and liabilities, disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are primarily used in our revenue recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits.Cash and Cash EquivalentsWe consider all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents.Marketable SecuritiesMarketable securities consist of highly liquid equity securities and debt securities with original maturities over three months. All of our marketable debt securities are classified as trading securities and mature after one year and before five years at September 30, 2024. Our marketable securities with readily determinable fair values are carried at fair value, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income.InventoriesInventories consist of raw materials, work in process, finished goods, and parts and supplies held for use in the ordinary course of business. Inventory is valued at the lower of cost or net realizable value generally using the first-in, first-out (FIFO) method. When circumstances dictate, we write down inventory to its estimated net realizable value based on assumptions about future demand, market conditions, plans for disposal, and physical condition of the product. Where shipping and handling costs on inventory purchases are borne by us, these charges are included in inventory and charged to cost of services upon use in our projects or the providing of services.47Property and EquipmentAdditions of property and equipment are recorded at cost, and depreciation is computed using the straight-line method over the estimated useful life of the related asset. Leasehold improvements are capitalized and depreciated over the lesser of the life of the lease or the estimated useful life of the asset. Costs associated with software developed or obtained for internal use, including third party development fees incurred during the application development stage and software licenses, are capitalized and amortized on a straight-line basis over the estimated useful life of the software.Expenditures for repairs and maintenance are charged to expense when incurred. Expenditures for major renewals and betterments, which extend the useful lives of existing property and equipment, are capitalized and depreciated. Upon retirement or disposition of property and equipment, the capitalized cost and related accumulated depreciation are removed from the accounts and any resulting gain or loss is recognized in the statements of comprehensive income in the caption (gain) loss on sale of assets.GoodwillGoodwill attributable to each reporting unit is tested for impairment either by comparing the fair value of each reporting unit with its carrying value or by a qualitative assessment. These impairment tests are required to be performed at least annually. On an ongoing basis (absent any impairment indicators), we perform an impairment test annually using a measurement date of SeptemberÂ 30. In evaluating goodwill for impairment, we have the option to first assess qualitative factors to determine whether it is more likely than not that the fair value of a reporting unit is greater than its carrying value. If we determine that it is more likely than not that the carrying value of a reporting unit is greater than its fair value, then we perform an impairment test by calculating the fair value of the reporting unit and comparing this calculated fair value with the carrying value of the reporting unit.We estimate the fair value of the reporting unit based on both a market approach and an income approach, using discounted estimated future cash flows. The market approach uses market multiples of enterprise value to earnings before interest, taxes, depreciation and amortization for comparable publicly traded companies. The income approach relies on significant estimates for future cash flows, projected long-term growth rates, and the weighted average cost of capital. Intangible AssetsIntangible assets with definite lives are amortized over their estimated useful lives based on expected economic benefit with no residual value. Debt Issuance CostsDebt issuance costs are included as a reduction of our debt outstanding, or alternately classified within other non-current assets if we have no borrowings drawn on our credit facility at the balance sheet date, and are amortized to interest expense over the scheduled maturity of the debt. Amortization expense of debt issuance costs was $287, $268 and $199, respectively, for the years ended September 30, 2024, 2023 and 2022. Remaining unamortized capitalized debt issuance costs were $598 and $836 at September 30, 2024, and 2023, respectively.Revenue RecognitionRevenue is recognized from a contract with a customer when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed.We recognize revenue on project contracts over time using the percentage of completion method. Project contracts generally provide that customers accept completion of progress to date and compensate us for services rendered measured in terms of units installed, hours expended or some other measure of progress. We recognize revenue on both signed contracts and change orders. A discussion of our treatment of claims and unapproved change orders is described later in this section. Percentage of completion for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total cost for each contract at completion. We generally consider contracts to be substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material, labor and insurance costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements can result in change orders under which the customer agrees to pay additional contract price. Revisions can also result in claims we might make against the customer to recover additional costs that have not been resolved through change orders with the customer. We recognize revenue from change orders or claims when recovery of such amounts is probable. The amount of revenue associated with unapproved change orders and claims was immaterial for the years ended September 30, 2024, 2023 and 2022. Provisions for total estimated losses on uncompleted contracts are 48made in the period in which such losses are determined. The balances billed but not paid by customers pursuant to retainage provisions in project contracts are typically due upon completion of the contracts and acceptance by the customer. Based on our experience, the retention balance at each balance sheet date will be collected within the subsequent fiscal year.Certain divisions in our operating segments recognize revenue at the completion of the contract ("completed contract") under the right to invoice practical expedient because the duration of their contracts is short in nature. We recognize revenue on completed contracts when the project is complete and billable to the customer.Accounts Receivable and Allowance for Credit LossesWe record accounts receivable for all amounts billed and not collected and amounts for which we have an unconditional right to bill our customers. Additionally, we provide an allowance for credit losses based on historical company-specific uncollectable accounts, as well as current and expected market conditions. From time to time, we establish additional allowance for credit losses for financial asset balances with specific customers where collectability has been determined to be improbable based on specific facts and circumstances. Such allowances are established as deemed necessary in the period such determination is made. As is common in our industry, some of these receivables are in litigation or require us to exercise our contractual lien rights in order to collect. Our allowance for credit losses at September 30, 2024 and 2023 was $1,818 and $1,649, respectively. In calculating our expected credit losses, we consider trade receivables, retainage, and costs and estimated earnings in excess of billings, all of which constitute a homogenous portfolio, and therefore, to measure the expected credit loss, they are grouped together.We have elected to calculate an expected credit loss based on loss rates from historical data. Each segment groups financial assets with similar risk characteristics and collectively assesses the expected credit losses. If an individual asset experiences credit deterioration to the extent the credit risk is no longer characteristic of the other assets in the group, it will be analyzed individually. The loss rates for our portfolios include our history of credit loss expense, the aging of our receivables, our expectation of payments and adjustment for forward-looking factors specific to the macroeconomic trends in the markets we serve.Comprehensive Income (Loss)Comprehensive income (loss) includes all changes in equity during a period except those resulting from investments by and distributions to stockholders.Income TaxesWe follow the liability method of accounting for income taxes. Under this method, deferred income tax assets and liabilities are recorded for the future income tax consequences of temporary differences between the financial reporting and income tax bases of assets and liabilities, and are measured using enacted tax rates and laws.Â We evaluate valuation allowances established for deferred tax assets for which future realization is uncertain on a quarterly basis. In assessing the realizability of deferred tax assets, we must consider whether it is more likely than not some portion, or all, of the deferred tax assets will not be realized. We consider all available evidence, both positive and negative, in determining whether a valuation allowance is required. At September 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize net deferred tax assets of $22,458. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment. If actual future taxable income is different from these estimates, our results could be affected. We record reserves for income taxes related to certain tax positions when management considers it more likely than not that additional taxes may be due in excess of amounts reflected on income tax returns filed. When recording these reserves, we assume that taxing authorities have full knowledge of the position and all relevant facts. We continually review exposure to additional tax obligations, and as further information is known or events occur, changes in tax reserves may be recorded. To the extent interest and penalties may be assessed by taxing authorities on any underpayment of income tax, such amounts have been accrued and included in the provision for income taxes.Fair Value of Financial InstrumentsOur financial instruments consist of cash and cash equivalents, marketable securities, accounts receivable, accounts payable, and a loan agreement. We believe that the carrying value of financial instruments approximates their fair value due to their short-term nature. The carrying value of our debt approximates fair value, as debt incurs interest at a variable rate.49Noncontrolling InterestIn connection with our acquisitions of Edmonson Electric, LLC (â€œEdmonsonâ€) and Bayonet Plumbing, Heating & Air-Conditioning, LLC (â€œBayonetâ€) in fiscal 2021, and NEXT Electric, LLC (â€œNEXTâ€) in fiscal 2017, we acquired an 80 percent interest in each of the entities, with the remaining 20 percent interest in each such entity being retained by the respective third party sellers. The interests retained by those third party sellers are identified on our Consolidated Balance Sheets as noncontrolling interest, classified outside of permanent equity. Under the terms of each entityâ€™s operating agreement, after five years from the date of the acquisition, we may elect to purchase, or the third party seller may require us to purchase, part or all of the remaining 20 percent interest in the applicable entity. The purchase price is variable, based on a multiple of earnings as defined in the operating agreements. Therefore, this noncontrolling interest is carried at the greater of the balance determined under Accounting Standards Codification (â€œASCâ€) 810 and the redemption amounts assuming the noncontrolling interests were redeemable at the balance sheet date.On June 28, 2024,Â we purchased the remaining 20 percent noncontrolling interest in Bayonet for $32,000. As we retained our controlling interest in Bayonet, the change in ownership interest was accounted for as an equity transaction. The difference between the balance of the noncontrolling interest at the date of redemption of the remaining interests and the consideration paid was recognized in Additional Paid-In Capital in the accompanying Consolidated Balance Sheets and was not reflected in earnings.If all of the noncontrolling interests remaining outstanding at September 30, 2024 had been redeemable at that date, the redemption amount would have been $40,996. The activity in redeemable noncontrolling interest is summarized in the table below. Year Ended September 30,202420232022Balance at beginning of period$49,951Â $29,193Â $24,594Â Net income attributable to noncontrolling interests13,385Â 11,499Â 5,424Â Distributions to noncontrolling interests(16,155)(11,491)(7,000)Adjustments to record noncontrolling interests at redemption value22,695Â 20,750Â 6,175Â Adjustment to record noncontrolling interests at value of consideration paid to acquire ownership interest3,120Â â€”Â â€”Â Purchase of ownership interest from noncontrolling interests(32,000)â€”Â â€”Â Balance at end of period$40,996Â $49,951Â $29,193Â LeasesWe enter into various contractual arrangements for the right to use facilities, vehicles and equipment. We evaluate whether each of these arrangements contains a lease and classify all identified leases as either operating or finance. If the arrangement is subsequently modified, we re-evaluate our classification. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants. Upon commencement of the lease, we recognize a lease liability and corresponding right-of-use (â€œROUâ€) asset for all leases with an initial term greater than twelve months. Lease liabilities represent the present value of our future lease payments over the expected lease term. As most of our leases do not provide an implicit rate, we generally use our incremental borrowing rate as the discount rate in calculating the present value of the lease payments. The incremental borrowing rate is determined by identifying a synthetic credit rating for the consolidated company, where treasury functions are centrally managed, and adjusting the interest rates from associated indexes for differences in credit risk and interest rate risk. We have elected to combine the lease and nonlease components in the recognition of our lease liabilities across all classes of underlying assets. ROU assets represent our right to control the use of the leased asset during the lease and are recognized in an amount equal to the lease liability with adjustments for prepaid or accrued rent, lease incentives or unamortized initial direct costs. Costs associated with ROU assets are recognized on a straight-line basis over the term of the lease. Our lease assets are tested for impairment in the same manner as long-lived assets used in operations. Certain lease contracts include obligations to pay for other services, such as operations and maintenance. Where the costs of these services can be identified as fixed or fixed-in-substance, the costs are included as part of the future lease payments. If the cost is not fixed at the inception of the lease, the cost is recorded as a variable cost in the period incurred.Accounting Standards Recently AdoptedIn October 2021, the Financial Accounting Standards Board (â€œFASBâ€) issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers (â€œASU 2021-08â€). 50This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption.In December 2019, the FASB issued Accounting Standard Update No. 2019-12, â€œIncome Taxes (Topic 740): Simplifying the Accounting for Income Taxes.â€ This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements.Recent Accounting Pronouncements and Disclosure Rules Not Yet AdoptedIn December 2023, the FASB issued Accounting Standard Update No. 2023-09, Income Taxes (Topic 740): Improvements to Income Tax Disclosures (â€œASU 2023-09â€). This standard requires more detailed disclosure within the tax rate reconciliation table, as well as additional information about cash taxes paid. This update is effective for fiscal years beginning after December 15, 2024. Early adoption is permitted. We are evaluating the impact this update will have on our annual disclosures; however, it will not impact our financial condition, results of operations, or cash flows.In November 2023, the FASB issued Accounting Standard Update No. 2023-07, Segment Reporting (Topic 280): Improvements to Reportable Segment Disclosures (â€œASU 2023-07â€). This

standard requires disclosure of significant segment expenses, other segment items, and additional information about the chief operating decision maker (â€œCODMâ€). This update is effective for fiscal years beginning after December 15, 2023, and interim periods within fiscal years beginning after December 15, 2024. Early adoption is permitted, and retrospective application is required. We are evaluating the impact this update will have on our annual disclosures; however, it will not impact our financial condition, results of operations, or cash flows.In November 2024, the FASB issued Accounting Standard Update No. 2024-03, Income Statementâ€”Reporting Comprehensive Incomeâ€”Expense Disaggregation Disclosures (Subtopic 220-40): Disaggregation of Income Statement Expenses (â€œASU 2024-03â€). This standard requires additional disclosures over certain expenses, including purchases of inventory, employee compensation, depreciation, intangible asset amortization, and other specific expense categories. This standard also requires disclosure of the total amount of selling expenses and the Company's definition of selling expenses. This update is effective for fiscal years beginning after December 15, 2026, and interim periods within fiscal years beginning after December 15, 2027. Early adoption is permitted. We are evaluating the impact this update will have on our annual disclosures; however, it will not impact our financial condition, results of operations, or cash flows.3. CONTROLLING SHAREHOLDERTontine Associates, L.L.C. (â€œTontine Associatesâ€), together with its affiliates (collectively, â€œTontineâ€) is the Company's controlling stockholder, owning approximately 55 percent of the Companyâ€™s outstanding common stock based on a Form 4 filed by Tontine with the SEC on SeptemberÂ 16, 2024 and the Company's shares outstanding as of NovemberÂ 18, 2024. Accordingly, Tontine has the ability to exercise significant control over our affairs, including the election of directors and most actions requiring the approval of shareholders.While Tontine is subject to certain restrictions under federal securities laws on sales of its shares as an affiliate, the Company has filed a resale shelf registration statement to register for resale a majority of the shares of IES common stock owned by Tontine. As long as the resale shelf registration statement remains effective and the Company remains eligible to use it, Tontine has the ability to resell any or all of its registered shares from time to time in one or more offerings, as described in the resale shelf registration statement and in any prospectus supplement filed in connection with an offering pursuant to the resale shelf registration statement. Should Tontine, or its underlying individual owners, sell or otherwise dispose of all or a significant portion of its position in IES, a change in ownership of IES could occur. A change of control would trigger the change of control provisions in a number of our material agreements, including our credit agreement, bonding agreements with our sureties and our executive severance plan.51Jeffrey L. Gendell was appointed as Chief Executive Officer of the Company effective October 1, 2020, having served as the Company's Interim Chief Executive Officer since July 31, 2020. Mr. Gendell also serves as Chairman of the Board of Directors, a position he has held since November 2016. He is the managing member and founder of Tontine, and the brother of David B. Gendell, who has served as a member of our Board of Directors since February 2012, and who previously served as Interim Director of Operations from November 2017 to January 2019, as Vice Chairman of the Board from November 2016 to November 2017 and as Chairman of the Board from January 2015 to November 2016. David B. Gendell was an employee of Tontine from 2004 until January 2018.The Company is a party to a sublease agreement with Tontine Associates, for corporate office space in Greenwich, Connecticut. In December 2022, the Company entered into an amendment of the sublease agreement, which was set to terminate on February 28, 2023, to extend the term of the agreement through August 31, 2024 and to increase the monthly payments from approximately $8 to approximately $9 effective March 1, 2023. On August 1, 2024, the Company entered into an amendment of the sublease agreement to extend the term of the agreement through September 30, 2025, effective September 1, 2024. Payments by the Company are at a rate consistent with that paid by Tontine Associates to its landlord. On December 6, 2018, the Company entered into a Board Observer Letter Agreement (the "Observer Agreement") with Tontine Associates, in order to assist Tontine in managing its investment in the Company. Subject to the terms and conditions set forth in the Observer Agreement, the Company granted Tontine the right, at any time that Tontine holds at least 20% of the outstanding common stock of the Company, to appoint a representative to serve as an observer to the Board (the â€œBoard Observerâ€). The Board Observer, who must be reasonably acceptable to those members of the Board who are not affiliates of Tontine, shall have no voting rights or other decision making authority. Subject to the terms and conditions set forth in the Observer Agreement, so long as Tontine has the right to appoint a Board Observer, the Board Observer will have the right to attend and participate in meetings of the Board and the committees thereof, subject to confidentiality requirements, and to receive reimbursement for reasonable out-of-pocket expenses incurred in his or her capacity as a Board Observer and such rights to coverage under the Companyâ€™s directorsâ€™ and officersâ€™ liability insurance policy as are available to the Companyâ€™s directors.4. REVENUE RECOGNITIONContractsOur revenue is derived from contracts with customers, and we determine the appropriate accounting treatment for each contract at its inception. Our contracts primarily relate to electrical and mechanical contracting services, technology infrastructure products and services, and electro-mechanical solutions for industrial operations. Revenue is earned based upon an agreed fixed price or actual costs incurred plus an agreed upon percentage.We account for a contract when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed.Performance ObligationsA performance obligation is a promise in a contract to transfer a distinct good or service to the customer. A contractâ€™s transaction price is allocated to each distinct performance obligation and recognized as revenue when, or as, the performance obligation is satisfied. In our Residential Single-family business and our Infrastructure Solutions Industrial Services business, our contracts are generally in the form of purchase orders issued to us by the customer. We recognize revenue upon completion of the services specified in the purchase order.We recognize revenue over time for the majority of the services we perform, other than the Residential Single-family and Infrastructure Solutions Industrial Services businesses, as (i) control continuously transfers to the customer as work progresses at a project location controlled by the customer and (ii) we have the right to bill the customer as costs are incurred.Â Within our Infrastructure Solutions Custom Engineered Solutions business, we often perform work inside our own facilities, where control does not continuously transfer to the customer as work progresses. In such cases, we evaluate whether the work performed creates an asset with alternative use to the Company and whether we have the right to bill the customer as costs are incurred. Such assessment involves an evaluation of contractual termination clauses. Where we are creating an asset with no alternative use and we have a contractual right to payment for work performed to date, we recognize revenue over time. If we do not have such a right, we recognize revenue upon completion of the contract, when control of the work transfers to the customer.For arrangements where we recognize revenue over time, we generally use the percentage of completion method of accounting under which revenue recognized is measured principally by the costs incurred and accrued to date for each contract as a percentage of the 52estimated total cost for each contract at completion. Contract costs include all direct material, labor and indirect costs related to contract performance. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements may result in revisions to costs and income, and the effects of these revisions are recognized in the period in which the revisions are determined. Provisions for estimated losses on uncompleted contracts are made in the period in which such losses are determined.Â This measurement and comparison process requires updates to the estimate of total costs to complete the contract, and these updates may include subjective assessments and judgments. Revenue for arrangements whose durations are short in nature is recognized when the project is complete and billable to the customer under the right to invoice practical expedient.Variable ConsiderationThe transaction price for our contracts may include variable consideration, which includes changes to transaction price for approved and unapproved change orders, claims and incentives. Change orders, claims and incentives are generally not distinct from the existing contract due to the significant integration service provided in the context of the contract and are accounted for as a modification of the existing contract. We estimate variable consideration at the probability weighted value we expect to receive (or the most probable amount we expect to incur in the case of liquidated damages, if any), utilizing estimation methods that best predict the amount of consideration to which we will be entitled (or will be incurred in the case of liquidated damages, if any). We include variable consideration in the estimated transaction price to the extent it is probable that a significant reversal of cumulative revenue recognized will not occur or when the uncertainty associated with the variable consideration is resolved. Our estimates of variable consideration and determination of whether to include estimated amounts in transaction price are based largely on an assessment of our anticipated performance and all information (historical, current and forecasted) that is reasonably available to us. The effect of variable consideration on the transaction price of a performance obligation is recognized as an adjustment to revenue on a cumulative catch-up basis. To the extent unapproved change orders and claims reflected in transaction price (or accounted for as a reduction of the transaction price in the case of liquidated damages) are not resolved in our favor, or to the extent incentives reflected in transaction price are not earned, there could be reductions in, or reversals of, previously recognized revenue. Disaggregation of RevenueWe disaggregate our revenue from contracts with customers by activity and contract type, as these categories reflect how the nature, amount, timing and uncertainty of our revenue and cash flows are affected by economic factors. During the year ended September 30, 2024, we began to disaggregate the revenue from our Residential operating segment's single-family electrical and single-family plumbing & HVAC businesses, which was aggregated under our Residential single-family business in prior periods, to provide more detail about the major product lines significant to our Residential business. Our consolidated revenue for the years ended September 30, 2024, 2023 and 2022 was derived from the following activities.Â Prior period amounts have been reclassified to conform with the current period presentation, where applicable. See details in the following tables:Year Ended September 30,202420232022Communications$776,474Â $600,776Â $559,777Â ResidentialSingle-family Electrical732,334Â 717,386Â 660,602Â Single-family Plumbing & HVAC324,911Â 243,885Â 164,903Â Multi-family and Other331,595Â 318,233Â 305,909Â Total Residential1,388,840Â 1,279,504Â 1,131,414Â Infrastructure SolutionsIndustrial Services53,291Â 46,091Â 65,686Â Custom Engineered Solutions297,805Â 171,262Â 101,427Â Total Infrastructure Solutions351,096Â 217,353Â 167,113Â Commercial & Industrial367,948Â 279,594Â 308,504Â Total Revenue$2,884,358Â $2,377,227Â $2,166,808Â 53Year Ended September 30, 2024CommunicationsResidentialInfrastructure SolutionsCommercial & IndustrialTotalFixed-price$554,160Â $1,388,840Â $336,786Â $316,365Â $2,596,151Â Time-and-material222,314Â â€”Â 14,310Â 51,583Â 288,207Â Total revenue$776,474Â $1,388,840Â $351,096Â $367,948Â $2,884,358Â Year Ended September 30, 2023CommunicationsResidentialInfrastructure SolutionsCommercial & IndustrialTotalFixed-price$404,684Â $1,279,504Â $210,547Â $241,159Â $2,135,894Â Time-and-material196,092Â â€”Â 6,806Â 38,435Â 241,333Â Total revenue$600,776Â $1,279,504Â $217,353Â $279,594Â $2,377,227Â Year Ended September 30, 2022CommunicationsResidentialInfrastructure SolutionsCommercial & IndustrialTotalFixed-price$367,513Â $1,131,414Â $159,994Â $282,522Â $1,941,443Â Time-and-material192,264Â â€”Â 7,119Â 25,982Â 225,365Â Total revenue$559,777Â $1,131,414Â $167,113Â $308,504Â $2,166,808Â Accounts ReceivableAccounts receivable include amounts which we have billed or have an unconditional right to bill our customers. As of September 30, 2024, accounts receivable included $13,660 of unbilled receivables for which we have an unconditional right to bill.Contract Assets and LiabilitiesProject contracts typically provide for a schedule of billings on percentage of completion of specific tasks inherent in the fulfillment of our performance obligation(s). The schedules for such billings usually do not precisely match the schedule on which costs are incurred. As a result, contract revenue recognized in the statement of operations can and usually does differ from amounts that can be billed to the customer at any point during the contract. Amounts by which cumulative contract revenue recognized on a contract as of a given date exceeds cumulative billings and unbilled receivables to the customer under the contract are reflected as a current asset in our Consolidated Balance Sheets under the caption â€œCosts and estimated earnings in excess of billingsâ€. Amounts by which cumulative billings to the customer under a contract as of a given date exceed cumulative contract revenue recognized are reflected as a current liability in our Consolidated Balance Sheets under the caption â€œBillings in excess of costs and estimated earningsâ€.During the years ended September 30, 2024 and 2023, we recognized revenue of $98,564 and $82,520 related to our contract liabilities at October 1, 2023 and 2022, respectively.Â We did not have any impairment losses recognized on our receivables or contract assets for the years ended September 30, 2024, 2023 and 2022. Remaining Performance Obligations Remaining performance obligations represent the unrecognized revenue value of our contract commitments. New awards represent the total expected revenue value of new contract commitments undertaken during a given period, as well as additions to the scope of existing contract commitments. Our new performance obligations vary significantly each reporting period based on the timing of our major new contract commitments. At September 30, 2024, we had remaining performance obligations ofÂ $1,175,695. The Company expects to recognize revenue on approximately $1,011,974 of the remaining performance obligations over the next 12 months, with the remaining recognized thereafter.Â For the year ended September 30, 2024, net revenue recognized from our performance obligations satisfied in previous periods was not material. 545. PROPERTY AND EQUIPMENTProperty and equipment consists of the following:Estimated Useful Lives in YearsYear Ended September 30,20242023LandN/A$9,482Â $4,181Â Buildings and improvements5-2055,805Â 33,753Â Machinery and equipment3-10117,774Â 65,787Â Information systems2-814,968Â 14,508Â Furniture and fixtures5-72,976Â 2,507Â Construction in progress6,578Â 1,367Â Property and equipment, gross$207,583Â $122,103Â Less-Accumulated depreciation(73,386)(58,693)Property and equipment, net$134,197Â $63,410Â Depreciation expense, including amortization of internal-use software, was $19,533, $12,121 and $10,073, respectively, for the years ended September 30, 2024, 2023 and 2022. 6. PER SHARE INFORMATIONBasic earnings per share is calculated as income (loss) available to common stockholders, divided by the weighted average number of common shares outstanding during the period. If the effect is dilutive, participating securities are included in the computation of basic earnings per share. Our participating securities do not have a contractual obligation to share in the losses in any given period. As a result, these participating securities will not be allocated any losses in the periods of net losses, but will be allocated income in the periods of net income using the two-class method.The following table reconciles the components of the basic and diluted earnings per share for the years ended September 30, 2024, 2023 and 2022: Year Ended September 30,202420232022Numerator:Net income attributable to IES Holdings, Inc.$219,116Â $108,288Â $34,762Â Increase in noncontrolling interest(17,140)(15,701)(4,695)Net income attributable to restricted shareholders of IES Holdings, Inc.â€”Â (11)(21)Net income attributable to common shareholders of IES Holdings, Inc.$201,976Â $92,576Â $30,046Â Denominator:Weighted average common shares outstanding â€” basic20,160,143Â 20,196,850Â 20,667,745Â Effect of dilutive stock options and non-vested securities254,789Â 216,182Â 226,880Â Weighted average common and common equivalent shares outstanding â€” diluted20,414,932Â 20,413,032Â 20,894,625Â Earnings per share attributable to common shareholders of IES Holdings, Inc.:Basic$10.02Â $4.58Â $1.45Â Diluted$9.89Â $4.54Â $1.44Â For the years ended September 30, 2024, 2023 and 2022, the average price of our common stock exceeded the exercise price of outstanding stock options; therefore, all of our outstanding stock options were included in the computation of diluted earnings per share. For the years ended September 30, 2024, 2023 and 2022, there were no other unvested performance awards excluded from the calculation of diluted earnings per share because the inclusion of such instruments would have been anti-dilutive.557. DETAIL OF CERTAIN BALANCE SHEET ACCOUNTSAccounts payable and accrued expenses consist of the following:September 30,20242023Accounts payable, trade$149,381Â $138,591Â Accrued compensation and benefits116,465Â 90,667Accrued insurance liabilities11,158Â 7,726Current operating lease liabilities21,981Â 19,496Income taxes payable22,778Â 10,414Â Other accrued expenses41,819Â 29,903$363,582Â $296,797Â 8. Â DEBTWe had no outstanding borrowings as of September 30, 2024 or 2023. At September 30, 2024, we had $4,756 in outstanding letters of credit and $143,381 of availability under our revolving credit facility. Any amounts outstanding under our revolving credit facility are due and payable in September 2026, upon expiration of our revolving credit facility, and all amounts described as available are available without triggering our financial covenants under the Amended Credit Agreement (as defined below).The interest rate under our revolving credit facility was 6.33% at September 30, 2024. For the years ended September 30, 2024, 2023 and 2022, we incurred interest expense of $1,338, $3,022 and $2,970, respectively.The Revolving Credit FacilityOn April 28, 2022 we entered into the Third Amended and Restated Credit and Security Agreement (the "Amended Credit Agreement"), which, among other things, increased the maximum borrowing amount under our revolving credit facility from $125,000 to $150,000. The Amended Credit Agreement also removed the aggregate cap on Company investments in certain securities and the cap on the Companyâ€™s ability to make stock repurchases, in each case subject to the satisfaction of certain liquidity requirements. The Amended Credit Agreement, which matures on September 30, 2026, contains customary affirmative, negative and financial covenants. As of September 30, 2024, the Company was in compliance with the financial covenants under the Amended Credit Agreement, requiring that we maintain:â€¢ a Fixed Charge Coverage Ratio (as defined in the Amended Credit Agreement), measured quarterly on a trailing four-quarter basis at the end of each quarter, of at least 1.1 to 1.0; andâ€¢ minimum Liquidity of at least ten percent (10%) of the Maximum Revolver Amount, or $15,000; with, for purposes of this covenant, at least fifty percent (50%) of our Liquidity comprised of Excess Availability (as defined in the Amended Credit Agreement).At September 30, 2024, our Liquidity was $244,213, our Excess Availability was $143,381 (or greater than 50% of minimum Liquidity), and our Fixed Charge Coverage Ratio was 3.4:1.0.If in the future our Liquidity falls below the amount required by the Amended Credit Agreement (or Excess Availability falls below 50% of our minimum Liquidity), our Fixed Charge Coverage Ratio is less than 1.1:1.0, or if we otherwise fail to perform or otherwise comply with certain of our covenants or other agreements

under the Amended Credit Agreement, it would result in an event of default under the Amended Credit Agreement, which could result in some or all of any indebtedness we may take on becoming immediately due and payable.9. Â LEASESWe enter into various contractual arrangements for the right to use facilities, vehicles and equipment. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants. Current operating lease liabilities were $21,981 and $19,496, respectively, as of September 30, 2024 and 2023, and current finance lease liabilities were $4,563 and $4,301, respectively, as of September 30, 2024 and 2023. Current operating and finance lease 56liabilities were included in "Accounts payable and accrued expenses" in the Consolidated Balance Sheets as of September 30, 2024 and 2023. Non-current finance lease liabilities and finance lease right-of-use assets were included in the "Other non-current liabilities" and "Other non-current assets", respectively, in the Consolidated Balance Sheets.The maturities of our lease liabilities as of September 30, 2024, are as follows:Operating LeasesFinance LeasesTotal2025$22,487Â $4,701Â $27,188Â 202618,512Â 3,916Â 22,428Â 202713,526Â 2,148Â 15,674Â 20287,848Â 379Â 8,227Â 20293,591Â 46Â 3,637Â Thereafter3,467Â â€”Â 3,467Â Total undiscounted lease payments$69,431Â $11,190Â $80,621Â Less: imputed interest7,005Â 896Â 7,901Â Present value of lease liabilities$62,426Â $10,294Â $72,720Â The total future undiscounted cash flows related to lease agreements committed to but not yet commenced as of September 30, 2024, is $8,542.Lease cost recognized in our Consolidated Statements of Comprehensive Income is summarized as follows:Year Ended September 30,202420232022Operating lease cost $21,933Â $18,501Â $16,000Â Finance lease costAmortization of lease assets4,370Â 3,603Â 1,729Â Interest on lease liabilities553Â 746Â 269Â Finance lease cost4,923Â 4,349Â 1,998Â Short-term lease cost1,558Â 1,883Â 2,426Â Variable lease cost4,518Â 2,805Â 1,900Â Total lease cost$32,932Â $27,538Â $22,324Â Other information about lease amounts recognized in our Consolidated Financial Statements is summarized as follows:Year Ended September 30,202420232022Operating cash flows used for operating leases$24,381Â $22,022Â $20,799Â Operating cash flows used for finance leases553Â 746Â 269Â Right-of-use assets obtained in exchange for new operating lease liabilities21,795Â 27,491Â 31,422Â Right-of-use assets obtained in exchange for new finance lease liabilities1,678Â 5,973Â 7,950Â Year Ended September 30,20242023Weighted-average remaining lease term - operating leases3.8 years4.5 yearsWeighted-average remaining lease term - finance leases2.7 years3.4 yearsWeighted-average discount rate - operating leases5.5Â %5.1Â %Weighted-average discount rate - finance leases6.2Â %6.0Â %For a discussion of leases with certain related parties which are included above, see NoteÂ 13, â€œRelated-Party Transactions.â€ Rent expense was $23,491, $20,384 and $18,426 for the years ended September 30, 2024, 2023 and 2022, respectively. 5710. Â INCOME TAXESFederal and state income tax provisions are as follows:Year Ended September 30,202420232022Federal:Current$53,318Â $27,205Â $9,401Â Deferred2,672Â 4,300Â 3Â State:Current14,603Â 6,370Â 3,445Â Deferred1,572Â 886Â (34)Total provision for income taxes$72,165Â $38,761Â $12,815Â Actual income tax expense differs from income tax expense computed by applying the U.S.Â federal statutory corporate rate to income (loss) before income taxes as follows:Year Ended September 30,202420232022Provision at the federal statutory rate$63,980Â $33,295Â $11,130Â Increase resulting from:Non-deductible expenses4,285Â 2,017Â 1,610Â State income taxes, net of federal deduction11,952Â 6,338Â 2,114Â Contingent tax liabilitiesâ€”Â 396Â â€”Â Change in valuation allowance138Â â€”Â 283Â Other743Â â€”Â 427Â Decrease resulting from:Share-based compensation(601)(332)(665)Noncontrolling interest(2,811)(2,415)(1,139)Change in valuation allowanceâ€”Â (52)â€”Â Contingent tax liabilities(5,521)â€”Â (133)Component 2 goodwill utilizationâ€”Â â€”Â (812)Otherâ€”Â (486)â€”Â Total provision for income taxes$72,165Â $38,761Â $12,815Â 58Deferred income tax provisions result from temporary differences in the recognition of income and expenses for financial reporting purposes and for income tax purposes. The income tax effects of these temporary differences, representing deferred income tax assets and liabilities, result principally from the following:September 30,20242023Deferred income tax assets:Allowance for credit losses$371Â $349Â Accrued expenses19,415Â 18,167Â Net operating loss carryforward2,701Â 4,224Â Various reserves2,073Â 1,718Â Intangible assets390Â â€”Â Partnerships7,200Â 7,539Â Share-based compensation1,364Â 1,298Â Lease asset15,630Â 14,207Â Other1,068Â 1,057Â Subtotal50,212Â 48,559Â Less valuation allowance961Â 823Â Total deferred income tax assets49,251Â 47,736Â Deferred income tax liabilities:Property and equipment10,319Â 2,231Â Intangible assetsâ€”Â 9,984Â Lease liability15,475Â 14,102Â Other999Â 1,036Â Total deferred income tax liabilities26,793Â 27,353Â Net deferred income tax assets$22,458Â $20,383Â In fiscal 2024 and 2023, the valuation allowance on our deferred tax assets increased by $138 and decreased by $52, respectively, which is included in â€œProvision for income taxesâ€ in our Consolidated Statements of Comprehensive Income.As of September 30, 2024, we had available approximately $4,493 of federal net tax operating loss carry forward for federal income tax purposes. This carry forward, which may provide future tax benefits, is subject to an annual limitation of $709 under Section 382 of the Internal Revenue Code and will begin to expire in 2029. As of September 30, 2024, we had available approximately $40,085 state net tax operating loss carry forwards, including $1,665 from net operating losses on which no tax benefit has been recognized and has not been recorded as a deferred tax asset. The significant majority of these carry forwards, which may provide future tax benefits, will not begin to expire until 2026. We have provided valuation allowances on all net operating losses where it is determined it is more likely than not that they will expire without being utilized. Â In assessing the realizability of deferred tax assets at September 30, 2024, we considered whether it was more likely than not that some portion or all of the deferred tax assets will not be realized. Our realization of deferred tax assets is dependent upon the generation of future taxable income during the periods in which these temporary differences become deductible. As a result, we have recorded a net deferred tax asset of $22,458 on our Consolidated Balance Sheets. We will continue to evaluate the appropriateness of our remaining deferred tax assets and need for valuation allowances on a quarterly basis.Â GAAP requires financial statement reporting of the expected future tax consequences of uncertain tax return reporting positions on the presumption that all relevant tax authorities possess full knowledge of those tax reporting positions, as well as all of the pertinent facts and circumstances, but it prohibits discounting of any of the related tax effects for the time value of money. The evaluation of a tax position is a two-step process. The first step is the recognition process to determine if it is more likely than not that a tax position will be sustained upon examination by the appropriate taxing authority, based on the technical merits of the position. The second step is a measurement process whereby a tax position that meets the more likely than not recognition threshold is calculated to determine the amount of benefit/expense to recognize in the financial statements. The tax position is measured at the largest amount of benefit/expense that is more likely than not of being realized upon ultimate settlement.Â 59A reconciliation of the beginning and ending balances of unrecognized tax benefit is as follows:Year Ended September 30,20242023Balance at beginning of period$22,347Â $21,746Â Additions for positions of prior years1,655Â 819Â Reduction resulting from the lapse of the applicable statutes of limitations(7,121)(218)Balance at end of period$16,881Â $22,347Â As of September 30, 2024 and 2023, $16,881 and $22,347, respectively, of unrecognized tax benefits would result in a decrease in the provision for income tax expense. We anticipate that approximately $10,792 in liabilities for unrecognized tax benefits, including accrued interest, primarily from net operating losses on which no tax benefit has been recognized, may be reversed in the next twelve months. The reversal is predominantly due to the expiration of the statutes of limitation for unrecognized tax benefits.We had approximately $1,452 and $697 accrued for the payment of interest and penalties at September 30, 2024 and 2023, respectively. We recognize interest and penalties related to unrecognized tax benefits as part of the provision for income taxes. Â The tax years ended SeptemberÂ 30, 2021, and forward are subject to federal audit as are tax years prior to SeptemberÂ 30, 2021, to the extent of unutilized net operating losses generated in those years. The tax years ended SeptemberÂ 30, 2020, and forward are subject to state audits as are tax years prior to SeptemberÂ 30, 2020, to the extent of unutilized net operating losses generated in those years.11.Â OPERATING SEGMENTSWe manage and measure performance of our business in four distinct operating segments: Communications, Residential, Infrastructure Solutions and Commercial & Industrial. These segments are reflective of how the Companyâ€™s CODM reviews operating results for the purposes of allocating resources and assessing performance. The Companyâ€™s CODM is its Chief Executive Officer.Transactions between segments, if any, are eliminated in consolidation. Our corporate office provides general and administrative services, as well as support services, to our four operating segments. Management allocates certain shared costs among segments for selling, general and administrative expenses and depreciation expense. Segment information for the years ended September 30, 2024, 2023 and 2022 is as follows:Year Ended September 30, 2024CommunicationsResidentialInfrastructure SolutionsCommercial & IndustrialCorporateTotalRevenues$776,474Â $1,388,840Â $351,096Â $367,948Â $â€”Â $2,884,358Â Cost of services623,844Â 1,024,440Â 245,743Â 293,741Â â€”Â 2,187,768Â Gross profit152,630Â 364,400Â 105,353Â 74,207Â â€”Â 696,590Â Selling, general and administrative65,752Â 228,371Â 37,394Â 32,925Â 32,242Â 396,684Â Contingent considerationâ€”Â 36Â 678Â â€”Â â€”Â 714Â GainÂ on sale of assets(18)(1,354)(184)(114)(14)(1,684)Income (loss)Â from operations$86,896Â $137,347Â $67,465Â $41,396Â $(32,228)$300,876Â Other data:Depreciation and amortization expense$3,627Â $20,752Â $9,783Â $2,028Â $913Â $37,103Â Capital expenditures$13,493Â $15,620Â $8,916Â $5,205Â $1,925Â $45,159Â Total assets$285,478Â $395,682Â $288,765Â $89,023Â $185,078Â $1,244,026Â 60Year Ended September 30, 2023CommunicationsResidentialInfrastructure SolutionsCommercial & IndustrialCorporateTotalRevenues$600,776Â $1,279,504Â $217,353Â $279,594Â $â€”Â $2,377,227Â Cost of services494,964Â 1,026,524Â 162,905Â 248,295Â â€”Â 1,932,688Â Gross profit105,812Â 252,980Â 54,448Â 31,299Â â€”Â 444,539Â Selling, general and administrative54,344Â 169,737Â 26,260Â 25,225Â 23,059Â 298,625Â Contingent considerationâ€”Â 277Â â€”Â â€”Â â€”Â 277Â Loss (gain)Â on sale of assets12Â 69Â (1,029)(13,198)7Â (14,139)Income (loss)Â from operations$51,456Â $82,897Â $29,217Â $19,272Â $(23,066)$159,776Â Other data:Depreciation and amortization expense$2,215Â $19,281Â $5,198Â $1,640Â $1,073Â $29,407Â Capital expenditures$2,203Â $9,114Â $2,767Â $2,525Â $1,058Â $17,667Â Total assets$205,924Â $386,829Â $180,871Â $87,677Â $120,299Â $981,600Â Year Ended September 30, 2022CommunicationsResidentialInfrastructure SolutionsCommercial & IndustrialCorporateTotalRevenues$559,777Â $1,131,414Â $167,113Â $308,504Â $â€”Â $2,166,808Â Cost of services490,959Â 928,161Â 138,444Â 290,314Â â€”Â 1,847,878Â Gross profit68,818Â 203,253Â 28,669Â 18,190Â â€”Â 318,930Â Selling, general and administrative46,717Â 144,100Â 25,129Â 30,557Â 16,211Â 262,714Â Contingent considerationâ€”Â 277Â â€”Â â€”Â â€”Â 277Â Loss (gain) on sale of assets12Â 20Â (46)(55)â€”Â (69)Income (loss)Â from operations$22,089Â $58,856Â $3,586Â $(12,312)$(16,211)$56,008Â Other data:Depreciation and amortization expense$1,550Â $15,617Â $5,575Â $2,561Â $165Â $25,468Â Capital expenditures$2,004Â $10,054Â $14,729Â $1,890Â $578Â $29,255Â Total assets$210,875Â $394,757Â $161,828Â $114,529Â $52,720Â $934,709Â 12. STOCKHOLDERSâ€™ EQUITYEquity Incentive PlanThe Companyâ€™s 2006 Equity Incentive Plan, as amended and restated (the â€œEquity Incentive Planâ€), provides for grants of stock options as well as grants of stock, including restricted stock. Approximately 3.0 million shares of common stock are authorized for issuance under the Equity Incentive Plan, of which approximately 581,169 shares were available for issuance at September 30, 2024.We measure and record compensation expense for all share-based payment awards based on the fair value of the awards granted at the date of grant. The fair value of restricted stock awards and phantom stock unit awards is determined based on the number of shares granted and the closing price of IESâ€™s common stock on the date of grant. For awards vesting upon achievement of a market condition, the likelihood of achieving that market condition is considered in determining the fair value of the grant, which we expense ratably over the vesting period. For awards vesting upon achievement of a performance condition, we record expense based on the grant date fair value when it becomes probable the performance condition will be achieved. Forfeitures are recorded in the period in which they occur. The resulting compensation expense is recognized on a straight-line basis over the requisite service period, which is generally the vesting period.Stock Repurchase ProgramIn 2015, our Board authorized a stock repurchase program for the purchase from time to time of up to 1.5 million shares of the Companyâ€™s common stock, and in 2019, our Board authorized the repurchase from time to time of an additional 1.0 million shares of the Company's common stock under the stock repurchase program. In December 2022, our Board of Directors terminated our previous stock repurchase program and authorized a new $40,000 stock repurchase program. On July 31, 2024, the Board authorized a new $200,000 stock repurchase program after the $40,000 stock repurchase program was fully utilized. Share purchases are made for cash 61in open market transactions at prevailing market prices or in privately negotiated transactions or otherwise. The timing and amount of purchases under the program are determined based upon prevailing market conditions, our liquidity requirements, contractual restrictions and other factors. All or part of the repurchases may be implemented under a Rule 10b5-1 trading plan, which allows repurchases under predetermined terms at times when the Company might otherwise be prevented from purchasing under insider trading laws or because of self-imposed blackout periods. The program does not require the Company to purchase any specific number of shares and may be modified, suspended or reinstated at any time at the Companyâ€™s discretion and without notice. We repurchased 289,284 and 224,013 shares of our common stock in open market transactions at an average price of $136.34 and $31.06 per share during the years ended September 30, 2024 and 2023, respectively.Treasury StockDuring the year ended September 30, 2024, we issued 104,600 shares of treasury stock to employees and repurchased 40,308 shares of common stock from our employees to satisfy statutory tax withholding requirements upon the vesting of certain performance phantom stock units under the Equity Incentive Plan. We also repurchased 289,284 shares of common stock on the open market pursuant to our stock repurchase program. During the year ended September 30, 2024, we issued 2,500 shares of treasury stock to satisfy the exercise of outstanding options, of which 56 shares were repurchased to pay the exercise price of options. We had no outstanding unexercised stock options remaining as of September 30, 2024.During the year ended September 30, 2023, we issued 105,755 shares of treasury stock to employees and repurchased 32,158 shares of common stock from our employees to satisfy statutory tax withholding requirements upon the vesting of certain performance phantom stock units under the Equity Incentive Plan. We also repurchased 224,013 shares of common stock on the open market pursuant to our stock repurchase program, and 266 shares of restricted stock awards were forfeited by former employees and returned to treasury stock. During the year ended September 30, 2023, we issued 3,000 unrestricted shares to satisfy the exercise of outstanding options. Restricted StockWe did not have any unvested restricted stock awards outstanding or related activity during the year ended September 30, 2024. A summary of restricted stock awards for the years ended September 30, 2023 and 2022 is provided in the table below:Year Ended September 30,20232022Unvested at beginning of year13,639Â 16,757Â Grantedâ€”Â â€”Â Vested(13,373)(3,118)Forfeited(266)â€”Â Unvested at end of yearâ€”Â 13,639Â The fair value of shares vesting during the years ended September 30, 2023 and 2022 was $461 and $150, respectively. Fair value was calculated as the number of shares vested times the market price of shares on the date of vesting.All the restricted shares granted under the Equity Incentive Plan (vested or unvested) participate in dividends issued to common shareholders, if any.Director Phantom Stock UnitsDirector phantom stock units (â€œDirector PSUsâ€) are primarily granted to the members of the Board of Directors as part of their overall compensation. These Director PSUs are contractual rights to receive one share of the Company's common stock and are paid via unrestricted stock grants to each director upon their departure from the Board of Directors. We record compensation expense for the full value of the grant on the date of grant.Employee Phantom Stock UnitsAn employee phantom stock unit (an â€œEmployee PSUâ€) is a contractual right to receive one share of the Companyâ€™s common stock. Depending on the terms of each grant, Employee PSUs may vest upon the achievement of certain specified performance objectives and continued performance of services, or may vest based on continued performance of services through the vesting date. 62The vesting of these awards is subject to either the achievement of specified levels of cumulative net income before taxes (a performance condition) or specified stock price levels (a market condition) and continued performance of services, or based on continued performance of services through the vesting date alone. For stock awards where vesting depends on achievement of a performance condition, we record expense when we conclude it is probable that the performance condition will be met. At September 30, 2024, it is deemed probable that the portion of the awards that vest based on performance conditions will vest. A summary of Employee PSU activity for the year ended September 30, 2024, which are subject to the achievement of certain performance metrics, is provided in the table below:Unvested at September 30, 2023325,813Â Granted86,563Â Vested(99,579)Forfeited(12,496)Unvested at September 30, 2024300,301Â A summary of the compensation expense related to our stock awards recognized during the years ended September 30, 2024, 2023 and 2022 is provided in the table below:Year Ended September 30,202420232022Restricted stock awards$â€”Â $23Â $137Â Director PSUs$495Â $386Â $386Â Employee PSUs$5,037Â $3,963Â $3,251Â 13. RELATED-PARTY TRANSACTIONSThe Company is a party to a sublease agreement with Tontine Associates, for corporate office space in Greenwich, Connecticut. In December 2022, the Company entered into an amendment of the sublease agreement, which was set to terminate on February 28, 2023, to extend the term of the agreement through August 31, 2024 and to increase the monthly payments from approximately $8 to approximately $9 effective March 1, 2023. On August 1, 2024, the Company entered into an amendment of the sublease agreement to extend the term of the agreement through September 30, 2025, effective September 1, 2024. Payments by the Company are at a rate consistent with that paid by Tontine Associates to its landlord. See Note 3, â€œControlling Shareholderâ€ for additional information regarding

Tontine.14. EMPLOYEE BENEFIT PLANS401(k) PlanIn November 1998, we established the IES Holdings, Inc. 401(k) Retirement Savings Plan. All full-time IES employees are eligible to participate on the first day of the month subsequent to completing sixty days of service and attaining age twenty-one. Participants become vested in our matching contributions following three years of service. We also maintain several subsidiary retirement savings plans. We recognized $6,163, $5,309, and $4,494 in matching expenses in fiscal years 2024, 2023 and 2022, respectively.Executive Savings PlanUnder the Executive Deferred Compensation Plan adopted on JulyÂ 1, 2004 (the â€œExecutive Savings Planâ€), certain employees are permitted to defer a portion (up to 75%) of their base salary and/or bonus for a plan year. The Human Resources and Compensation Committee of the Board of Directors may, in its sole discretion, credit one or more participants with an employer deferral (contribution)Â in such amount as the Committee may choose (â€œEmployer Contributionâ€). The Employer Contribution, if any, may be a fixed dollar amount, a fixed percentage of the participantâ€™s compensation, base salary, or bonus, or a â€œmatchingâ€ amount with respect to all or part of the participantâ€™s elective deferrals for such plan year, and/or any combination of the foregoing as the Committee may choose. No compensation earned during the years ended September 30, 2024, 2023 and 2022 was deferred under this plan.63Multiemployer Pension PlanThe Infrastructure Solutions segment participates in a multiemployer direct benefit pension plan for employees covered under one of our collective bargaining agreements. We do not administer the plan. We do not significantly participate in this plan. As of December 31, 2023, this plan was funded at 92.57%.15. FAIR VALUE MEASUREMENTSÂ Fair value is considered the price to sell an asset, or transfer a liability, between market participants on the measurement date. Fair value measurements assume that (1) the asset or liability is exchanged in an orderly manner, (2)Â the exchange is in the principal market for that asset or liability, and (3)Â the market participants are independent, knowledgeable, able and willing to transact an exchange. Fair value accounting and reporting establishes a framework for measuring fair value by creating a hierarchy for observable independent market inputs and unobservable market assumptions and expands disclosures about fair value measurements. Judgment is required to interpret the market data used to develop fair value estimates. As such, the estimates presented herein are not necessarily indicative of the amounts that could be realized in a current exchange. The use of different market assumptions and/or estimation methods could have a material effect on the estimated fair value.At September 30, 2024, financial assets and liabilities measured at fair value on a recurring basis were limited to investments in equity securities and debt securities classified as trading securities, our Executive Savings Plan, under which certain employees are permitted to defer a portion of their base salary and/or bonus for a Plan Year (as defined in the plan), and contingent consideration liabilities related to certain of our acquisitions.Financial assets (liabilities) measured at fair value on a recurring basis as of September 30, 2024 and 2023, are summarized in the following tables by the type of inputs applicable to the fair value measurements:September 30, 2024Total Fair ValueQuoted Prices (Level 1)Significant Unobservable (Level 3)Equity securities$31,639Â $31,639Â $â€”Â Debt securities classified as trading securities3,364Â 3,364Â â€”Â Executive savings plan assets986Â 986Â â€”Â Executive savings plan liabilities(852)(852)â€”Â Contingent consideration liability(3,468)â€”Â (3,468)Total$31,669Â $35,137Â $(3,468)September 30, 2023Total Fair ValueQuoted Prices (Level 1)Significant Unobservable (Level 3)Executive savings plan assets$783Â $783Â $â€”Â Executive savings plan liabilities(657)(657)â€”Â Contingent consideration liability(4,465)â€”Â (4,465)Total$(4,339)$126Â $(4,465)Investments in equity securities and debt securities, all of which are classified as trading securities and mature after one year and before five years at September 30, 2024, were included in â€œMarketable securitiesâ€ in our Consolidated Balance Sheets. Gains and losses to measure our investments in equity and debt securities at fair value were included in Other (income) expense, net in our Consolidated Statements of Comprehensive Income. Our unrealized net gains (losses), which are calculated as total net gains (losses) recognized during the period less net gains (losses) recognized on securities sold during the period, were as follows:Year Ended September 30,202420232022Unrealized gain on equity securities$1,492Â $â€”Â $â€”Â Unrealized gain on debt securities297Â â€”Â â€”Â Total unrealized gain on trading securities$1,789Â $â€”Â $â€”Â 64On AprilÂ 1, 2024, we entered into a contingent consideration arrangement valued at $2,790 in connection with the acquisition of Greiner Industries, Inc. For more information, refer to NoteÂ 19, â€œBusiness Combinations and Divestitures.â€ The contingent consideration obligation related to Bayonet, which was acquired in fiscal year 2021, was settled in cash for $4,500 in December 2023. Net adjustments to fair value of such liabilities were included in Contingent consideration in our Consolidated Statements of Comprehensive Income. The table below presents the fair value of this obligation, which used significant unobservable inputs (Level 3).Contingent Consideration AgreementFair value at September 30, 2022$(4,323)Net adjustments to fair value(142)Fair value at September 30, 2023$(4,465)Acquisitions(2,790)Net adjustments to fair value(713)Settlements4,500Â Fair value at September 30, 2024$(3,468)Below is a description of the inputs used to value the assets summarized in the preceding tables:Level 1 â€” Inputs represent unadjusted quoted prices for identical assets exchanged in active markets.Level 2 â€” Inputs include directly or indirectly observable inputs other than Level 1 inputs such as quoted prices for similar assets exchanged in active or inactive markets; quoted prices for identical assets exchanged in inactive markets; and other inputs that are considered in fair value determinations of the assets.Level 3 â€” Inputs include unobservable inputs used in the measurement of assets. Management is required to use its own assumptions regarding unobservable inputs because there is little, if any, market activity in the assets or related observable inputs that can be corroborated at the measurement date.16. INVENTORYInventories consist of the following components: September 30,20242023Raw materials$14,078Â $14,334Â Work in process12,494Â 12,939Â Finished goods4,389Â 3,399Â Parts and supplies70,767Â 64,983Â Total inventories$101,728Â $95,655Â 17. GOODWILL AND INTANGIBLE ASSETSÂ GoodwillThe following summarizes changes in the carrying value of goodwill by segment during the year ended September 30, 2024. The carrying value of goodwill was unchanged during the year ended September 30, 2023.CommunicationsResidentialInfrastructure SolutionsCommercial & IndustrialTotalBalance at SeptemberÂ 30, 20232,816Â 51,370Â 38,209Â â€”Â 92,395Â Acquisitions (Note 19)â€”Â â€”Â 1,565Â â€”Â 1,565Â Balance at September 30, 2024$2,816Â $51,370Â $39,774Â $â€”Â $93,960Â 65Based on the results of our annual goodwill impairment assessment at September 30, 2024, we concluded the fair value of each of our reporting units exceeded its book value, and therefore we recorded no impairment charges for the year ended September 30, 2024.As of September 30, 2024 and 2023, we had accumulated impairment losses of $6,976 related to our Commercial & Industrial segment.Intangible AssetsIntangible assets consist of the following:September 30, 2024Estimated Useful Lives (in Years)Gross Carrying AmountAccumulated AmortizationNetTrademarks/trade names5-20$13,821Â $(6,964)$6,857Â Technical library20400Â (221)179Â Customer relationships1-1592,796Â (54,478)38,318Â Backlog and construction contracts1-2750Â (214)536Â Total$107,767Â $(61,877)$45,890Â September 30, 2023Estimated Useful Lives (in Years)Gross Carrying AmountAccumulated AmortizationNetTrademarks/trade names5-20$14,621Â $(6,973)$7,648Â Technical library20400Â (201)199Â Customer relationships6-1591,426Â (43,065)48,361Â Non-competition arrangements540Â (40)â€”Â Backlog and construction contracts14,958Â (4,958)â€”Â Total$111,445Â $(55,237)$56,208Â For the years ended September 30, 2024, 2023 and 2022, amortization expense of intangible assets was $13,200, $13,684 and $13,666, respectively. Our estimated future amortization expense for years ending September 30 is as follows:Year Ending September 30,2025$13,284Â 202611,942Â 20278,466Â 20285,491Â 20292,823Â Thereafter3,884Â Total$45,890Â 18. COMMITMENTS AND CONTINGENCIESLegal MattersFrom time to time we are a party to various claims, lawsuits and other legal proceedings that arise in the ordinary course of business. We maintain various insurance coverages to minimize financial risk associated with these proceedings. None of these proceedings, separately or in the aggregate, are expected to have a material adverse effect on our financial position, results of operations or cash flows. With respect to all such proceedings, we record reserves when it is probable that a liability has been incurred and the amount of loss can be reasonably estimated. We expense routine legal costs related to these proceedings as they are incurred. In the course of performing work as a subcontractor, from time to time we may be involved in projects which are the subject of contractual disputes between the general contractor and project owner, or between us and the general contractor. In such cases, 66payment of amounts owed to us by the general contractor may be delayed as contractual disputes are resolved through mediation, arbitration, or litigation. Such disputes may cause us to incur legal fees and other expenses to enforce our contractual rights, and we may not prevail in recovering all amounts to which we believe we are contractually entitled.Risk ManagementWe retain the risk for workersâ€™ compensation, employerâ€™s liability, automobile liability, construction defects, general liability and employee group health claims, as well as pollution coverage, resulting from uninsured deductibles per accident or occurrence which are generally subject to annual aggregate limits. Our general liability program provides coverage for bodily injury and property damage. In many cases, we insure third parties, including general contractors, as additional insured parties under our insurance policies. Losses are accrued based upon our known claims incurred and an estimate of claims incurred but not reported. As a result, many of our claims are effectively self-insured. Many claims against our insurance are in the form of litigation. At September 30, 2024 and 2023, we had $11,158 and $7,726, respectively, accrued for self-insurance liabilities. We are also subject to construction defect liabilities, primarily within our Residential segment. Because these accruals are based on judgment and estimates, and involve variables that are inherently uncertain, such as the outcome of litigation and an assessment of insurance coverage, there can be no assurance that the ultimate liability will not be higher or lower than such estimates.Some of the underwriters of our casualty insurance program require us to post letters of credit as collateral. This is common in the insurance industry. To date, we have not had a situation where an underwriter has had reasonable cause to effect payment under a letter of credit. At September 30, 2024 and 2023, we utilized $4,756 and $4,166, respectively, of our outstanding letters of credit to collateralize our insurance program.SuretyAs of September 30, 2024, the estimated cost to complete our bonded projects was approximately $133,863. We evaluate our bonding requirements on a regular basis, including the terms offered by our sureties. We believe the bonding capacity presently provided by our current sureties is adequate for our current operations and will be adequate for our operations for the foreseeable future. Posting letters of credit in favor of our sureties reduces the borrowing availability under our revolving credit facility.Other Commitments and ContingenciesSome of our customers and vendors require us to post letters of credit, or provide intercompany guarantees, as a means of guaranteeing performance under our contracts and ensuring payment by us to subcontractors and vendors. If our customer has reasonable cause to effect payment under a letter of credit, we would be required to reimburse our creditor for the letter of credit. From time to time, we may enter into firm purchase commitments for materials, such as copper or aluminum wire, which we expect to use in the ordinary course of business. These commitments are typically for terms of less than one year and require us to buy minimum quantities of materials at specific intervals at a fixed price over the term. As of September 30, 2024, we did not have any such firm commitments to purchase materials. 19. BUSINESS COMBINATIONS AND DIVESTITURESBusiness combinationsOn AprilÂ 1, 2024, the Company acquired 100% of the equity interests of Greiner Industries, Inc. ("Greiner"), a Mount Joy, Pennsylvania-based structural steel fabrication and services company for an aggregate total purchase price of $70,334. Greiner is part of our Infrastructure Solutions segment and continues to operate under the Greiner name. The acquisition of Greiner expands our geographic footprint, adds custom structural steel fabrication to our product offerings, and provides additional capacity for our existing custom engineered product offerings. In addition to cash consideration, net of cash acquired, of $67,544, the aggregate purchase price also includes contingent consideration of up to $5,000 upon achievement of certain future earnings targets, which was valued at $2,790 as of the date of the acquisition. The fair value of the total consideration for this transaction remains subject to post-closing adjustments as of the date of this Annual Report on Form 10-K. 67The Company accounted for the transaction under the acquisition method of accounting, which requires recording assets and liabilities at fair value (Level 3). The total purchase price, and the allocation thereof to the assets acquired and liabilities assumed, is preliminary and subject to change pending the finalization of post-closing working capital adjustments. The preliminary valuation of the assets acquired and liabilities assumed is as follows:Trade receivables$13,971Â Other current assets10,115Â Property and equipment48,209Â Intangible assets2,900Â Goodwill1,565Â Current liabilities(6,426)Net assets acquired$70,334Â In connection with this acquisition, we acquired goodwill of $1,565, all of which is tax deductible, attributable to an assembled workforce and other intangibles that do not qualify for separate recognition. The intangible assets acquired primarily consisted of customer relationships, backlog and trade name with a total weighted-average amortization period of 3.5 years.Greiner contributed $34,038 in revenue and $2,489 in operating income during the year ended September 30, 2024.We completed no acquisitions in fiscal years 2023 and 2022.DivestituresOn OctoberÂ 7, 2022, we sold 100% of the membership interests of STR Mechanical, LLC and its subsidiary Technical Services II, LLC (collectively, â€œSTRâ€). As a result, we recognized a pre-tax gain of $13,045, which was included in â€œGain on sale of assetsâ€ within our Consolidated Statements of Comprehensive Income for the year ended September 30, 2023. The disposition of STR, which had operated as part of our Commercial & Industrial segment, will not have a material impact on our ongoing results of operations or financial position. 20. SUBSEQUENT EVENTSOn October 4, 2024, we entered into a funding commitment to join a consortium led by Mason Capital Management LLC to acquire the CB&I storage solutions business, a designer and builder of storage facilities, tanks and terminals for energy and industrial markets, from McDermott International, Ltd. Upon close of the transaction, which we expect to occur by the end of calendar year 2024, we expect to make a cash payment of approximately $45 million, subject to customary closing adjustments. 68Item 9. Changes in and Disagreements with Accountants on Accounting and Financial DisclosureNone. Item 9A. Controls and ProceduresChanges in Internal Control Over Financial ReportingThere have not been any changes in the Companyâ€™s internal control over financial reporting (as such term is defined in Rules 13a-15 and 15d-15 under the Exchange Act) during the fiscal quarter ended September 30, 2024 that have materially affected, or are reasonably likely to materially affect, the Companyâ€™s internal control over financial reporting. Disclosure Controls and ProceduresIn accordance with RulesÂ 13a-15 and 15d-15 under the Exchange Act, we carried out an evaluation, under the supervision and with the participation of management, including our Chief Executive Officer and our Chief Financial Officer, of the effectiveness of our disclosure controls and procedures as of the end of the period covered by this report. Based on this evaluation, our Chief Executive Officer and Chief Financial Officer concluded that our disclosure controls and procedures were effective as of September 30, 2024, to provide reasonable assurance that information required to be disclosed in our reports filed or submitted under the Exchange Act is recorded, processed, summarized and reported within the time periods specified in the SECâ€™s rules and forms. Our disclosure controls and procedures include controls and procedures designed to ensure that information required to be disclosed in reports filed or submitted under the Exchange Act is accumulated and communicated to our management, including our Chief Executive Officer and Chief Financial Officer, as appropriate, to allow timely decisions regarding required disclosure.Managementâ€™s Report on Internal Control over Financial ReportingManagement, including the Companyâ€™s Chief Executive Officer and Chief Financial Officer, is responsible for establishing and maintaining adequate internal control over financial reporting for the Company. The Companyâ€™s internal control system was designed to provide reasonable assurance to the Companyâ€™s Management and Directors regarding the preparation and fair presentation of published financial statements. Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Also, projections of any evaluation of effectiveness to future periods are subject to the risk that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.Management conducted an evaluation of the effectiveness of internal control over financial reporting based on the Internal Control â€” Integrated Framework issued by the Committee of Sponsoring Organizations of the Treadway Commission (COSO 2013 framework). Based on this assessment, our management determined that our disclosure controls and procedures were effective as of September 30, 2024.In conducting managementâ€™s evaluation of the effectiveness of the Companyâ€™s internal controls over financial reporting, we have excluded Greiner Industries, Inc. because it was acquired during the year ended September 30, 2024. Greiner's operations accounted for 6% and 12% of our total and net assets, respectively, at September 30, 2024, and 1% of both our consolidated revenues and our net income for the year then ended.Ernst & Young LLP (PCAOB No. 42), an independent registered public accounting firm that has audited the Companyâ€™s financial statements as of and for the three-year period ended September 30, 2024, has issued a report on their audit of managementâ€™s internal control over financial reporting, which is included herein. Item 9B. Other InformationRule 10b5-1 Trading ArrangementsFrom time to time, members of the Company's Board of Directors and officers of the Company may enter into Rule 10b5-1 trading plans, which allow for the purchase or sale of common stock under pre-established terms at times when directors and officers might otherwise be prevented from trading under insider trading laws or because of self-imposed blackout periods. Such trading plans are intended to satisfy the affirmative defense conditions of Rule 10b5-1(c) under the Exchange Act and comply with the Company's Insider Trading Policy. During the three months ended September 30, 2024, none of the Companyâ€™s directors or officers adopted or terminated a â€œRule 10b5-1 trading arrangementâ€ or a â€œnon-Rule 10b5-1 trading arrangement,â€ as each term is defined in Item 408 of Regulation S-K.69PART IIIItem 10. Directors, Executive Officers and Corporate GovernanceThe information required to be included in ItemÂ 10 of PartÂ III of this Annual Report on FormÂ 10-K is incorporated by reference from the section entitled "Executive Officers of the Registrant" in Part I of this Annual Report on Form 10-K and the sections entitled â€œSecurity Ownership of Certain Beneficial Owners and Management,â€ â€œReport of the Audit Committeeâ€ and â€œElection of Directorsâ€ in the Companyâ€™s definitive Proxy Statement for its 2025 Annual Meeting of Stockholders (the â€œProxy Statementâ€) to be filed with the SEC no later than January 28, 2025.Item 11. Executive CompensationThe information required to be included in ItemÂ 11 of PartÂ III of this Annual Report on FormÂ 10-K is incorporated by reference from the section entitled â€œExecutive Compensationâ€ in the Proxy Statement.Item 12. Security Ownership of Certain Beneficial Owners and Management and Related Stockholders MattersCertain information required to be included in ItemÂ 12 of PartÂ III of this Annual Report on

FormÂ 10-K is incorporated by reference from the section entitled â€œSecurity Ownership of Certain Beneficial Owners and Managementâ€ in the Proxy Statement. Securities Authorized for Issuance Under Equity Plans The following table provides information as of September 30, 2024 with respect to shares of our common stock that may be issued upon the exercise of options, warrants and rights granted to employees, consultants or members of the Board of Directors under the Companyâ€™s existing equity compensation plans. For additional information about our equity compensation plans, see NoteÂ 12, â€œStockholdersâ€™ Equityâ€ in the notes to our Consolidated Financial Statements.Equity Compensation Plan Information Plan Category(a) Number of Securities to be Issued Upon Exercise of Outstanding Options, Warrants and Rights(b) Weighted-Average Exercise Price of Outstanding Options, Warrants and Rights(c) Number of Securities Remaining Available for Future Issuance Under Equity Compensation Plans (Excluding Securities Reflected in Column (a))Equity compensation plans approved by security holders300,301Â $â€”Â 581,169Â (1)Equity compensation plans not approved by security holders (2)â€”Â $â€”Â â€”Â (1) Represents shares available for issuance under the Company's 2006 Equity Incentive Plan, as amended and restated effective February 9, 2016 (the "Amended Plan"). This plan provides for the granting or awarding of stock options, stock, restricted stock and other forms of equity to employees (including officers), consultants and directors of the Company. This includes 300,301 shares that may be issued pursuant to outstanding performance based phantom stock units ("PPSUs") based on achievement of performance metrics, where applicable, and otherwise assuming the target award is met.(2) Represents shares issuable upon exercise of outstanding options granted under the Companyâ€™s 2006 Equity Incentive Plan (as amended and restated as of October 2007), which was in place prior to the Amended Plan. As of September 30, 2024, there were no outstanding options remaining to be exercised. Item 13. Certain Relationships and Related Transactions, and Director IndependenceThe information required to be included in ItemÂ 13 of PartÂ III of this Annual Report on FormÂ 10-K is incorporated by reference from the section entitled â€œCertain Relationships and Related Person Transactionsâ€ in the Proxy Statement. Item 14. Principal Accountant Fees and ServicesThe information required to be included in ItemÂ 14 of PartÂ III of this FormÂ 10-K is incorporated by reference from the section entitled â€œAudit Feesâ€ in the Proxy Statement.70PART IVItem 15. Exhibits, Financial Statement Schedules(a)Â Â Â Â Financial Statements and Supplementary Data, Financial Statement Schedules and Exhibits1.Financial Statements: See Index to Financial Statements under Item 8. â€œFinancial Statements and Supplementary Dataâ€ of this Form 10-K.2.Financial Schedules: Schedules are omitted because they are not required, not significant, not applicable or the information is shown in the Consolidated Financial Statements.(b)Â Â Â Â ExhibitsExhibit No.Description3.1 â€”Second Amended and Restated Certificate of Incorporation of IES Holdings, Inc., as amended by the Certificate of Amendment thereto, effective May 24, 2016 (composite). (Incorporated by reference to Exhibit 3.1 to the Companyâ€™s Quarterly Report on Form 10-Q filed August 8, 2016)3.2 â€”Certificate of Designations of Series A Junior Participating Preferred Stock (Incorporated by reference to Exhibit 3.1 to the Companyâ€™s Current Report on Form 8-K filed January 28, 2013)3.3 â€”Certificate of Elimination of Series A Junior Participating Preferred Stock of IES Holdings, Inc., as filed with the Secretary of State of the State of Delaware on May 24, 2021 (Incorporated by reference to Exhibit 3.1 to the Company's Current Report on Form 8-K filed on May 24, 2021)3.4 â€”Amended and Restated Bylaws of IES Holdings, Inc., effective April 28, 2021 (Incorporated by reference to Exhibit 3.3 to the Company's Current Report on Form 8-K filed on April 30, 2021)4.1 â€”Specimen common stock certificate. (Incorporated by reference to Exhibit 4.1 to the Company's Annual Report on Form 10-K filed December 9, 2016)4.2 â€”Registration Rights Agreement, dated May 12, 2006, by and among Integrated Electrical Services, Inc. (n/k/a IES Holdings, Inc.), Tontine Capital Partners, L.P. and certain of its affiliates and Southpoint Master Fund, L.P. (Incorporated by reference to Exhibit 10.5 to the Companyâ€™s Current Report on Form 8-K filed May 17, 2006)4.3 â€”First Amendment to Registration Rights Agreement, dated September 11, 2007, by and among Integrated Electrical Services, Inc. (n/k/a IES Holdings, Inc.), Tontine Capital Partners, L.P. and certain of its affiliates (Incorporated by reference to Exhibit 10.24 to the Companyâ€™s Annual Report on Form 10-K filed December 14, 2012)4.4 â€”Description of Registrant's Securities (Incorporated by reference to Exhibit 4.4 to the Company's Current Report on Form 10-K filed on December 7, 2023).10.1 â€”Agreement of Indemnity, dated May 7, 2010, by Integrated Electrical Services, Inc. (n/k/a IES Holdings, Inc.) and certain of its present and future subsidiaries and affiliates and Chartis Property Casualty Company, Chartis Insurance Company of Canada, American Home Assurance Company, Commerce and Industry Insurance Company, Granite State Insurance Company, Lexington Insurance Company, National Union Fire Insurance Company of Pittsburgh, Pa., New Hampshire Insurance Company and The Insurance Company of the State of Pennsylvania and any and all of their affiliates, subsidiaries, successors and assigns. (Incorporated by reference to Exhibit 10.1 to the Companyâ€™s Current Report on Form 8-K filed May 13, 2010)10.2 â€”Amendment No. 1 to Agreement of Indemnity, dated August 16, 2012, between Integrated Electrical Services, Inc. (n/k/a IES Holdings, Inc.) and certain of its present and future subsidiaries and affiliates and Chartis Property Casualty Company, Chartis Insurance Company of Canada, American Home Assurance Company, Commerce and Industry Insurance Company, Granite State Insurance Company, Lexington Insurance Company, National Union Fire Insurance Company of Pittsburgh, Pa., New Hampshire Insurance Company and The Insurance Company of the State of Pennsylvania, and any and all of their affiliates, subsidiaries, successors and assigns (Incorporated by reference to Exhibit 10.1 to the Companyâ€™s Current Report on Form 8-K filed August 17, 2012)10.3 â€”Agreement of Indemnity, September 9, 2016, by IES Holdings, Inc. and certain of its present and future subsidiaries and affiliates and Everest Reinsurance Company and Everest National Insurance Company, and their affiliated, associated and subsidiary companies, successors and assigns. (Incorporated by reference to Exhibit 10.1 to the Companyâ€™s Current Report on Form 8-K filed September 13, 2016)10.4 â€”General Agreement of Indemnity, July 14, 2017, by IES Holdings, Inc. and certain of its present and future subsidiaries and affiliates and Travelers Casualty and Surety Company of America, St. Paul Fire and Marine Insurance Company, and their affiliated, associated and subsidiary companies, successors and assigns. (Incorporated by reference to Exhibit 10.1 to the Companyâ€™s Current Report on Form 8-K filed July 14, 2017)10.5 â€”Agreement of Indemnity, dated August 17, 2020, by IES Holdings, Inc. and certain of its current and future subsidiaries and affiliates and United States Fire Insurance Company and its affiliated, associated and subsidiary companies, successors and assigns (Incorporated by reference to Exhibit 10.1 to the Companyâ€™s Current Report on Form 8-K filed August 20, 2020)7110.6 â€”Third Amended and Restated Credit and Security Agreement, dated April 28, 2022 by and among IES Holdings, Inc., each of the other Borrowers and Guarantors named therein and Wells Fargo Bank, National Association, as Administrative Agent. (Incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q filed on April 29, 2022).10.7â€”Amendment No. 1 to Third Amended Restated Credit and Security Agreement, dated April 28, 2022 by and among IES Holdings, Inc., each of the other Borrowers and Guarantors named therein, Wells Fargo Bank, National Association, as Administrative Agent, and Fifth Third Bank, National Association (Incorporated by reference to Exhibit 10.7 to the Company's Annual Report on Form 10-K filed December 6, 2022)10.8 â€”Sublease Agreement between Tontine Associates, L.L.C. and IES Shared Services, Inc., dated March 29, 2012 (Incorporated by reference to Exhibit 10.1 to the Companyâ€™s Quarterly Report on Form 10-Q filed May 15, 2012)10.9 â€”First Amendment between Tontine Associates, L.L.C., IES Shared Services, Inc. andÂ IES Management ROO, LP, dated as of March 31, 2016, to Sublease Agreement between Tontine Associates, L.L.C., and IES Shared Services, Inc., dated March 29, 2012. (Incorporated by reference to Exhibit 10.5 to the Companyâ€™s Quarterly Report on Form 10-Q filed May 9, 2016)(1)10.10 â€”Fifth Amendment, dated as of August 1, 2024, to Sublease Agreement, dated as of March 29, 2012 and amended as of March 31, 2016, May 1, 2019, November 5, 2019 and December 15, 2022, between Tontine Associates, L.L.C. and IES Management ROO, LP.10.11 â€” Board Observer Letter Agreement between Tontine Associates, L.L.C. and IES Holdings, Inc., dated December 6, 2018 (Incorporated by reference to Exhibit 10.17 to the Company's Annual Report on Form 10-K filed December 7, 2018)*10.12 â€”Term Life Insurance Plan (Incorporated by reference to Exhibit 10.3 to the Companyâ€™s Current Report on Form 8-K filed October 17, 2007)*10.13 â€”Integrated Electrical Services, Inc. (n/k/a IES Holdings, Inc.) 2006 Equity Incentive Plan, as amended and restated through 2007 (Incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed October 17, 2007)*10.14 â€”Form of Performance-Based Phantom Stock Unit Award Agreement under the Companyâ€™s 2006 Equity Incentive Plan, as amended and restated through 2007 (Incorporated by reference to Exhibit 10.1 to the Company's Quarterly Report on Form 10-Q filed February 8, 2016)*10.15 â€”Integrated Electrical Services, Inc. (n/k/a IES Holdings, Inc.) Amended and Restated 2006 Equity Incentive Plan (as of February 9, 2016) (Incorporated by reference to Exhibit A to the Companyâ€™s Definitive Proxy Statement filed December 28, 2015)*10.16 â€”Form of Phantom Stock Unit Award under the Companyâ€™s Amended and Restated 2006 Equity Incentive Plan (as of February 9, 2016) (Incorporated by reference to Exhibit 10.4 to the Companyâ€™s Quarterly Report on Form 10-Q filed May 9, 2016)*10.17 â€”Form of Stock Option Award Agreement under the Companyâ€™s Amended and Restated 2006 Equity Incentive Plan (as of February 9, 2016) (Incorporated by reference to Exhibit 10.3 to the Companyâ€™s Quarterly Report on Form 10-Q filed May 9, 2016)*10.18 â€”Form of Restricted Stock Award Agreement under the Companyâ€™s Amended and Restated 2006 Equity Incentive Plan (as of February 9, 2016) (Incorporated by reference to Exhibit 10.2 to the Companyâ€™s Quarterly Report on Form 10-Q filed May 9, 2016)*10.19 â€”Amended and Restated 2009 Deferred Compensation Plan (Incorporated by reference to Exhibit 10.33 to the Companyâ€™s Annual Report on Form 10-K filed December 15, 2008)*10.20 â€”Integrated Electrical Services, Inc. (n/k/a IES Holdings, Inc.) Long Term Incentive Plan, as amended and restated. (Incorporated by reference to Exhibit 10.2 to the Companyâ€™s Current Report on Form 8-K filed September 23, 2009)*10.21 â€”IES Holdings, Inc. Second Amended and Restated Executive Officer Severance Benefit Plan, effective April 29, 2021 (Incorporated by reference to Exhibit 10.3 to the Company's Quarterly Report on Form 10-Q filed April 30, 2021)*10.22 â€”Form of Phantom Stock Unit Award under the Companyâ€™s Amended and Restated 2006 Equity Incentive Plan (as of February 9, 2016), dated February 6, 2019 (Incorporated by reference to Exhibit 10.2 to the Companyâ€™s Quarterly Report on Form 10-Q filed May 6, 2019)*10.23 â€”IES Holdings, Inc. Short-Term Incentive Plan (Incorporated by reference to Exhibit 10.1 to the Companyâ€™s Current Report on Form 8-K filed March, 5, 2019)*10.24 â€”IES Holdings, Inc. Long-Term Incentive Plan Annual Grant Program (Incorporated by reference to Exhibit 10.2 to the Companyâ€™s Current Report on Form 8-K filed March, 5, 2019)*10.25 â€”Form of IES Holdings, Inc. Amended and Restated 2006 Equity Incentive Plan Restricted Stock Award Agreement (Incorporated by reference to Exhibit 10.2 to the Companyâ€™s Quarterly Report on Form 10-Q filed February 4, 2020)*10.26 â€”Form of IES Holdings, Inc. Amended and Restated 2006 Equity Incentive Plan Phantom Stock Unit Award Agreement (Incorporated by reference to Exhibit 10.3 to the Companyâ€™s Quarterly Report on Form 10-Q filed February 4, 2020)72*10.27 â€”Form of Cumulative Income Restricted Stock Award Agreement under the Companyâ€™s 2006 Equity Incentive Plan (as of February 9, 2016), dated March 4, 2019 (Incorporated by reference to Exhibit 10.5 to the Companyâ€™s Quarterly Report on Form 10-Q filed May 6, 2019)*10.28 â€”Long-Term Incentive Plan Annual Grant Program (Incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed December 6, 2019)*10.29 â€”Compensation Letter between IES Holdings, Inc. and Mr. Jeffrey L. Gendell as Chief Executive Officer (Incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed October 5, 2020)*10.30 â€”Phantom Stock Unit Award Agreement dated as of December 3, 2021, by and between the Company and Matthew Simmes (Incorporated by reference to Exhibit 10.2 to the Companyâ€™s Current Report on Form 8-K filed on December 3, 2021).*10.31 â€”Phantom Stock Unit Award Agreement dated as of December 1, 2021, by and between the Company and Jeffrey Gendell (Incorporated by reference to Exhibit 10.3 to the Companyâ€™s Current Report on Form 8-K filed on December 3, 2021).*10.32 â€”Form of Time-Based Phantom Stock Unit under the Company's Amended and Restated 2006 Equity Incentive Plan, as amended and restated effective February 9, 2016 (Incorporated by reference to Exhibit 10.1 to the Company's Current Report on Form 8-K filed on December 7, 2023).(1)19.1 â€”Insider Trading Policy(1)21.1 â€”Subsidiaries of the Registrant (1)23.1 â€”Consent of Ernst & Young LLP (1)31.1 â€”Rule 13a-14(a)/15d-14(a) Certification of Jeffrey L. Gendell, Chief Executive Officer (1)31.2 â€”Rule 13a-14(a)/15d-14(a) Certification of Tracy A. McLauchlin, Chief Financial Officer (2)32.1 â€”Section 1350 Certification of Jeffrey L. Gendell, Chief Executive Officer (2)32.2 â€”Section 1350 Certification of Tracy A. McLauchlin, Chief Financial Officer (1)97.1 â€”IES Holdings, Inc. Incentive Award Recoupment Policy(1)101.INSInline XBRL Instance Document - the instance document does not appear in the Interactive Data File because its XBRL tags are embedded within the Inline XBRL document (1)101.SCHInline XBRL Schema Document (1)101.LABInline XBRL Label Linkbase Document (1)101.PREInline XBRL Presentation Linkbase Document (1)101.DEFInline XBRL Definition Linkbase Document (1)101.CALInline XBRL Calculation Linkbase Document 104 â€”Cover Page Interactive Data File - the cover page interactive data file does not appear in the Interactive Data File because its XBRL tags are embedded within the Inline XBRL document*Management contracts or compensatory plans or arrangement.(1)Filed herewith.(2)Furnished herewith.73SIGNATURESPursuant to the requirements of SectionÂ 13 or 15(d) of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized, on NovemberÂ 22, 2024.IES HOLDINGS, INC.By:/s/ Jeffrey L. GendellJeffrey L. Gendell Chief Executive Officer and Chairman of the BoardPOWER OF ATTORNEYKNOW ALL MEN BY THESE PRESENTS, that each of the undersigned officers and directors of IES HOLDINGS, INC. hereby constitutes and appoints Jeffrey L. Gendell and Tracy A. McLauchlin, and each of them individually, as his true and lawful attorneys-in-fact and agents, with full power of substitution, for him and on his behalf and in his name, place and stead, in any and all capacities, to sign, execute and file any or all amendments to this report, with any and all exhibits thereto, and all other documents required to be filed therewith, with the Securities and Exchange Commission or any regulatory authority, granting unto each such attorney-in-fact and agent, full power and authority to do and perform each and every act and thing requisite and necessary to be done in and about the premises in order to effectuate the same, as fully to all intents and purposes as he himself might or could do, if personally present, hereby ratifying and confirming all that said attorneys-in-fact and agents, or either of them, or their or his substitutes or substitute, may lawfully do or cause to be done by virtue hereof.SIGNATURESPursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed below by the following persons on behalf of the Registrant and in the capacities and on the dates indicated.Â SignatureTitleDate/s/ Jeffrey L. GendellChief Executive Officer and Chairman of the BoardNovember 22, 2024Jeffrey L. Gendell(Principal Executive Officer)/s/ Tracy A. McLauchlinSenior Vice President, Chief Financial OfficerÂ and TreasurerNovember 22, 2024Tracy A. McLauchlin(Principal Financial Officer) (Principal Accounting Officer)/s/ Todd M. ClevelandDirectorNovember 22, 2024Todd M. Cleveland/s/ David B. GendellDirectorNovember 22, 2024David B. Gendell/s/ Joe D. KoshkinDirectorNovember 22, 2024Joe D. Koshkin/s/ Jennifer A. BaldockDirectorNovember 22, 2024Jennifer A. Baldock/s/ John L. FoutsDirectorNovember 22, 2024John L. Fouts 74 EX-10.10 2 ex1010iessublease-fifthame.htm EX-10.10 DocumentFIFTH AMENDMENT TO SUBLEASE AGREEMENTThis Fifth Amendment to Sublease Agreement is entered into as of August 1, 2024 (the â€œSublease Amendmentâ€), by and betweenÂ TONTINE ASSOCIATES, LLC, having an office at One Sound Shore Drive, Suite 304, Greenwich, Connecticut 06830 (the â€œSublessorâ€), andÂ IES MANAGEMENT ROO, LP, sharing office space with Sublessor (the â€œSublesseeâ€ and, together with the Sublessor, the â€œPartiesâ€).RECITALSWHEREAS, the Sublessor andÂ IES SHARED SERVICES, INC.Â (the â€œOriginal Sublesseeâ€), are parties to a Sublease dated MarchÂ 29, 2012 (â€œOriginal Subleaseâ€), for a portion of the premises (the â€œSubleased Premisesâ€) located at One Sound Shore Drive, Suite 304, Greenwich, Connecticut 06830 (the â€œLease Premisesâ€), which is leased by Sublessor from Sound Shore Partners LLC pursuant to a Lease Agreement (the â€œLease Agreementâ€);WHEREAS, the Original Sublease expired on MarchÂ 31, 2016 and (i) was amended by that certain First Amendment to the Original Sublease dated AprilÂ 1, 2016 between the Sublessor, Original Sublessee and Sublessee (the â€œFirst Amendmentâ€), pursuant to which the Original Sublease was novated with respect to the Original Sublessee, and the Sublessee was substituted in place of the Original Sublessee under the Sublease, and the lease term was extended to JuneÂ 30, 2019, and (ii) was further amended by that certain Second Amendment to the Original Sublease dated May 1, 2019 (the â€œSecond Amendmentâ€), pursuant to which the lease term was further extended to December 31, 2019, and (iii) was further amended by that certain Third Amendment to the Original Sublease dated November 5, 2019 (the â€œThird Amendmentâ€) pursuant to which the lease term was further extended to February 28, 2023 and (iv) was further amended by that certain Fourth Amendment to the Original Sublease dated December 16, 2022 (the â€œFourth Amendmentâ€ and, together with the Third Amendment, the Second Amendment, the First Amendment and the Original Sublease, the â€œSubleaseâ€), pursuant to which the lease term was further extended to August 31, 2024;WHEREAS, Sublessor has renewed its Lease Agreement for the Lease Premises effective March 11, 2024 for a term expiring on December 31, 2026, andWHEREAS, the Parties desire to amend the Sublease, effective as of September 1, 2024 (the â€œEffective Dateâ€), as set forth below to extend the term of the Sublease for a period of thirteen (13) months and to reflect the new lease rates therein of the Subleased Premises.NOW THEREFORE, in consideration for the mutual and reciprocal promises contained herein and for other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the Parties hereby agree to amend the Sublease as follows:All capitalized terms not otherwise defined herein shall have the meanings ascribed thereto in the Sublease.11.Term. The Term of the Sublease shall be extended for thirteen (13) months so that the Sublease Expiration Date shall be September 30, 2025. 2.Base Rent. As of the Effective Date, the first paragraph of Section 2.1 of the Sublease is hereby deleted and the following is inserted in its place:(a) Base Rent. As of the Effective Date and continuing thereafter on the first day of each and every calendar month during the term of this Sublease, Sublessee shall pay to Sublessor, as base rent for the Subleased Premises, monthly rent (exclusive of any Additional Rent pursuant to and in accordance with Article 2.2 of the Original Sublease) (the â€œBase Rentâ€) for each calendar month or portion thereof during the Term of this Sublease as follows:PeriodAnnual Base Rent*Monthly Installment*from September 1, 2024 through and including the Sublease Expiration Date.$103,504.50$8,625.37* See Exhibit B for a reconciliation of these amounts to amounts payable by Sublessor under renewed Lease

Agreement.(b) Additional Rent. Sublessee shall continue to pay the Additional Rent due and owing under the Sublease pursuant to and in accordance with Article 2.2 of the Original Sublease. 3.Sublessor Representations and Warranties. (a)Â Â Â Â Sublessor hereby represents and warrants to Sublessee the following:(i)attached hereto, marked Exhibit A is a true, complete, and correct copy of the Prime Lease;(ii)the Prime Lease is in full force and effect and has not been amended or modified except as expressly set forth in Exhibit A; 4.This Sublease Amendment may be executed in one or more counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same instrument.5.All other terms and conditions of the Sublease shall remain the same and in full force and effect.SIGNATURE PAGE FOLLOWSIN WITNESS WHEREOF, Sublessor and Sublessee have duly executed this Sublease Amendment as of the day and year first above written.SUBLESSOR:TONTINE ASSOCIATES, L.L.C., a Delaware limited liability companyBy:Â Â Â Â /s/Â Â JEFFREY L. GENDELL Name: Jeffrey L. Gendell Title: Managing MemberSUBLESSEE:IES MANAGEMENT ROO, L.P., a Texas limited partnershipBy: IES OPERATIONS GROUP, INC., its General PartnerBy:Â Â Â Â Â /s/ TRACY A. MCLAUCHLIN Name: Tracy McLauchlinTitle: President & TreasurerExhibit ATontine 2024 Prime Lease Renewal4Exhibit B (to IES Fifth Amendment to Sublease Agreement)Reconciliation of Amounts Payable by Sublessor Under Lease Renewal and Amounts Payable by Sublessee Under Fifth Amendment to Sublease Agreement9/1/24-9/30/25Aggregate Square Footage3,690Sublessee Share of Square Footage60%Sublessee Square Footage2,214Annual Fixed Rent Payable by Sublessor before Rent Inclusion FactorÂ Â $ 162,360.00 Annual Rent Inclusion FactorÂ Â Â Â Â Â Â Â Â 10,147.50 Annual Fixed Rent Payable by Sublessor including Rent Inclusion FactorÂ Â $ 172,507.50 Annual Fixed Rent per Square Foot Payable by Sublessor including Rent Inclusion Factor$46.75Sublesseeâ€™s % Share of Annual Fixed Rent Payable by Sublessor including Rent Inclusion FactorÂ 60%Sublesseeâ€™s Annual Base Rent Payable under Sublease Â Â $ 103,504.50 Sublesseeâ€™s Annual Base Rent per Square Foot Payable under Sublease$46.75Monthly Fixed Rent Payable by Sublessor before Rent Inclusion FactorÂ Â $ 13,530.00 Monthly Rent Inclusion FactorÂ Â Â Â Â Â Â Â Â Â Â Â Â 845.62 Monthly Fixed Rent Payable by Sublessor including Rent Inclusion FactorÂ Â $ 14,375.62 Monthly Fixed Rent per Square Foot Payable by Sublessor including Rent Inclusion Factor$3.90Sublesseeâ€™s % Share of Monthly Fixed Rent Payable by Sublessor including Rent Inclusion Factor60%Sublesseeâ€™s Monthly Base Rent Payable under SubleaseÂ Â $ 8,625.37Sublesseeâ€™s Monthly Base Rent per Square Foot Payable under Sublease$3.90_____Note: â€œRent Inclusion Factorâ€ is that part of the Fixed Rent payable by Sublessor under Lease Agreement allocable to the provision of electrical energy. In the original Lease Agreement and first three amendments thereto, the Fixed Rent was stated on a basis including the Rent Inclusion Factor. In the fourth and subsequent amendments to the Lease Agreement, the Fixed Rent is stated on a basis before the Rent Inclusion Factor, with the Rent Inclusion Factor identified separately. In the Original Sublease, the First Amendment, the Second Amendment and the Third Amendment, Sublesseeâ€™s Base Rent is based on a certain percentage of Sublessorâ€™s Fixed Rent including the Rent Inclusion Factor. In the Fourth Amendment and this Fifth Amendment to Sublease Agreement, Sublesseeâ€™s share of the Fixed Rent is stated as a percentage of the Fixed Rent including the Rent Inclusion Factor, consistent with the Original Sublease and prior amendments. EX-19.1 3 ex191insidertradingpolicy.htm EX-19.1 DocumentIES HOLDINGS, INC. INSIDER TRADING POLICYDirectors, officers and employees of IES Holdings, Inc. (the "Company") who possess material information about the Company that has not been disclosed publicly (â€œmaterial non-public informationâ€) are subject to legal obligations with respect to their personal use or disclosure of such information. Violations of these obligations can result in criminal prosecution and civil proceedings against both the individual and the Company. The purpose of this Insider Trading Policy is to summarize the laws and regulations applicable to the use and disclosure of material non-public information and to set forth the Companyâ€™s policies with respect to trading in the Companyâ€™s securities, including the Companyâ€™s common stock (the â€œCompanyâ€™s securitiesâ€).This Insider Trading Policy applies to (i) all directors, officers and employees of the Company (including the Companyâ€™s direct and indirect subsidiaries), (ii) the Companyâ€™s contractors and consultants who may, as a result of their position with the Company, have access to material non-public information, and (iii) all immediate family members of, persons sharing a household with and entities that are controlled by each of the foregoing.INSIDER TRADING AND TIPPINGThe personal use or disclosure of material non-public information is prohibited by the securities laws and is a violation of this Insider Trading Policy and the Company's Conflict of Interest Policy. A basic tenet of the securities laws is that persons with material non-public information regarding a company should not take advantage of such information by trading in the companyâ€™s securities, unless and until such information is made available to other members of the investing public. Disclosing such information to others, including relatives or friends, a practice known as "tipping," is also prohibited by the securities laws. Until material non-public information is made public, it must be used only for Company business purposes and not for anyone's personal benefit. PROHIBITED TRANSACTIONSAny director, officer, employee, contractor or consultant who possesses material non-public information is prohibited from trading in the Companyâ€™s securities and from tipping such information to others.In addition, any director, officer, employee, contractor or consultant who, as a result of his or her position with the Company, has access to material non-public information regarding another company, such as a customer or supplier, is prohibited from trading in the securities of such other company and from disclosing such information to others. Particular care should be exercised with respect to third-party information that is learned or developed in the course of a potential acquisition by the Company.Speculative trading, such as in-and-out trading, is discouraged as a matter of policy. Accordingly, the Companyâ€™s directors, officers, and employees are prohibited from engaging in short sales (the sale of securities not owned) and sales against the box (the sale of securities owned but not delivered against the sale) of any of the Companyâ€™s securities. Similarly, the Companyâ€™s directors, officers, and employees are prohibited from purchasing or selling puts or calls or otherwise trading in or writing options on any of the Company's securities.1TRADING WINDOWSTo promote compliance with the trading prohibitions described above, it is the Company's policy that (i) all directors and officers of the Company, (ii) any Company employees who hold a controller's position, (iii) any Company employees who work in the Companyâ€™s headquarters in Houston or Greenwich and (iv) certain other designated employees who shall be notified from time to time by the Companyâ€™s General Counsel that they are restricted (collectively, the â€œRestricted Groupâ€) may only trade in the Company's securities (including gifts) during designated "open trading windows." Open trading windows begin after the second full trading day following the release of the Companyâ€™s annual or quarterly financial results and end two weeks prior to the end of the quarter (each, an â€œopen windowâ€). Trading windows close two weeks prior to the end of each quarter and remain closed through the end of the second full trading day following the release of the Companyâ€™s annual or quarterly financial results (each, a â€œclosed windowâ€ or â€œquarterly blackout periodâ€).In addition, from time to time, an event may occur during an open window that is material to the Company that is known by only by the Companyâ€™s directors and officers and a limited number of employees. So long as the event remains material and non-public, those persons designated by the Companyâ€™s General Counsel as having access to information regarding the event may not trade in the Companyâ€™s securities (a â€œspecial blackout periodâ€). The existence of a special blackout period will not be announced; instead, the existence of a special blackout period will be made known only to those directors, officers and employees who are aware of the event giving rise to, and are subject to, the special blackout. If you are notified of a special blackout period, then you may not disclose the existence of the special blackout period, or the event giving rise to the special blackout period, to any other person.TRADING REQUESTSIn addition to only being permitted to trade in the Companyâ€™s securities during open windows, members of the Restricted Group (â€œInsidersâ€) are required to request advance written approval from the Companyâ€™s General Counsel prior to trading in the Companyâ€™s securities (a â€œtrading requestâ€). Each trading request should be submitted to the Companyâ€™s General Counsel at least two business days prior to the date of the proposed transaction.No trading request shall be approved at any time management believes the Insider requesting the trade may be deemed to be in possession of material non-public information. If the Insider requesting the trade becomes aware of material non-public information regarding the Company before the trade is executed, then the preclearance shall be void and the trade must not be completed.RULE 10b5-1 PLANSNotwithstanding the foregoing prohibitions and restrictions, an Insider may be permitted to trade in the Companyâ€™s securities while in possession of material non-public information or during a closed window, if such trades are made pursuant to a written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c) promulgated under the Securities Exchange Act of 1934, as amended (a â€œRule 10b5-1 Planâ€). To be effective, a Rule 10b5-1 Plan must meet the following requirements:2â€¢The plan must be in entered into during an open window, while the Insider is not in possession of any material non-public information.â€¢The plan must either (i) specify (or include a written formula, algorithm or computer program for determining) the amount of Company securities to be purchased or sold, the price at which Company securities are to be traded, and the dates on which trades are to be made or (2) delegate discretion on these matters to an independent third party.â€¢The plan must include a required â€œcooling-off periodâ€ before which trading can commence under the plan.â€¢For directors and officers, the minimum cooling-off period shall end on the later of (i) 90 days after the adoption (or modification) of the Rule 10b5-1 Plan or (ii) two business days following the disclosure of the Companyâ€™s financial results in an SEC periodic report for the fiscal quarter in which the plan was adopted, provided that the maximum required cooling-off period is 120 days after adoption of the plan.â€¢For Insiders other than directors or officers, the minimum cooling-off period shall end 30 days after the adoption (or modification) of the Rule 10b5-1 Plan.â€¢For directors and officers, the plan must include a representation that the Insider (i) is not aware of any material nonpublic information and (ii) is adopting the plan in good faith and not as part of a plan or scheme to evade the prohibitions in Rule 10b-5 promulgated under the Securities Exchange Act of 1934, as amended (â€œRule 10b-5â€).â€¢Once the plan is adopted, the Insider must not (i) exercise any influence over the plan, including with respect to how, when, or whether to effect trades under the plan, (ii) alter or deviate from the plan (whether by changing the amount, price, or timing of trades), or (iii) enter into or alter a corresponding or hedging transaction or position with respect to the Companyâ€™s securities.An Insider may not enter into overlapping Rule 10b5-1 Plans and may only enter into one single-trade Rule 10b5-1 Plan during any 12-month period, in each case, subject to certain exceptions.In addition to the foregoing, it is the Companyâ€™s policy that (i) a Rule 10b5-1 Plan must meet all then-applicable requirements of the SECâ€™s rules and regulations, including the affirmative defense conditions of Rule 10b5-1(c) under the Exchange Act; (ii) a Rule 10b5-1 Plan must be entered into in good faith and not as part of a plan or scheme to evade the prohibitions of Rule 10b-5; and (iii) an Insider that adopts a Rule 10b5-1 Plan must at all times act in good faith with respect to the plan.PRE-APPROVAL REQUIREMENTSAny adoption, modification or termination of a Rule 10b5-1 Plan must be approved in advance by the Companyâ€™s General Counsel. A new Rule 10b5-1 Plan must be submitted to the Companyâ€™s General Counsel not less than 5 business days prior to the desired date of adoption, and an amendment to a previously approved Rule 10b5-1 Plan must be submitted not less than 5 business days prior to the desired date of amendment. Once a Rule 10b5-1 Plan is approved by the Companyâ€™s General Counsel, transactions effected under the plan will not require further clearance. 3WHAT IS MATERIAL INFORMATIONInformation is considered â€œmaterialâ€ if a reasonable investor would consider the information to be important in making a decision to buy, hold or sell the Companyâ€™s securities or, in hindsight, if there is a substantial likelihood that a reasonable investor would have viewed the information as having significantly altered the â€œtotal mixâ€ of information made available by the Company. Any information that could reasonably be expected to affect the Companyâ€™s stock price, whether it is positive or negative, should be considered material. There is no bright-line standard for determining materiality; instead, materiality is based on an assessment of all of the facts and circumstances with the benefit of hindsight. If you are uncertain whether information is material, then you should assume it is, unless the Companyâ€™s General Counsel advises you otherwise.EXAMPLES OF MATERIAL INFORMATIONWhile it is not possible to define all categories of material information, the following are some examples of information that generally would be regarded as material. This list is not meant to be exclusive, and other categories of information not included may also be material:Annual or quarterly financial results.Operating reports.Financial projections.Earnings estimates or changes in previously announced earnings estimates.Operating plans and projections.Mergers, acquisitions and dispositions.A significant new contract or customer.A significant expansion or curtailment of operations.Entering into a new line of business.Financing transactions.Securities offerings.Purchases or redemptions of the Companyâ€™s securities.Liquidity problems or bankruptcy proceedings.Significant changes in management.Stock splits and stock dividends.Significant cost savings initiatives.Significant related party transactions.Significant litigation exposure due to actual or threatened litigation.Developments in outstanding significant litigation.Regulatory violations and regulatory or governmental inquiries or investigations.Any other factors that could cause the Companyâ€™s financial results to be substantially different from analystsâ€™ estimates.WHAT IS NON-PUBLIC INFORMATIONInformation that has not been disclosed to the public is consider to be â€œnon-public information.â€ For information to be disclosed to the public, the information must be â€œbroadly disseminatedâ€ in a manner sufficient to ensure its availability to the investing public generally, without favoring any special person or group. Information generally will be considered to have been broadly disseminated if it has been disclosed through a method that is reasonably designed to effect a broad and non-exclusionary distribution to the public.The Company can broadly disseminate material information by disclosing the information in a Form 8-K or other disclosure document that is filed with the SEC and available on the SECâ€™s website and/or by issuing a press release, posting the information on the Companyâ€™s website, announcing the information at a press conference or on a conference call of which the public had advance notice and to which the public was given access either in person, by telephonic transmission or by other electronic transmission (including use of the Internet).4TRADING AFTER DISCLOSURE OF MATERIAL NON-PUBLIC INFORMATIONOnce material information is broadly disseminated, it is still necessary to allow the investing public sufficient time to absorb the information before the information is considered â€œpublic.â€ For purposes of insider trading law, you must wait a â€œreasonableâ€ time after the disclosure of material non-public information to begin trading. What constitutes a reasonable time will depend on the facts and circumstances. As a general rule, once material non-public information is released, it takes two full trading days for the market to fully absorb the information. For example, if the Company issues a press release disclosing material non-public information after the market closes on Monday, then you should not trade in the Companyâ€™s securities until the market opens on Thursday. Alternatively, if the Company issues a press release before the market opens on Monday, then you may begin trading in the Companyâ€™s securities when the market opens on Wednesday. Depending on the circumstances, the Company may determine that a longer or shorter period should apply. If you are unsure if a reasonable time has elapsed after the disclosure of material non-public information, then contact the Companyâ€™s General Counsel.CONSEQUENCES OF VIOLATIONSThe purchase or sale of securities while aware of material non-public information, or the disclosure of material non-public information to others who then trade in the subject companyâ€™s securities, is prohibited by federal and applicable state securities laws. Insider trading violations are pursued vigorously by the SEC, U.S. Attorneys and applicable state enforcement authorities, among others. Punishment for insider trading violations is severe, and could include significant fines and imprisonment. While the regulatory authorities concentrate their efforts on the individuals who trade, or who tip inside information to others who trade, the federal securities laws also impose potential liability on companies and other â€œcontrolling personsâ€ if they fail to take reasonable steps to prevent insider trading by Company employees. In addition, an individualâ€™s failure to comply with this Insider Trading Policy may subject the individual to Company disciplinary action up to and including dismissal for cause, whether or not the employeeâ€™s failure to comply results in a violation of law. A violation of law, or even an SEC investigation that does not result in prosecution, can tarnish a personâ€™s reputation and irreparably damage a career. Accordingly, the Company strongly urges all persons covered by this Insider Trading Policy to strictly comply with its terms.REPORTING VIOLATIONSAny director, officer or employee who violates this Insider Trading Policy or any federal or state securities laws, including laws that prohibit insider trading or tipping, or who knows of any such violation by any other person, must report the violation immediately to the Companyâ€™s General Counsel. Upon learning of any such violation, the Companyâ€™s General Counsel, in consultation with the appropriate members of senior management and the Companyâ€™s outside legal counsel, will determine whether a violation has occurred, and if a violation is determined to have occurred, what response is appropriate.WHAT TO DO IN CASE OF DOUBTIf you are uncertain whether information is material or whether it has been publicly disclosed, then you should assume such information is material non-public information and you should not trade in the Companyâ€™s securities or disclose the information outside of the Company, until you receive clearance from the Companyâ€™s General Counsel. If you are ever in doubt, or if you are unsure if a violation has occurred, then contact the Companyâ€™s General Counsel immediately.Please direct all inquiries regarding any of the provisions or procedures set forth in this Insider Trading Policy to the Companyâ€™s General Counsel.5 EX-21.1 4 q42024ex211.htm EX-21.1 DocumentExhibit 21.1SUBSIDIARIES OF THE REGISTRANTAs of September 30, 2024 SubsidiaryJurisdiction of IncorporationAerial Lighting & Electric, Inc.ConnecticutAzimuth Communications, Inc.OregonBayonet Plumbing, Heating & Air Conditioning, LLCFloridaCalumet Armature and Electric, L.L.C.IllinoisEdmonson Electric, LLCFloridaFour Point Dynamics, LLCDelawareFreeman Enclosure Systems, LLCOhioGreiner Industries, Inc.PennsylvaniaHotchkiss Alarms, LLCConnecticutICS Holdings LLCArizonaIES Commercial, Inc.DelawareIES Communications, LLCDelawareIES Consolidation, LLCDelawareIES FL RE, LLCFloridaIES Infrastructure Solutions, LLCDelawareIES Investments, LLCDelawareIES Management LPTexasIES Management ROO, LPTexasIES OK RE, LLCOklahomaIES Operations Group, Inc.DelawareIES PA RE, LLCDelawareIES Residential, Inc.DelawareIES SC RE, LLCDelawareIES Shared Services, Inc.DelawareIES Subsidiary Holdings, Inc.DelawareIntegrated Electrical Finance, Inc.DelawareK.E.P. Electric, Inc.OhioKey Electrical Supply, Inc.TexasMagnetech Industrial Services, Inc.IndianaNEXT Electric, LLCWisconsinPlant Power and Control

Systems, L.L.C.AlabamaSouthern Industrial Sales and Services, Inc.GeorgiaTechnibus, Inc.DelawareThomas Popp & CompanyOhioWedlake Fabricating, Inc.Oklahoma EX-23.1 5 q42024ex231.htm EX-23.1 DocumentExhibit 23.1Consent of Independent Registered Public Accounting FirmWe consent to the incorporation by reference in the following Registration Statements:(1)Registration Statement on Form S-8 (No. 333-209483) pertaining to the Amended and Restated 2006 Equity Incentive Plan of IES Holdings, Inc.;(2)Registration Statement on Form S-8 (No. 333-134100) pertaining to the 2006 Equity Incentive Plan of IES Holdings, Inc.;(3)Registration Statement on Form S-3 (No. 333-186786) pertaining to the registration for resale of common stock of IES Holdings, Inc. by the selling stockholders named therein; and(4)Registration Statement on Form S-3 (No. 333-215071) pertaining to the registration for resale of common stock of IES Holdings, Inc. by the selling stockholders named therein;of our reports dated November 22, 2024, with respect to the consolidated financial statements of IES Holdings, Inc. and subsidiaries and the effectiveness of internal control over financial reporting of IES Holdings, Inc. and subsidiaries included in this Annual Report (Form 10-K) of IES Holdings, Inc. and subsidiaries for the year ended September 30, 2024./s/ Ernst & Young LLPHouston, TexasNovember 22, 2024 EX-31.1 6 q42024ex311.htm EX-31.1 DocumentExhibitÂ 31.1CERTIFICATIONI, Jeffrey L. Gendell, certify that:Â Â Â Â Â 1.Â I have reviewed this Annual Report on FormÂ 10-K of IES Holdings, Inc.;Â Â Â Â Â 2.Â Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;Â Â Â Â Â 3.Â Based on my knowledge, the financial statements and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the Registrant as of, and for, the periods presented in this report;Â Â Â Â Â 4.Â The Registrantâ€™s other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act RulesÂ 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act RulesÂ 13a-15(f) and 15d-15(f)) for the Registrant and have:Â Â Â Â Â (a)Â Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the Registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;Â Â Â Â Â (b)Â Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles; Â Â Â Â Â (c)Â Evaluated the effectiveness of the Registrantâ€™s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation;Â andÂ Â Â Â Â (d)Â Disclosed in this report any change in the Registrantâ€™s internal control over financial reporting that occurred during the Registrantâ€™s most recent fiscal quarter (the Registrantâ€™s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the Registrantâ€™s internal control over financial reporting;Â andÂ Â Â Â Â 5.Â The Registrantâ€™s other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the Registrantâ€™s auditors and the audit committee of the Registrantâ€™s board of directors (or persons performing the equivalent functions):Â Â Â Â Â (a)Â All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the Registrantâ€™s ability to record, process, summarize and report financial information;Â andÂ Â Â Â Â (b)Â Any fraud, whether or not material, that involves management or other employees who have a significant role in the Registrantâ€™s internal control over financial reporting.Date: NovemberÂ 22, 2024Â /s/Â Â JEFFREY L. GENDELLJeffrey L. GendellChief Executive Officer as Principal Executive OfficerÂ EX-31.2 7 q42024ex312.htm EX-31.2 DocumentExhibitÂ 31.2CERTIFICATIONI, Tracy A. McLauchlin, certify that:Â Â Â Â Â 1.Â I have reviewed this Annual Report on FormÂ 10-K of IES Holdings, Inc.;Â Â Â Â Â 2.Â Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;Â Â Â Â Â 3.Â Based on my knowledge, the financial statements and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the Registrant as of, and for, the periods presented in this report;Â Â Â Â Â 4.Â The Registrantâ€™s other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act RulesÂ 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act RulesÂ 13a-15(f) and 15d-15(f)) for the Registrant and have:Â Â Â Â Â (a)Â Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the Registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;Â Â Â Â Â (b)Â Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;Â Â Â Â Â (c)Â Evaluated the effectiveness of the Registrantâ€™s disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation;Â andÂ Â Â Â Â (d)Â Disclosed in this report any change in the Registrantâ€™s internal control over financial reporting that occurred during the Registrantâ€™s most recent fiscal quarter (the Registrantâ€™s fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the Registrantâ€™s internal control over financial reporting;Â andÂ Â Â Â Â 5.Â The Registrantâ€™s other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the Registrantâ€™s auditors and the audit committee of the Registrantâ€™s board of directors (or persons performing the equivalent functions):Â Â Â Â Â (a)Â All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the Registrantâ€™s ability to record, process, summarize and report financial information;Â andÂ Â Â Â Â (b)Â Any fraud, whether or not material, that involves management or other employees who have a significant role in the Registrantâ€™s internal control over financial reporting.Date: NovemberÂ 22, 2024/s/Â Â TRACY A. MCLAUCHLINTracy A. McLauchlinSenior Vice President, Chief Financial Officer and Treasureras Principal Financial OfficerÂ EX-32.1 8 q42024ex321.htm EX-32.1 DocumentExhibitÂ 32.1CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350, AS ADOPTED PURSUANT TOSECTION 906 OF THE SARBANES-OXLEY ACT OF 2002In connection with this Annual Report of IES Holdings, Inc. (the â€œCompanyâ€) on FormÂ 10-K for the period ending September 30, 2024 (the â€œReportâ€),Â I, Jeffrey L. Gendell, Chief Executive Officer of the Company, certify, pursuant to 18Â U.S.C. Â§Â 1350, as adopted pursuant to Â§Â 906 of the Sarbanes-Oxley Act of 2002, that:(1)The Report fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; and(2)The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.Date: November 22, 2024By:/s/ JEFFREY L. GENDELLJeffrey L. GendellÂ Chief Executive Officer as Principal Executive Officer EX-32.2 9 q42024ex322.htm EX-32.2 DocumentExhibitÂ 32.2CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350, AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002In connection with this Annual Report of IES Holdings, Inc. (the â€œCompanyâ€) on FormÂ 10-K for the period ending September 30, 2024 (the â€œReportâ€),Â I, Tracy A. McLauchlin, Senior Vice President, Chief Financial Officer and Treasurer of the Company, certify, pursuant to 18Â U.S.C. Â§Â 1350, as adopted pursuant to Â§Â 906 of the Sarbanes-Oxley Act of 2002, that:(1)The Report fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; and(2)The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.Date: November 22, 2024By:/s/ TRACY A. MCLAUCHLINTracy A. McLauchlinSenior Vice President, Chief Financial Officer and Treasureras Principal Financial Officer EX-97.1 10 ex971iesholdingsrecoupment.htm EX-97.1 DocumentIES HOLDINGS, INC.INCENTIVE AWARD RECOUPMENT POLICYThis INCENTIVE AWARD RECOUPMENT POLICY (this "Policy") is adopted as of October 2, 2023 (the "Effective Date"), by the Human Resources and Compensation Committee (theÂ "Committee") of the Board of Directors (the "Board") of IES Holdings, Inc., a Delaware corporation (ourÂ "Company"). WHEREAS, Section 304 of the Sarbanes Oxley Act of 2002 ("Section 304") requires the Chief Executive Officer and the Chief Financial Officer of our Company to reimburse our Company for certain Incentive Compensation either receives (including profits they realize on the sale of our Companyâ€™s securities) during the 12-month period preceding a required restatement of our Companyâ€™s audited financial statements that resulted from their respective Misconduct;WHEREAS, the applicable recoupment provisions of the Dodd-Frank Wall Street Reform and Consumer Protection Act ("Dodd-Frank") are broader than Section 304 and will become effective with respect to certain Incentive Compensation that is Received by a Covered Individual on or after October 2, 2023; and WHEREAS, the Committee believes it would be in the best interests of our Company's shareholders to have this Policy adopted by the Committee.NOW THEREFORE, the applicable provisions of this Policy are as follows:1.Â Â Â Â Definitions. Except as otherwise provided above, terminology used in this Policy shall have the following meanings:(a)Â Â Â Â Â "Accounting Restatement" means a requirement that the Company prepare an accounting restatement due to the material noncompliance of the Company with any financial reporting requirement under the U.S. federal securities laws, including any required accounting restatement to correct an error in previously issued financial statements that is material to the previously issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period. Changes to the Companyâ€™s financial statements that do not represent error corrections are not an Accounting Restatement, including: (i) retrospective application of a change in accounting principle; (ii) retrospective revision to reportable segment information due to a change in the structure of the Companyâ€™s internal organization; (iii) retrospective reclassification due to a discontinued operation; (iv) retrospective application of a change in reporting entity, such as from a reorganization of entities under common control; and (v) retrospective revision for stock splits, reverse stock splits, stock dividends or other changes in capital structure.(b)Â Â Â Â Â "Covered Individual" shall mean differently depending upon whether the reference to Covered Individual relates to the Dodd-Frank clawback or the Section 304 clawback. For purposes of the Dodd-Frank clawback set forth in Section 2(a) of this Policy, the -1-term Covered Individual means, both former and current, the (i) named executive officers of our Company; (ii) each "executive officer" of our Company (as such term is defined under Section 16 of the Securities Exchange Act of 1934); and (iii) any officer of our Company or any of its subsidiaries that is designated by the Committee as being subject to this Policy. For purposes of the Section 304 clawback set forth in Section 3(b) of this Policy, the term Covered individual means the current Chief Executive Officer and/or current Chief Financial Officer of the Company.(c)Â Â Â Â Â "Erroneously Awarded Compensation" means the amount of Incentive Compensation that was Received that exceeds the amount of Incentive Compensation that otherwise would have been Received had the amount of Incentive Compensation been determined based on the restated Financial Reporting Measures, computed without regard to any taxes paid by the Covered Individual or by the Company on the Covered Individualâ€™s behalf. For Incentive Compensation based on total shareholder return or Company stock price, where the amount of Erroneously Awarded Compensation is not subject to mathematical recalculation directly from the information in an accounting restatement, the amount of Erroneously Awarded Compensation will be based on a reasonable estimate by the Committee of the effect of the Accounting Restatement on the stock price or total shareholder return upon which the Incentive-Based Compensation was Received. The Company will maintain documentation of the determination of that reasonable estimate and provide such documentation to NASDAQ as required.(d)Â Â Â Â Â "Financial Reporting Measures" means (i) measures that are determined and presented in accordance with the accounting principles used in preparing the Companyâ€™s financial statements, and any measures that are derived wholly or in part from such measures (whether or not such measures are presented within the Companyâ€™s financial statements or included in a filing made with the U.S. Securities and Exchange Commission), (ii) Company stock price and (iii) Company total shareholder return. (e)Â Â Â Â Â "Incentive Compensation" shall mean a Covered Individual's cash bonus awarded under our Company's annual incentive plan and any equity-based awards granted pursuant to our Company's long-term incentive plans that are earned, paid/granted or vested wholly (or in part) upon the attainment of any Financial Reporting Measure of our Company. (f)Â Â Â Â Â "Look-Back Period" shall have different meaning depending upon whether the reference to Look-Back Period relates to the Dodd-Frank clawback or the Section 304 clawback. For purposes of the Dodd-Frank clawback set forth in Section 2(a) of this Policy, the Look-Back Period shall mean the three completed fiscal years immediately preceding the earlier of: (i) the date the Board, a committee of the Board, or the officer or officers of the Company authorized to take such action if Board action is not required, concludes, or reasonably should have concluded, that the Company is required to prepare an Accounting Restatement; or (ii) the date a court, regulator, or other legally authorized body directs the Company to prepare an Accounting Restatement. And too, if there is a change in the Companyâ€™s fiscal year end, the Look-Back Period will also include any transition period to the extent required by Section 303A.14. In contrast, for purposes of the Section 304 clawback set forth in Section 2(b) of this -2-Policy, the Look-Back Period shall mean the 12-month period immediately preceding the date on which the Company files full or partial restated financial statements with the Securities Exchange Commission.(g)Â Â Â Â "Received" shall mean, with respect to Incentive Compensation of a Covered Individual, the fiscal year to which the Financial Reporting Measure is attained, irrespective of whether the Incentive Compensation is subject to additional time or non-financial performance vesting conditions.
2.Â Â Â Â Recoupment of Incentive Compensation â€“ Restatement of Financial Statements. (a)Dodd-Frank Clawback. Subject to the terms of this Policy and the requirements of Section 303A.14, if the Company is required to prepare an Accounting Restatement, then the Company shall recover, reasonably promptly from each Covered Individual as set forth in Section 5 below, any Erroneously Awarded Compensation that was Received by such Covered Individual during the Look-Back Period. Any amounts otherwise recoverable by the Company under this Section 2(a) shall be reduced on a dollar-for-dollar basis by any amounts recoverable by the Company under Section 2(b) of this Policy. Notwithstanding anything herein to the contrary, this Policy shall be deemed automatically and unilaterally amended to the minimum extent necessary to comply with the applicable listing standards to which the Company is listed.(b)Section 304 Clawback. In the event the Company is required to restate its financial statements as the result of Misconduct of a Covered Individual, then such Covered Individual that engaged in the Misconduct must reimburse the Company for any Erroneously Awarded Compensation that was Received by him or her during the Look-Back Period. For purposes of this Section 2(b), the term "Misconduct" shall mean fraud, intentional misconduct, gross negligence or a material violation of the Companyâ€™s code of ethics or insider trading policy or any other policies or regulations of the Company governing the conduct of its employees, as determined in the reasonable discretion of the Committee. 3.Â Â Â Â Committee Discretion. The Committee may, in determining appropriate remedial action, take into account the financial cost of penalties or punishments imposed by third parties, such as law enforcement agencies, regulators or other authorities; however, such determinations shall not mitigate or eliminate the Companyâ€™s obligations to clawback Erroneously Awarded Compensation pursuant to Section 2 of this Policy.4.Â Â Â Â Amendment, Termination and Interpretation. The Committee may at any time suspend, amend or terminate this Policy to the minimum extent necessary to comply with applicable laws. Pursuant to Section 5, below, the Committee shall have the sole discretion to interpret and enforce this Policy. To that end, this Policy shall be interpreted to be automatically amended to the minimum extent necessary to comply with the provisions of the Dodd-Frank clawback and the Section 304 clawback.-3-5.Â Â Â Â Enforcement and Impracticability. The Committee shall recover any Incentive Compensation in accordance with this Policy unless such recovery would be impracticable, as determined by the Committee in accordance with Rule 10D-1 of the of the Securities Exchange Act of 1934 and the listing standards of the national securities exchange on which the Companyâ€™s securities are listed. To the extent the Committee determines to enforce recoupment, (i) the Committee shall provide the Covered Individual written notice of its intent to recoup Incentive Compensation under this Policy, along with the timeline within which the Covered Individual must respond, (ii) to the extent the Covered Individual does not intend to comply with such recoupment efforts, he or she must respond to the Committee in writing detailing the reasons why non-compliance is warranted and such response must be provided to the Committee within fifteen (15) business days from the Covered Individual receiving the Committeeâ€™s initial notice, and (iii) if the Committee disagrees with the Covered Individualâ€™s assertions, then the Committee must respond to the Covered Individual in writing detailing such reasons within the fifteen (15) business days immediately following its receipt of the Covered Individualâ€™s written response. 6.Â Â Â Â Determination of Means of Recovery. With respect to recovery of Erroneously Awarded Compensation and subject to the requirement that recovery be made reasonably promptly, the Committee will determine the appropriate means of recovery, which may vary, without limitation, between Covered Individuals or based on the nature of the applicable Incentive Compensation, and which may involve, without limitation, establishing a deferred repayment plan or set off against current or future compensation otherwise payable to the Covered Person. Recovery of Erroneously Awarded Compensation will be made without regard to income taxes paid by the Covered Individual or by the Company on the Covered Individualâ€™s behalf in connection with such Erroneously Awarded Compensation.7.Â Â Â Â Compensation Not Subject to this Policy. Section 2(a) of this Policy does not apply to Incentive-Compensation that was Received before October 2, 2023, and does not apply to Incentive Compensation that was Received by a Covered Individual before beginning service as an Executive Officer.8.Â Â Â Â No Indemnification or Company-Paid Insurance. The

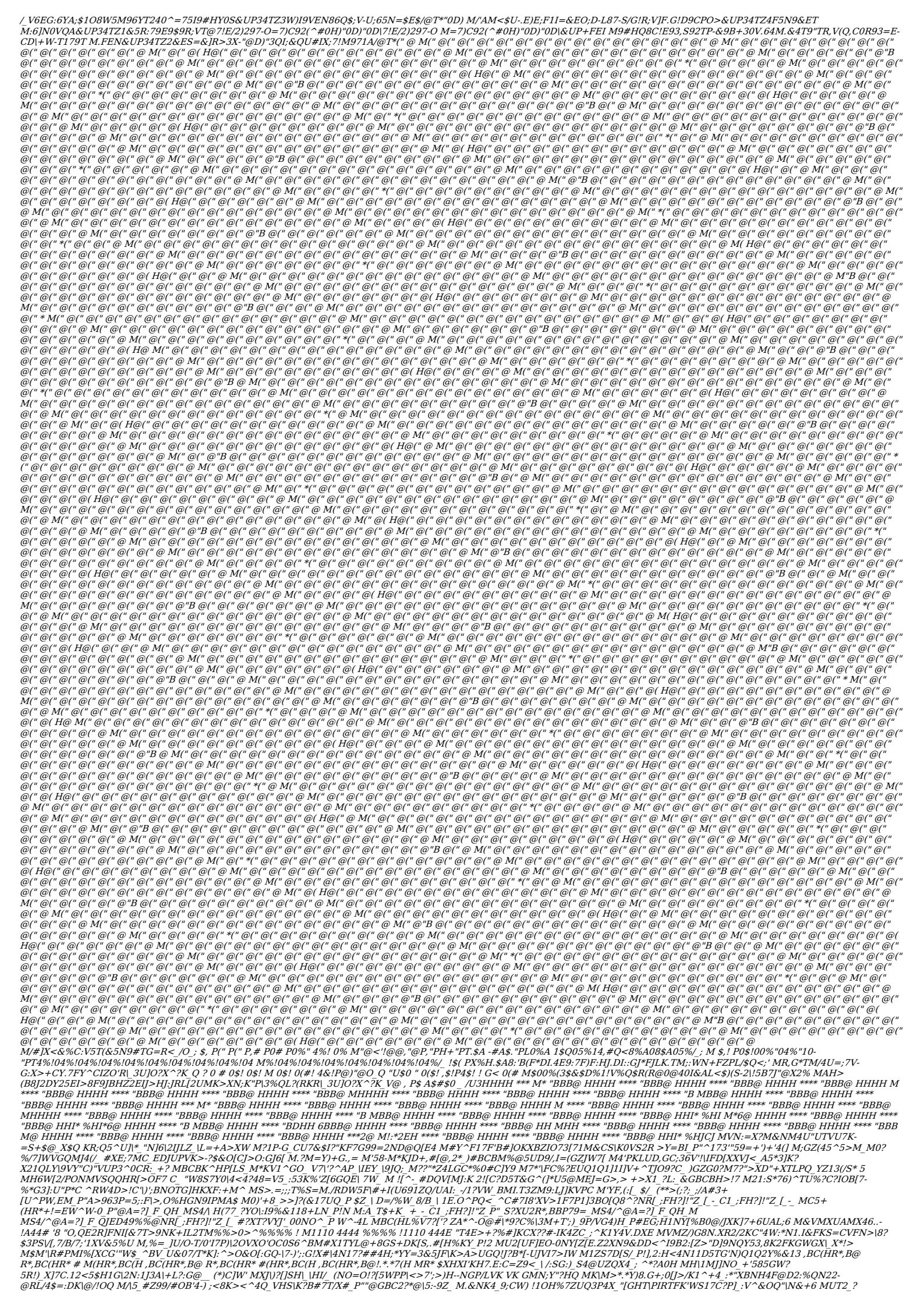
Company will not indemnify or reimburse any Covered Individual against or for the loss of Erroneously Awarded Compensation and will not pay or reimburse any Covered Individual for the purchase of a third-party insurance policy to fund potential recovery obligations.9.Â Â Â Â Effective Date. This Policy shall apply to all Covered Individuals from and after the Effective Date with respect to the Dodd-Frank clawback under Section 2(a) of this Policy, and with respect to the Section 304 clawback under Section 2(b) of this Policy, as required by applicable law.* * * * *-4- EX-101.SCH 11 iesc-20240930.xsd XBRL TAXONOMY EXTENSION SCHEMA DOCUMENT 0000001 - Document - DEI Document link:presentationLink link:calculationLink link:definitionLink 0000002 - Document - Audit Information link:presentationLink link:calculationLink link:definitionLink 9952151 - Statement - Consolidated Balance Sheets link:presentationLink link:calculationLink link:definitionLink 9952152 - Statement - Consolidated Statements of Comprehensive Income link:presentationLink link:calculationLink link:definitionLink 9952153 - Statement - Consolidated Statements of Stockholders' Equity link:presentationLink link:calculationLink link:definitionLink 9952154 - Statement - Consolidated Statements of Cash Flows link:presentationLink link:calculationLink link:definitionLink 9952155 - Disclosure - Business link:presentationLink link:calculationLink link:definitionLink 9952156 - Disclosure - Summary of Significant Accounting Policies (Notes) link:presentationLink link:calculationLink link:definitionLink 9952157 - Disclosure - Controlling Shareholder link:presentationLink link:calculationLink link:definitionLink 9952158 - Disclosure - Revenue Recognition link:presentationLink link:calculationLink link:definitionLink 9952159 - Disclosure - Property and Equipment (Notes) link:presentationLink link:calculationLink link:definitionLink 9952160 - Disclosure - Per Share Information link:presentationLink link:calculationLink link:definitionLink 9952161 - Disclosure - Detail of Certain Balance Sheet Accounts (Notes) link:presentationLink link:calculationLink link:definitionLink 9952162 - Disclosure - Debt link:presentationLink link:calculationLink link:definitionLink 9952163 - Disclosure - Leases (Notes) link:presentationLink link:calculationLink link:definitionLink 9952164 - Disclosure - Income Taxes (Notes) link:presentationLink link:calculationLink link:definitionLink 9952165 - Disclosure - Operating Segments link:presentationLink link:calculationLink link:definitionLink 9952166 - Disclosure - Stockholders' Equity link:presentationLink link:calculationLink link:definitionLink 9952167 - Disclosure - Related Party Transactions (Notes) link:presentationLink link:calculationLink link:definitionLink 9952168 - Disclosure - Employee Benefit Plans (Notes) link:presentationLink link:calculationLink link:definitionLink 9952169 - Disclosure - Fair Value Measurements link:presentationLink link:calculationLink link:definitionLink 9952170 - Disclosure - Inventory link:presentationLink link:calculationLink link:definitionLink 9952171 - Disclosure - Goodwill and Intangible Assets link:presentationLink link:calculationLink link:definitionLink 9952172 - Disclosure - Commitments and Contingencies link:presentationLink link:calculationLink link:definitionLink 9952173 - Disclosure - Business Combinations and Divestitures link:presentationLink link:calculationLink link:definitionLink 9952174 - Disclosure - Subsequent Events link:presentationLink link:calculationLink link:definitionLink 9955511 - Disclosure - Summary of Significant Accounting Policies (Policies) link:presentationLink link:calculationLink link:definitionLink 9955512 - Disclosure - Business (Tables) link:presentationLink link:calculationLink link:definitionLink 9955513 - Disclosure - Summary of Significant Accounting Policies (Tables) link:presentationLink link:calculationLink link:definitionLink 9955514 - Disclosure - Revenue Recognition (Tables) link:presentationLink link:calculationLink link:definitionLink 9955515 - Disclosure - Property and Equipment (Tables) link:presentationLink link:calculationLink link:definitionLink 9955516 - Disclosure - Per Share Information (Tables) link:presentationLink link:calculationLink link:definitionLink 9955517 - Disclosure - Detail of Certain Balance Sheet Accounts (Tables) link:presentationLink link:calculationLink link:definitionLink 9955518 - Disclosure - Debt (Tables) link:presentationLink link:calculationLink link:definitionLink 9955519 - Disclosure - Leases (Tables) link:presentationLink link:calculationLink link:definitionLink 9955520 - Disclosure - Income Taxes (Tables) link:presentationLink link:calculationLink link:definitionLink 9955521 - Disclosure - Operating Segments (Tables) link:presentationLink link:calculationLink link:definitionLink 9955522 - Disclosure - Stockholders' Equity (Tables) link:presentationLink link:calculationLink link:definitionLink 9955523 - Disclosure - Related Party Transactions (Tables) link:presentationLink link:calculationLink link:definitionLink 9955524 - Disclosure - Employee Benefit Plans (Tables) link:presentationLink link:calculationLink link:definitionLink 9955525 - Disclosure - Fair Value Measurements (Tables) link:presentationLink link:calculationLink link:definitionLink 9955526 - Disclosure - Inventory (Tables) link:presentationLink link:calculationLink link:definitionLink 9955527 - Disclosure - Goodwill and Intangible Assets (Tables) link:presentationLink link:calculationLink link:definitionLink 9955528 - Disclosure - Commitments and Contingencies (Tables) link:presentationLink link:calculationLink link:definitionLink 9955529 - Disclosure - Business Combinations and Divestitures (Tables) link:presentationLink link:calculationLink link:definitionLink 9955530 - Disclosure - Subsequent Events (Tables) link:presentationLink link:calculationLink link:definitionLink 9955531 - Disclosure - Business (Details) link:presentationLink link:calculationLink link:definitionLink 9955532 - Disclosure - Summary of Significant Accounting Policies (Details) link:presentationLink link:calculationLink link:definitionLink 9955533 - Disclosure - Controlling Shareholder (Details) link:presentationLink link:calculationLink link:definitionLink 9955534 - Disclosure - Revenue Recognition (Details) link:presentationLink link:calculationLink link:definitionLink 9955535 - Disclosure - Property and Equipment (Details) link:presentationLink link:calculationLink link:definitionLink 9955536 - Disclosure - Per Share Information (Details) link:presentationLink link:calculationLink link:definitionLink 9955537 - Disclosure - Detail of Certain Balance Sheet Accounts (Details) link:presentationLink link:calculationLink link:definitionLink 9955538 - Disclosure - Debt (Details) link:presentationLink link:calculationLink link:definitionLink 9955539 - Disclosure - Leases (Details) link:presentationLink link:calculationLink link:definitionLink 9955540 - Disclosure - Income Taxes (Details) link:presentationLink link:calculationLink link:definitionLink 9955541 - Disclosure - Operating Segments (Details) link:presentationLink link:calculationLink link:definitionLink 9955542 - Disclosure - Stockholders' Equity (Details) link:presentationLink link:calculationLink link:definitionLink 9955543 - Disclosure - Related Party Transactions (Details) link:presentationLink link:calculationLink link:definitionLink 9955544 - Disclosure - Employee Benefit Plans (Details) link:presentationLink link:calculationLink link:definitionLink 9955545 - Disclosure - Fair Value Measurements (Details) link:presentationLink link:calculationLink link:definitionLink 9955546 - Disclosure - Inventory (Details) link:presentationLink link:calculationLink link:definitionLink 9955547 - Disclosure - Goodwill and Intangible Assets Goodwill (Details) link:presentationLink link:calculationLink link:definitionLink 9955548 - Disclosure - Goodwill and Intangible Assets Intangibles (Details) link:presentationLink link:calculationLink link:definitionLink 9955549 - Disclosure - Commitments and Contingencies (Details) link:presentationLink link:calculationLink link:definitionLink 9955550 - Disclosure - Business Combinations and Divestitures (Details) link:presentationLink link:calculationLink link:definitionLink 9955551 - Disclosure - Fair Value Measurements (Details) link:presentationLink link:calculationLink link:definitionLink 9955552 - Disclosure - Subsequent Events (Details) link:presentationLink link:calculationLink link:definitionLink EX-101.CAL 12 iesc-20240930_cal.xml XBRL TAXONOMY EXTENSION CALCULATION LINKBASE DOCUMENT EX-101.DEF 13 iesc-20240930_def.xml XBRL TAXONOMY EXTENSION DEFINITION LINKBASE DOCUMENT EX-101.LAB 14 iesc-20240930_lab.xml XBRL TAXONOMY EXTENSION LABEL LINKBASE DOCUMENT Accounts and Other Receivables, Net, Current Accounts and Other Receivables, Net, Current Total Lease, Liability, Payments, Year Three Total Lease, Liability, Payments, Year Three Total Lease, Liability, Payments, Year Three Payments for Repurchase of Redeemable Noncontrolling Interest Payments for Repurchase of Redeemable Noncontrolling Interest Payments for Repurchase of Redeemable Noncontrolling Interest Goodwill, Acquired During Period Goodwill, Acquired During Period Fixed Charge Coverage Ratio Fixed Charge Coverage Ratio Fixed Charge Coverage Ratio Inventory, Work in Process, Gross Inventory, Work in Process, Gross Statistical Measurement [Domain] Statistical Measurement [Domain] Related Party Transactions Disclosure [Text Block] Related Party Transactions Disclosure [Text Block] Lease, Cost Lease, Cost [Table Text Block] Effective Income Tax Rate Reconciliation at Federal Statutory Income Tax Rate, Amount Effective Income Tax Rate Reconciliation at Federal Statutory Income Tax Rate, Amount Sale of Stock, Percentage of Ownership before Transaction Sale of Stock, Percentage of Ownership before Transaction Borrowings of debt Proceeds from Issuance of Long-Term Debt and Capital Securities, Net Cover page. Cover [Abstract] Fixed-price Contract [Member] Fixed-Price Contract [Member] Lessee, Operating Lease, Liability, Payments, Due after Year Five Lessee, Operating Lease, Liability, to be Paid, after Year Five NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect Lessee, Operating Lease, Liability, Maturity Lessee, Operating Lease, Liability, to be Paid, Maturity [Table Text Block] Total Lease, Liability Total Lease, Liability Total Lease, Liability Business Acquisition, Percentage of Voting Interests Acquired Business Acquisition, Percentage of Voting Interests Acquired Income Tax Authority [Domain] Income Tax Jurisdiction [Domain] Trading Symbol Trading Symbol Segment Reporting Information [Line Items] Segment Reporting Information [Line Items] Redeemable Noncontrolling Interest, Equity, Redemption Value Redeemable Noncontrolling Interest, Equity, Redemption Value All Trading Arrangements All Trading Arrangements [Member] Compensation Actually Paid vs. Net Income Compensation Actually Paid vs. Net Income [Text Block] Non-NEOs Non-NEOs [Member] Schedule of Earnings Per Share, Basic and Diluted [Table Text Block] Schedule of Earnings Per Share, Basic and Diluted [Table Text Block] Rule 10b5-1 Arrangement Adopted Rule 10b5-1 Arrangement Adopted [Flag] Awards Close in Time to MNPI Disclosures Awards Close in Time to MNPI Disclosures [Table] Goodwill and Intangible Assets, Goodwill, Policy Goodwill and Intangible Assets, Goodwill, Policy [Policy Text Block] Cash paid for income taxes (net) Income Taxes Paid, Net Accounts Receivable, Allowance for Credit Loss, Current Accounts Receivable, Allowance for Credit Loss, Current Share-Based Payment Arrangement, Cost by Plan Share-Based Payment Arrangement, Cost by Plan [Table Text Block] Noncontrolling Interest, Decrease from Distributions to Noncontrolling Interest Holders Noncontrolling Interest, Decrease from Distributions to Noncontrolling Interest Holders Pay vs Performance Disclosure [Line Items] Redeemable Noncontrolling Interest, Equity, Carrying Amount Redeemable Noncontrolling Interest, Equity, Carrying Amount Line of Credit Facility [Table] Line of Credit Facility [Table] Peer Group Total Shareholder Return Amount Peer Group Total Shareholder Return Amount Income Tax Examination [Line Items] Income Tax Examination [Line Items] Accounts receivable Increase (Decrease) in Accounts Receivable Increase (Decrease) in Accounts Receivable Share-based Payment Arrangement, Cash Used to Settle Award Share-Based Payment Arrangement, Cash Used to Settle Award Intangible Assets, Net (Including Goodwill) Intangible Assets, Net (Including Goodwill) Inventory, Policy Inventory, Policy [Policy Text Block] Non-Rule 10b5-1 Arrangement Adopted Non-Rule 10b5-1 Arrangement Adopted [Flag] Fair Value Disclosures [Text Block] Fair Value Disclosures [Text Block] Issuance of shares Proceeds from Stock Options Exercised Line of Credit Facility, Interest Rate at Period End Line of Credit Facility, Interest Rate at Period End Award Timing Disclosures [Line Items] Redeemable Noncontrolling Interest, by Legal Entity [Table] Redeemable Noncontrolling Interest [Table] Other Performance Measure, Amount Other Performance Measure, Amount Finite-Lived Intangible Assets, Amortization Expense, Year Three Finite-Lived Intangible Asset, Expected Amortization, Year Three Goodwill [Line Items] Goodwill [Line Items] Lessee, Operating Leases Lessee, Operating Leases [Text Block] Common Stock, Shares, Outstanding Common Stock, Shares, Outstanding Documents Incorporated by Reference Documents Incorporated by Reference [Text Block] Operating Lease, Cost Operating Lease, Cost Operating long-term lease liabilities Operating Lease, Liability, Noncurrent Noncontrolling Interest, Decrease from Redemptions or Purchase of Interests Noncontrolling Interest, Decrease from Redemptions or Purchase of Interests Finance Lease, Interest Expense Finance Lease, Interest Expense Operating Leases, Rent Expense Operating Leases, Rent Expense Billings in excess of costs and estimated earnings Contract with Customer, Liability, Current Other non-current assets Other Assets, Noncurrent Entity Tax Identification Number Entity Tax Identification Number Leases [Abstract] Leases [Abstract] Finite-Lived Intangible Assets, Gross Finite-Lived Intangible Assets, Gross Schedule of Finite-Lived Intangible Assets [Table] Intangible Asset, Finite-Lived [Table] Unrecognized Tax Benefits, Increase Resulting from Prior Period Tax Positions Unrecognized Tax Benefits, Increase Resulting from Prior Period Tax Positions Acquisition of treasury stock, shares Treasury Stock, Shares, Acquired Treasury Stock, Shares, Acquired Total Lease, Liability, Payments, Due After Year Five Total Lease, Liability, Payments, Due After Year Five Total Lease, Liability, Payments, Due After Year Five Class of Financing Receivable [Domain] Class of Financing Receivable [Domain] Net cash provided by operating activities Net Cash Provided by (Used in) Operating Activities Treasury Stock, Common Treasury Stock, Common [Member] Deferred Tax Assets, Operating Loss Carryforwards, State and Local Deferred Tax Assets, Operating Loss Carryforwards, State and Local Finance Lease, Liability, Payments, Due after Year Five Finance Lease, Liability, to be Paid, after Year Five Equity Components [Axis] Equity Components [Axis] Defined Benefit Plan, Funded Percentage Defined Benefit Plan, Funded Percentage Repurchase Agreements Repurchase Agreements [Member] Finance Lease, Liability, Payment, Due Finance Lease, Liability, to be Paid Award Timing Method Award Timing Method [Text Block] Trading Arrangements, by Individual Trading Arrangements, by Individual [Table] Noncontrolling Interest [Line Items] Noncontrolling Interest [Line Items] Revenue Recognition and Deferred Revenue [Abstract] Revenue Recognition and Deferred Revenue [Abstract] Entity Common Stock, Shares Outstanding Entity Common Stock, Shares Outstanding Finance Lease, Weighted Average Remaining Lease Term Finance Lease, Weighted Average Remaining Lease Term Insider Trading Policies and Procedures [Line Items] Use of Estimates, Policy Use of Estimates, Policy [Policy Text Block] Operating Loss Carryforwards, Limitations on Use Operating Loss Carryforwards, Limitations on Use Business Acquisition, Acquiree [Domain] Business Acquisition, Acquiree [Domain] Costs and estimated earnings in excess of billings Contract with Customer, Asset, before Allowance for Credit Loss, Current Adjustment to Compensation, Amount Adjustment to Compensation Amount Compensation Amount Outstanding Recovery Compensation Amount Purchase Commitment, Remaining Minimum Amount Committed Purchase Commitment, Remaining Minimum Amount Committed Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table [Member] Entity Small Business Entity Small Business Company Selected Measure Amount Company Selected Measure Amount Deferred Tax Assets, Capital Loss Carryforwards Deferred Tax Assets, Capital Loss Carryforwards Fixed Charge Coverage Ratio, C Fixed Charge Coverage Ratio, Maximum Fixed Charge Coverage Ratio, Maximum Tabular List, Table Tabular List [Table Text Block] Lessee, Operating Lease, Liability, Payments, Due Year Five Lessee, Operating Lease, Liability, to be Paid, Year Five Fair Value, Inputs, Level 3 [Member] Fair Value, Inputs, Level 3 [Member] Share-based Compensation Arrangement by Share-based Payment Award [Line Items] Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Stock Repurchased During Period, Value Stock Repurchased During Period, Value Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table [Member] Effective Income Tax Rate Reconciliation, Nondeductible Expense, Share-Based Payment Arrangement, Amount Effective Income Tax Rate Reconciliation, Nondeductible Expense, Share-Based Payment Arrangement, Amount Loss Contingency Accrual Loss Contingency Accrual Compensation and Employee Benefit Plans [Text Block] Compensation and Employee Benefit Plans [Text Block] Finance Lease, Liability, Undiscounted Excess Amount Finance Lease, Liability, Undiscounted Excess Amount Impairment or Disposal of Long-Lived Assets, Policy [Policy Text Block] Impairment or Disposal of Long-Lived Assets, Policy [Policy Text Block] Deferred Tax Liabilities, Goodwill and Intangible Assets Deferred Tax Liabilities, Goodwill and Intangible Assets CASH, CASH EQUIVALENTS and RESTRiCTED CASH, beginning of period CASH, CASH EQUIVALENTS and RESTRICTED CASH, end of period Cash and cash equivalents Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents Share-based Payment Arrangement, Nonvested Award, Cost Not yet Recognized, Amount Share-Based Payment Arrangement, Nonvested Award, Cost Not yet Recognized, Amount Goodwill Goodwill, beginning Goodwill, ending Goodwill Accounts Receivable, Allowance for Credit Loss Accounts Receivable, Allowance for Credit Loss, Beginning Accounts Receivable, Allowance for Credit Loss, Ending Accounts Receivable, Allowance for Credit Loss Fair Value of Financial Instruments, Policy Fair Value of Financial Instruments, Policy [Policy Text Block] Stock Repurchase Program, Authorized Amount Share Repurchase Program, Authorized, Amount Inventory Disclosure [Text Block] Inventory Disclosure [Text Block] Treasury Stock, Common, Shares Treasury Stock, Common, Shares Treasury Stock, Common, Shares Construction Contracts [Member] Customer Contracts [Member] Forgone Recovery due to Disqualification of Tax Benefits, Amount Forgone Recovery due to Disqualification of Tax Benefits, Amount Disposal Group, Not Discontinued Operation, Gain (Loss) on Disposal, Statement of Income or Comprehensive Income [Extensible Enumeration] Disposal Group, Not Discontinued Operation, Gain (Loss) on Disposal, Statement of Income or Comprehensive Income [Extensible Enumeration] Cash paid for interest Interest Paid, Including Capitalized Interest, Operating and Investing Activities Product and Service [Domain] Product and Service [Domain] Entity Information [Line Items] Entity Information [Line Items] Employee Stock Option Share-Based Payment Arrangement, Option [Member] Short-term Lease, Cost Short-Term Lease, Cost Depreciation Depreciation Fair Value Disclosures [Abstract] Fair Value Disclosures [Abstract] Custom Power Solutions [Member] Custom Power Solutions [Member] Custom Power Solutions [Member] Marketable Securities, Current Marketable Securities, Current Lessee, Operating Lease, Liability, Payments, Due Year One Lessee, Operating Lease, Liability, to be Paid, Year One Net income (loss) attributable to IES Holdings, Inc. Comprehensive Income (Loss), Net of Tax, Attributable to Parent Finance Lease, Weighted Average Discount Rate, Percent Finance Lease, Weighted Average Discount Rate, Percent Noncontrolling Interest Policy Noncontrolling Interest Policy [Policy Text Block] Noncontrolling Interest Policy Security Exchange Name Security Exchange Name Finance Lease, Liability, Payments, Due Year One Finance Lease, Liability, to be Paid, Year One Award Type [Axis] Award Type [Axis] Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Period Increase (Decrease) Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Period Increase (Decrease) Cumulative Effect, Period of Adoption, Adjustment Cumulative Effect, Period of Adoption, Adjustment [Member] Property and equipment, net Property, Plant and Equipment, Net ICFR Auditor Attestation Flag ICFR Auditor Attestation Flag Current State and Local Tax

Expense (Benefit) Current State and Local Tax Expense (Benefit) Total liabilities Liabilities Noncontrolling interest Equity, Attributable to Noncontrolling Interest Other Other Assets, Miscellaneous, Noncurrent Common Stock, Par or Stated Value Per Share Common Stock, Par or Stated Value Per Share Forgone Recovery, Explanation of Impracticability Forgone Recovery, Explanation of Impracticability [Text Block] Acquired Finite-lived Intangible Assets, Weighted Average Useful Life Acquired Finite-Lived Intangible Assets, Weighted Average Useful Life Schedule of Share-based Compensation Arrangements by Share-based Payment Award [Table] Schedule of Share-Based Compensation Arrangements by Share-Based Payment Award [Table] Expiration Date Trading Arrangement Expiration Date Right-of-Use Asset Obtained in Exchange for Finance Lease Liability Right-of-Use Asset Obtained in Exchange for Finance Lease Liability Goodwill and Intangible Assets Disclosure [Abstract] Goodwill and Intangible Assets Disclosure [Abstract] Liquidity Liquidity Liquidity Acquiree, Greiner Acquiree, Greiner [Member] Acquiree, Greiner Current operating lease liabilities Operating Lease, Liability, Current Total Shareholder Return Amount Total Shareholder Return Amount Debt Issuance Costs, Noncurrent, Net Debt Issuance Costs, Noncurrent, Net Increase (Decrease) in Debt Securities, Trading, and Equity Securities, FV-NI Increase (Decrease) in Debt Securities, Trading, and Equity Securities, FV-NI Common Stock, Shares, Issued Common Stock, Shares, Issued Undistributed Earnings (Loss) Allocated to Participating Securities, Basic Undistributed Earnings (Loss) Allocated to Participating Securities, Basic Equity Awards Adjustments, Footnote Equity Awards Adjustments, Footnote [Text Block] Line of Credit Facility, Maximum Borrowing Capacity Line of Credit Facility, Maximum Borrowing Capacity Deferred Tax Assets, Operating Loss Carryforwards Deferred Tax Assets, Operating Loss Carryforwards Loss Contingency Accrual, Insurance-related Assessment, Discount Rate Loss Contingency Accrual, Insurance-related Assessment, Discount Rate Effective Income Tax Rate Reconciliation, Other Reconciling Items, Amount Effective Income Tax Rate Reconciliation, Other Reconciling Items, Amount Insider Trading Policies and Procedures Adopted Insider Trading Policies and Procedures Adopted [Flag] Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment Subsequent Event [Line Items] Subsequent Event [Line Items] Property, Plant and Equipment, Gross Property, Plant and Equipment, Gross Options exercised, shares Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercises in Period Named Executive Officers, Footnote Named Executive Officers, Footnote [Text Block] Unrecognized Tax Benefits, Reduction Resulting from Lapse of Applicable Statute of Limitations Unrecognized Tax Benefits, Reduction Resulting from Lapse of Applicable Statute of Limitations Common Stock, Shares Authorized Common Stock, Shares Authorized Cash received (paid) in conjunction with business combinations Cash received (paid) in conjunction with business combinations Payments to Acquire Businesses, Net of Cash Acquired Distribution to noncontrolling interests Proceeds from (Payments to) Noncontrolling Interests Weighted Average Number of Shares Outstanding, Diluted Weighted Average Number of Shares Outstanding, Diluted Weighted Average Number of Shares Outstanding, Diluted Deferred Tax Assets, Goodwill and Intangible Assets Deferred Tax Assets, Goodwill and Intangible Assets Contract with Customer, Basis of Pricing [Axis] Contract with Customer, Basis of Pricing [Axis] MNPI Disclosure Timed for Compensation Value MNPI Disclosure Timed for Compensation Value [Flag] Total stockholders' equity Stockholders' Equity Attributable to Parent, Beginning Balance Stockholders' Equity Attributable to Parent, Ending Balance Stockholders' Equity Attributable to Parent Equity, Attributable to Parent Deferred Tax Assets, Gross Deferred Tax Assets, Gross Schedule of Cash Flow, Supplemental Disclosures Schedule of Cash Flow, Supplemental Disclosures [Table Text Block] Treasury stock, value Treasury Stock, Value Entity Voluntary Filers Entity Voluntary Filers Construction in Progress, Gross Construction in Progress, Gross Business Combinations [Abstract] Business Combinations [Abstract] Deferred income taxes Deferred Income Tax Expense (Benefit) Schedule of Goodwill [Table Text Block] Schedule of Goodwill [Table Text Block] Property, Plant and Equipment Disclosure [Text Block] Property, Plant and Equipment Disclosure [Text Block] Payment for Contingent Consideration Liability, Financing Activities Payment for Contingent Consideration Liability, Financing Activities Software and Software Development Costs [Member] Software and Software Development Costs [Member] Letters of Credit Outstanding, Amount Letters of Credit Outstanding, Amount Business Acquisition, Pro Forma Information Business Acquisition, Pro Forma Information [Table Text Block] Selling, general and administrative expenses Selling, General and Administrative Expense Defined Contribution Plan, Cost Defined Contribution Plan, Cost Deductions for uncollectible receivables written off, net of recoveries Accounts Receivable, Allowance for Credit Loss, Writeoff Schedule of Other Assets [Table Text Block] Schedule of Other Assets [Table Text Block] Debt Securities, Trading, Unrealized Gain (Loss) Debt Securities, Trading, Unrealized Gain (Loss) Accounts receivable Accounts Receivable, after Allowance for Credit Loss, Current Noncash or Part Noncash Acquisition, Other Liabilities Assumed Noncash or Part Noncash Acquisition, Other Liabilities Assumed Noncontrolling Interest, Ownership Percentage by Parent Subsidiary, Ownership Percentage, Parent Loans Payable Loans Payable Pension Adjustments Prior Service Cost Pension Adjustments Prior Service Cost [Member] Document Fiscal Period Focus Document Fiscal Period Focus Total Lease, Liability, Payments, Year Five Total Lease, Liability, Payments, Year Five Total Lease, Liability, Payments, Year Five All Executive Categories All Executive Categories [Member] Incremental Common Shares Attributable to Dilutive Effect of Share-based Payment Arrangements Incremental Common Shares Attributable to Dilutive Effect of Share-Based Payment Arrangements Fair Value of Assets Acquired Fair Value of Assets Acquired Finite-Lived Intangible Assets, Amortization Expense, Year Two Finite-Lived Intangible Asset, Expected Amortization, Year Two Changed Peer Group, Footnote Changed Peer Group, Footnote [Text Block] Noncontrolling Interest, Period Increase (Decrease) Noncontrolling Interest, Period Increase (Decrease) Document Type Document Type Pension Benefits Adjustments, Footnote Pension Benefits Adjustments, Footnote [Text Block] Line of Credit Facility, Covenant Terms, Minimum Liquidity Amount Line of Credit Facility, Covenant Terms, Minimum Liquidity Amount Line of Credit Facility, Covenant Terms, Minimum Liquidity Amount Schedule of Segment Reporting Information, by Segment [Table Text Block] Schedule of Segment Reporting Information, by Segment [Table Text Block] Total Shareholder Return Vs Peer Group Total Shareholder Return Vs Peer Group [Text Block] Treasury Stock Acquired, Average Cost Per Share Shares Acquired, Average Cost Per Share Document Annual Report Document Annual Report Finance Lease, Liability, Payments, Due Year Three Finance Lease, Liability, to be Paid, Year Three Business Combination, Pro Forma Information, Earnings or Loss of Acquiree since Acquisition Date, Actual Business Combination, Pro Forma Information, Earnings or Loss of Acquiree since Acquisition Date, Actual Business Combination, Contingent Consideration, Liability, Noncurrent Business Combination, Contingent Consideration, Liability, Noncurrent Auditor Information [Abstract] Auditor Information [Abstract] Auditor Information Schedule of Defined Benefit Plans Disclosures [Table] Defined Benefit Plan [Table] Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Vested in Period Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Vested in Period Executive Savings Plan assets Deferred Compensation Plan Assets Total Lease, Liability, Payments Due Total Lease, Liability, Payments Due Total Lease, Liability, Payment, Due Schedule of Finite-Lived Intangible Assets, Future Amortization Expense [Table Text Block] Schedule of Finite-Lived Intangible Assets, Future Amortization Expense [Table Text Block] Subsequent Event [Table] Subsequent Event [Table] Maximum [Member] Maximum [Member] Amortization of Intangible Assets Amortization of Intangible Assets Equity Valuation Assumption Difference, Footnote Equity Valuation Assumption Difference, Footnote [Text Block] Goodwill, Impaired, Accumulated Impairment Loss Goodwill, Impaired, Accumulated Impairment Loss Total Lease, Liability, Undiscounted Excess Amount Total Lease, Liability, Undiscounted Excess Amount Total Lease, Liability, Undiscounted Excess Amount Effective Income Tax Rate Reconciliation, Tax Contingency, Amount Effective Income Tax Rate Reconciliation, Tax Contingency, Amount Furniture and Fixtures [Member] Furniture and Fixtures [Member] Accounting Policies [Abstract] Accounting Policies [Abstract] Cumulative Effect of New Accounting Principle Cumulative Effect of New Accounting Principle Cumulative Effect of New Accounting Principle Business Combination Disclosure [Text Block] Business Combination Disclosure [Text Block] Document Period End Date Current Fiscal Year End Date Lessee, Operating Lease, Liability, Undiscounted Excess Amount Lessee, Operating Lease, Liability, Undiscounted Excess Amount Lease, Cost Lease, Cost Statistical Measurement [Axis] Statistical Measurement [Axis] PEO Name PEO Name Non-Rule 10b5-1 Arrangement Terminated Non-Rule 10b5-1 Arrangement Terminated [Flag] Income from operations before income taxes Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest Share-based Compensation Arrangement by Share-based Payment Award, Shares Issued in Period Share-Based Compensation Arrangement by Share-Based Payment Award, Shares Issued in Period Grantee Status [Domain] Grantee Status [Domain] Non-PEO NEO Average Total Compensation Amount Non-PEO NEO Average Total Compensation Amount Award Type [Domain] Award Type [Domain] Deferred Tax Liabilities, Property, Plant and Equipment Deferred Tax Liabilities, Property, Plant and Equipment Name Outstanding Recovery, Individual Name Disaggregation of Revenue [Line Items] Disaggregation of Revenue [Line Items] Issuances under compensation plans, shares Shares Issued, Shares, Share-Based Payment Arrangement, after Forfeiture Deferred Tax Assets, Tax Deferred Expense, Compensation and Benefits, Share-based Compensation Cost Deferred Tax Assets, Tax Deferred Expense, Compensation and Benefits, Share-Based Compensation Cost Variable Lease, Cost Variable Lease, Cost Goodwill impairment expense Goodwill, Impairment Loss Compensation Actually Paid vs. Company Selected Measure Compensation Actually Paid vs. Company Selected Measure [Text Block] Single Family Contracts [Member] Single Family Contracts [Member] Single Family Type Customer Contracts Deferred tax assets Deferred Income Tax Assets, Net Non-PEO NEO Non-PEO NEO [Member] Finite-Lived Intangible Asset, Useful Life Finite-Lived Intangible Asset, Useful Life Debt Securities, Trading Debt Securities, Trading Investments, Fair Value Disclosure Investments, Fair Value Disclosure Additional Paid-in Capital [Member] Additional Paid-in Capital [Member] Award Timing Predetermined Award Timing Predetermined [Flag] Costs and estimated earnings in excess of billings Increase (Decrease) in Contract with Customer, Asset Repayments of debt Repayment of Long-Term Debt, Long-Term Lease Obligation, and Capital Security Subsequent Event Type [Domain] Subsequent Event Type [Domain] Equity Method Investment, Aggregate Cost Equity Method Investment, Aggregate Cost Performance Obligation Next 12 Months Performance Obligation Next 12 Months Performance Obligation Next 12 Months Customer Relationships [Member] Customer Relationships [Member] Multi Family and Other [Member] Multi Family and Other [Member] Multi Family and Other Customer Contract Type Effective Income Tax Rate Reconciliation, Other Adjustments, Amount Effective Income Tax Rate Reconciliation, Other Adjustments, Amount Unbilled Receivables, Current Unbilled Receivables, Current Class of Stock [Axis] Class of Stock [Axis] Earnings (loss) per share, diluted Earnings Per Share, Diluted Finite-Lived Intangible Assets by Major Class [Axis] Finite-Lived Intangible Assets by Major Class [Axis] Finite-Lived Intangible Assets, Accumulated Amortization Finite-Lived Intangible Assets, Accumulated Amortization Finance Lease, Liability, Payments, Due Year Four Finance Lease, Liability, to be Paid, Year Four Revenue from Contract with Customer Revenue from Contract with Customer [Policy Text Block] Name Measure Name State and Local Jurisdiction [Member] State and Local Jurisdiction [Member] Entity Interactive Data Current Entity Interactive Data Current Billings in excess of costs and estimated earnings Increase (Decrease) in Contract with Customer, Liability Restatement does not require Recovery Restatement Does Not Require Recovery [Text Block] Ownership [Axis] Ownership [Axis] Intangible Assets, Finite-Lived, Policy Intangible Assets, Finite-Lived, Policy [Policy Text Block] Retirement Benefits [Abstract] Retirement Benefits [Abstract] Deferred Tax Assets, Investment in Subsidiaries Deferred Tax Assets, Investment in Subsidiaries Schedule of Fair Value, Assets and Liabilities Measured on Recurring Basis [Table Text Block] Schedule of Fair Value, Assets and Liabilities Measured on Recurring Basis [Table Text Block] Disaggregation of Revenue [Table] Disaggregation of Revenue [Table] Accounts payable and accrued expenses Increase (Decrease) in Other Accounts Payable and Accrued Liabilities Statement of Financial Position [Abstract] Statement of Financial Position [Abstract] Non-cash compensation Share-Based Payment Arrangement, Noncash Expense Self Insurance Reserve Self Insurance Reserve [Policy Text Block] Deferred Tax Assets, Net of Valuation Allowance Deferred Tax Assets, Net of Valuation Allowance Fixed Charge Coverage Ratio, Minimum Fixed Charge Coverage Ratio, Minimum Fixed Charge Coverage Ratio, Minimum Fixed Charge Coverage Ratio, Minimum Deferred Tax Liabilities, Other Deferred Tax Liabilities, Other Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Vested in Period, Fair Value Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Vested in Period, Fair Value Net income (loss) Net income (loss) Net Income (Loss), Including Portion Attributable to Noncontrolling Interest Disposal Group, Not Discontinued Operation, Gain (Loss) on Disposal Disposal Group, Not Discontinued Operation, Gain (Loss) on Disposal Provision for income taxes Provision for income taxes Income Tax Expense (Benefit) Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Purchases Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Purchases Equity Securities Equity Securities, FV-NI Business Combination, Recognized Identifiable Assets Acquired, Goodwill, and Liabilities Assumed, Less Noncontrolling Interest Business Combination, Recognized Identifiable Assets Acquired, Goodwill, and Liabilities Assumed, Less Noncontrolling Interest Communications [Member] Communications [Member] Communications [Member] Other non-current liabilities Increase (Decrease) in Other Noncurrent Liabilities Effective Income Tax Rate Reconciliation, Tax Contingency, Domestic, Amount Effective Income Tax Rate Reconciliation, Tax Contingency, Domestic, Amount Lessee, Total Lease, Liability, Payments, Due Year One Lessee, Total Lease, Liability, Payments, Due in Next Twelve Months Lessee, Total Lease, Liability, Payments, Due in Next Twelve Months Finance Lease, Liability, Noncurrent, Statement of Financial Position [Extensible Enumeration] Finance Lease, Liability, Noncurrent, Statement of Financial Position [Extensible Enumeration] Auditor Firm ID Auditor Firm ID Net cash used in investing activities Net Cash Provided by (Used in) Investing Activities Operating income Operating income (loss) Operating Income (Loss) Owner Owner [Member] Owner Interest Expense Interest Expense, Operating and Nonoperating Business Acquisition [Line Items] Business Acquisition [Line Items] Income Tax Authority [Axis] Income Tax Jurisdiction [Axis] Effective Income Tax Rate Reconciliation, Change in Deferred Tax Assets Valuation Allowance, Amount Effective Income Tax Rate Reconciliation, Change in Deferred Tax Assets Valuation Allowance, Amount Stockholders' Equity, Period Increase (Decrease) Stockholders' Equity, Period Increase (Decrease) Total liabilities and stockholders' equity Liabilities and Equity Subsequent Events Subsequent Events [Text Block] Rule 10b5-1 Arrangement Terminated Rule 10b5-1 Arrangement Terminated [Flag] All Adjustments to Compensation All Adjustments to Compensation [Member] Fair Value Hierarchy and NAV [Axis] Fair Value Hierarchy and NAV [Axis] Marketable Securities, Policy Marketable Securities, Policy [Policy Text Block] Additional paid-in capital Additional Paid in Capital Finance Lease, Liability, Payments, Due Year Two Finance Lease, Liability, to be Paid, Year Two Noncontrolling Interest [Table] Noncontrolling Interest [Table] Commitments and Contingencies Disclosure [Abstract] Commitments and Contingencies Disclosure [Abstract] Operating Loss Carryforwards Attributable To Goodwill Amortization Operating Loss Carryforwards Attributable To Goodwill Amortization Operating Loss Carryforwards Attributable To Goodwill Amortization Finite-Lived Intangible Assets, Major Class Name [Domain] Finite-Lived Intangible Assets, Major Class Name [Domain] Share-based Payment Arrangement, Restricted Stock and Restricted Stock Unit, Activity [Table Text Block] Share-Based Payment Arrangement, Restricted Stock and Restricted Stock Unit, Activity [Table Text Block] Phantom Share Units (PSUs) [Member] Phantom Share Units (PSUs) [Member] Debt and Equity Securities, Unrealized Gain (Loss) Debt and Equity Securities, Unrealized Gain (Loss) Minimum payments for leases not yet commenced Minimum payments for leases not yet commenced Minimum payments for leases not yet commenced Right-of-Use Asset Obtained in Exchange for Operating Lease Liability Right-of-Use Asset Obtained in Exchange for Operating Lease Liability Underlying Security Market Price Change Underlying Security Market Price Change, Percent Individual: Individual [Axis] Building and Building Improvements [Member] Building and Building Improvements [Member] Inventories Inventory, Net Inventory, Net Product and Service [Axis] Product and Service [Axis] Entity Address, State or Province Entity Address, State or Province Property, Plant and Equipment [Line Items] Property, Plant and Equipment [Line Items] Decrease (increase) in noncontrolling interest Noncontrolling Interest, Change in Redemption Value Noncontrolling Interest, Change in Redemption Value Noncontrolling Interest, Change in Redemption Value Statement [Line Items] Statement [Line Items] Estimated cost of completion of bonded projects Estimatedcostofcompletionofbondedproject Estimated cost of completion of bonded projects Erroneous Compensation Analysis Erroneous Compensation Analysis [Text Block] Accounts payable, trade Accounts Payable, Trade, Current Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Net Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Net Defined Benefit Plan Disclosure [Line Items] Defined Benefit Plan Disclosure [Line Items] Property, Plant and Equipment [Table Text Block] Property, Plant and Equipment [Table Text Block] Compensation Actually Paid vs. Total Shareholder Return Compensation Actually Paid vs. Total Shareholder Return [Text Block] Deferred Charges, Policy Deferred Charges, Policy [Policy Text Block] Total Lease, Liability, Payments, Year Two Total Lease, Liability, Payments, Year Two Total Lease, Liability, Payments, Year Two Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability Value Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability Value Receivables, Trade and Other Accounts Receivable, Allowance for Doubtful Accounts, Policy Credit Loss, Financial Instrument [Policy Text Block] Furniture and Fixtures, Gross Furniture and Fixtures, Gross Fair Value, Assets Measured on Recurring Basis, Unobservable Input Reconciliation [Table Text Block] Fair Value, Assets Measured on Recurring Basis, Unobservable Input Reconciliation [Table Text Block] Risks and Uncertainties [Abstract] Risks and Uncertainties [Abstract] Minimum [Member] Minimum [Member] Restatement Determination Date Restatement Determination Date Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Allowance for Doubtful Accounts Deferred Tax Asset, Tax Deferred Expense, Reserve and Accrual, Accounts Receivable,

Allowance for Credit Loss Adoption Date Trading Arrangement Adoption Date Pay vs Performance Disclosure Pay vs Performance Disclosure [Table] Related Party Transactions [Abstract] Related Party Transactions [Abstract] Property, Plant and Equipment [Table] Property, Plant and Equipment [Table] Operating right of use assets Operating Lease, Right-of-Use Asset Erroneously Awarded Compensation Recovery Erroneously Awarded Compensation Recovery [Table] Share-based Compensation Arrangement by Share-based Payment Award, Options, Outstanding, Number Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding, Number Detail Of Certain Balance Sheet Accounts [Text Block] Detail Of Certain Balance Sheet Accounts [Text Block] Bad debt expense Accounts Receivable, Credit Loss Expense (Reversal) Segments [Axis] Segments [Axis] Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member] Payments to Acquire Equity Method Investments Payments to Acquire Equity Method Investments Property, Plant and Equipment [Abstract] Property, Plant and Equipment [Abstract] Exercise Price Award Exercise Price Schedule of Deferred Tax Assets and Liabilities [Table Text Block] Schedule of Deferred Tax Assets and Liabilities [Table Text Block] Earnings Per Share [Text Block] Earnings Per Share [Text Block] Arrangement Duration Trading Arrangement Duration Subsequent Event Subsequent Event [Member] Trade Accounts Receivable Trade Accounts Receivable [Member] Operating Loss Carryforwards Operating Loss Carryforwards Noncontrolling Owner Noncontrolling Owner [Member] Noncontrolling Owner Lessee, Finance Leases Lessee, Finance Leases [Text Block] Options exercised Stock Issued During Period, Value, Stock Options Exercised Goodwill and Intangible Assets Disclosure [Text Block] Goodwill and Intangible Assets Disclosure [Text Block] Redeemable Noncontrolling Interest [Line Items] Redeemable Noncontrolling Interest [Line Items] Loss Contingency, Discounted Amount of Insurance-related Assessment Liability Loss Contingency, Discounted Amount of Insurance-related Assessment Liability Securities and equity investments Investments Income Tax, Policy Income Tax, Policy [Policy Text Block] Peer Group Issuers, Footnote Peer Group Issuers, Footnote [Text Block] Segments [Domain] Segments [Domain] Material Terms of Trading Arrangement Material Terms of Trading Arrangement [Text Block] Finite-Lived Intangible Assets, Amortization Expense, Year Four Finite-Lived Intangible Asset, Expected Amortization, Year Four Finance Lease, Liability Finance Lease, Liability All Individuals All Individuals [Member] Basis of Presentation and Significant Accounting Policies [Text Block] Basis of Presentation and Significant Accounting Policies [Text Block] Trademarks and Trade Names [Member] Trademarks and Trade Names [Member] Other Inventory, Gross Other Inventory, Gross PEO PEO [Member] Finance Lease, Cost Finance Lease, Cost Finance Lease, Cost Income Tax Disclosure [Abstract] Income Tax Disclosure [Abstract] Entities [Table] Entities [Table] Name Trading Arrangement, Individual Name Other (income) expense, net Other Nonoperating Income (Expense) Subsequent Event, Date Subsequent Event, Date Statement of Stockholders' Equity [Abstract] Statement of Stockholders' Equity [Abstract] Intangible assets, net Intangible Assets, Net (Excluding Goodwill) Intangible Assets, Net (Excluding Goodwill) Share-based Compensation Arrangement by Share-based Payment Award, Non-Option Equity Instruments, Granted Share-Based Compensation Arrangement by Share-Based Payment Award, Non-Option Equity Instruments, Granted Detail of Certain Balance Sheet Accounts [Abstract] Detail of Certain Balance Sheet Accounts [Abstract] Detail of Certain Balance Sheet Accounts [Abstract] Property, Plant and Equipment, Type [Axis] Long-Lived Tangible Asset [Axis] Entity Public Float Entity Public Float Other non-current assets Increase (Decrease) in Other Noncurrent Assets Insurance Related [Member] Insurance Related [Member] Insurance Related Coverage Awards Close in Time to MNPI Disclosures, Table Awards Close in Time to MNPI Disclosures [Table Text Block] Effective Income Tax Rate Reconciliation, Nondeductible Expense, Other, Amount Effective Income Tax Rate Reconciliation, Nondeductible Expense, Other, Amount Infrastructure Solutions [Member] Infrastructure Solutions [Member] Infrastructure Solutions [Member] Common Stock, Capital Shares Reserved for Future Issuance Common Stock, Capital Shares Reserved for Future Issuance Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year Prior Year End Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year [Member] Shares, Outstanding Shares, Outstanding Accounts payable and accrued expenses Accounts payable and accrued expenses Accounts Payable and Accrued Liabilities, Current Capitalized Contract Cost, Impairment Loss Capitalized Contract Cost, Impairment Loss Aggregate Erroneous Compensation Amount Aggregate Erroneous Compensation Amount Local Phone Number Local Phone Number Stock Repurchase Program, Number of Shares Authorized to be Repurchased Share Repurchase Program, Authorized, Number of Shares Deferred Tax Assets, Valuation Allowance Deferred Tax Assets, Valuation Allowance Aggregate Erroneous Compensation Not Yet Determined Aggregate Erroneous Compensation Not Yet Determined [Text Block] Equity Incentive Plan [Member] Equity Incentive Plan [Member] Equity Incentive Plan [Member] Unrealized Gain (Loss) on Investments Unrealized Gain (Loss) on Investments Stock Repurchased During Period, Shares Stock Repurchased During Period, Shares Cumulative Effect, Period of Adoption [Domain] Cumulative Effect, Period of Adoption [Domain] Document Financial Statement Restatement Recovery Analysis [Flag] Document Financial Statement Restatement Recovery Analysis [Flag] Undistributed Earnings (Loss) Available to Common Shareholders, Basic Undistributed Earnings (Loss) Available to Common Shareholders, Basic PEO Total Compensation Amount PEO Total Compensation Amount Single Family Plumbing HVAC Single Family Plumbing HVAC [Member] Single Family Plumbing HVAC Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Finite-Lived Intangibles Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Finite-Lived Intangibles Deferred Federal Income Tax Expense (Benefit) Deferred Federal Income Tax Expense (Benefit) Property, Plant and Equipment, Type [Domain] Long-Lived Tangible Asset [Domain] Statement of Income Location, Balance [Axis] Statement of Income Location, Balance [Axis] Share Repurchase Program [Domain] Share Repurchase Program [Domain] Cash and Cash Equivalents, Policy Cash and Cash Equivalents, Policy [Policy Text Block] Commitments and Contingencies Disclosure [Text Block] Commitments and Contingencies Disclosure [Text Block] Finite-Lived Intangible Assets, Amortization Expense, after Year Five Finite-Lived Intangible Asset, Expected Amortization, after Year Five Debt Disclosure [Abstract] Debt Disclosure [Abstract] Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent Common Stock [Member] Common Stock [Member] Measure: Measure [Axis] Issuances under compensation plans Shares Issued, Value, Share-Based Payment Arrangement, after Forfeiture Noncompete Agreements [Member] Noncompete Agreements [Member] Unrecognized Tax Benefits, Increase Resulting from Current Period Tax Positions Unrecognized Tax Benefits, Increase Resulting from Current Period Tax Positions Preferred Stock, Shares Authorized Preferred Stock, Shares Authorized Forgone Recovery due to Expense of Enforcement, Amount Forgone Recovery due to Expense of Enforcement, Amount Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Assets Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Assets, Other Schedule of Business Acquisitions, by Acquisition [Table] Schedule of Business Acquisitions, by Acquisition [Table] Capitalized Computer Software, Gross Capitalized Computer Software, Gross Entity Emerging Growth Company Entity Emerging Growth Company Financial and Nonfinancial Liabilities, Fair Value Disclosure Liabilities, Fair Value Disclosure Income Tax Examination [Table] Income Tax, Examination [Table] Segment Reporting [Abstract] Segment Reporting [Abstract] Fair Value, Liability, Recurring Basis, Unobservable Input Reconciliation, Gain (Loss), Statement of Income or Comprehensive Income [Extensible Enumeration] Fair Value, Liability, Recurring Basis, Unobservable Input Reconciliation, Gain (Loss), Statement of Income or Comprehensive Income [Extensible Enumeration] Share-based Payment Arrangement, Shares Withheld for Tax Withholding Obligation Share-Based Payment Arrangement, Shares Withheld for Tax Withholding Obligation Entity Central Index Key Entity Central Index Key Major Customers, Policy Major Customers, Policy [Policy Text Block] Schedule of Inventory, Current [Table Text Block] Schedule of Inventory, Current [Table Text Block] Unrecognized Tax Benefits, Income Tax Penalties and Interest Accrued Unrecognized Tax Benefits, Income Tax Penalties and Interest Accrued Non-GAAP Measure Description Non-GAAP Measure Description [Text Block] Non-PEO NEO Average Compensation Actually Paid Amount Non-PEO NEO Average Compensation Actually Paid Amount Corporate Segment [Member] Corporate Segment [Member] Schedule of Accounts Payable and Accrued Liabilities [Table Text Block] Schedule of Accounts Payable and Accrued Liabilities [Table Text Block] Finance Lease, Right-of-Use Asset, after Accumulated Amortization Finance Lease, Right-of-Use Asset, after Accumulated Amortization Stockholders' Equity Note Disclosure Equity [Text Block] Award Timing, How MNPI Considered Award Timing, How MNPI Considered [Text Block] Equity Component [Domain] Equity Component [Domain] Preferred Stock, Par or Stated Value Per Share Preferred Stock, Par or Stated Value Per Share Segment Reporting Disclosure [Text Block] Segment Reporting Disclosure [Text Block] Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Gain (Loss) Included in Earnings Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Gain (Loss) Included in Earnings Additional 402(v) Disclosure Additional 402(v) Disclosure [Text Block] Business Combination, Contingent Consideration Arrangements, Change in Amount of Contingent Consideration, Liability Business Combination, Contingent Consideration Arrangements, Change in Amount of Contingent Consideration, Liability Accounting Standards Update and Change in Accounting Principle Accounting Standards Update and Change in Accounting Principle [Text Block] Non-cash compensation APIC, Share-Based Payment Arrangement, Increase for Cost Recognition Restricted Stock [Member] Restricted Stock [Member] Entity Shell Company Entity Shell Company Entity Incorporation, State or Country Code Entity Incorporation, State or Country Code Comprehensive Income, Policy Comprehensive Income, Policy [Policy Text Block] Loss Contingency, Loss in Period Loss Contingency, Loss in Period Title Trading Arrangement, Individual Title Statement [Table] Statement [Table] Interest expense Interest Expense, Debt Taxes Payable Taxes Payable Significant Accounting Policies [Text Block] Significant Accounting Policies [Text Block] Unrecognized Tax Benefits Unrecognized Tax Benefits Unrecognized Tax Benefits City Area Code City Area Code Auditor Location Auditor Location Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Accrued Liabilities Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Accrued Liabilities Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Asset, Settlements Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Asset, Settlements Business Combination, Contingent Consideration, Liability Business Combination, Contingent Consideration, Liability Insider Trading Policies and Procedures Not Adopted Insider Trading Policies and Procedures Not Adopted [Text Block] Purchases of property and equipment Capital expenditures Payments to Acquire Productive Assets Fair Value, Inputs, Level 1 [Member] Fair Value, Inputs, Level 1 [Member] Loss (gain) on sale of assets Loss (gain) on sale of assets Gain (Loss) on Disposition of Assets Total current assets Assets, Current Statement of Cash Flows [Abstract] Statement of Cash Flows [Abstract] Line of Credit Facility, Remaining Borrowing Capacity Line of Credit Facility, Remaining Borrowing Capacity Purchase of treasury stock Payments for Repurchase of Common Stock Business Combination, Pro Forma Information, Revenue of Acquiree since Acquisition Date, Actual Business Combination, Pro Forma Information, Revenue of Acquiree since Acquisition Date, Actual Long-term debt Long-Term Debt, Excluding Current Maturities Schedule of Segment Reporting Information, by Segment [Table] Schedule of Segment Reporting Information, by Segment [Table] Effective Income Tax Rate Reconciliation, Change in Enacted Tax Rate, Amount Effective Income Tax Rate Reconciliation, Change in Enacted Tax Rate, Amount Fixed Charge Coverage Ratio, Maximum Fixed Charge Coverage Ratio, Current Fixed Charge Coverage Ratio, Current Entity Well-known Seasoned Issuer Entity Well-known Seasoned Issuer Technical Library Other Intangible Assets [Member] Subsequent Event Type [Axis] Subsequent Event Type [Axis] Income Tax Disclosure [Text Block] Income Tax Disclosure [Text Block] Lessee, Operating Lease, Liability, Payments, Due Year Four Lessee, Operating Lease, Liability, to be Paid, Year Four Earnings Per Share [Abstract] Earnings Per Share [Abstract] Liability for Uncertainty in Income Taxes, Noncurrent Liability for Uncertainty in Income Taxes, Noncurrent Effective Income Tax Rate Reconciliation, Nondeductible Expense, Amount Effective Income Tax Rate Reconciliation, Nondeductible Expense, Amount Equity [Abstract] Equity [Abstract] Income (Loss) from Continuing Operations, Net of Tax, Attributable to Noncontrolling Interest Income (Loss) from Continuing Operations, Net of Tax, Attributable to Noncontrolling Interest Retained earnings Retained Earnings (Accumulated Deficit) Finance Lease, Right-of-Use Asset, Statement of Financial Position [Extensible Enumeration] Finance Lease, Right-of-Use Asset, Statement of Financial Position [Extensible Enumeration] Class of Stock [Domain] Class of Stock [Domain] Inventories Increase (Decrease) in Inventories Schedule of Debt [Table Text Block] Schedule of Debt [Table Text Block] Equity Securities, FV-NI, Unrealized Gain (Loss) Equity Securities, FV-NI, Unrealized Gain (Loss) Aggregate Available Trading Arrangement, Securities Aggregate Available Amount Equity Awards Adjustments Equity Awards Adjustments [Member] Operating Lease, Weighted Average Discount Rate, Percent Operating Lease, Weighted Average Discount Rate, Percent Operating Lease, Liability Operating Lease, Liability Net cash used in financing activities Net Cash Provided by (Used in) Financing Activities Underlying Securities Award Underlying Securities Amount Performance Based Phantom Shares [Member] Performance Shares [Member] Finance Lease, Liability, Payments, Due Year Five Finance Lease, Liability, to be Paid, Year Five Amendment Flag Amendment Flag Loss Contingency Nature [Axis] Loss Contingency Nature [Axis] Noncontrolling interest Effective Income Tax Rate Reconciliation, Noncontrolling Interest Income (Loss), Amount Entity Registrant Name Entity Registrant Name Payments to Acquire Businesses, Gross Payments to Acquire Businesses, Gross Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Assets, Receivables Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Assets, Receivables Adjustment to Non-PEO NEO Compensation Footnote Adjustment to Non-PEO NEO Compensation Footnote [Text Block] Stock Appreciation Rights (SARs) Stock Appreciation Rights (SARs) [Member] Depreciation and amortization Depreciation, Depletion and Amortization Gross profit Gross profit Gross Profit Accrued insurance liabilities Accrued Insurance Deferred State and Local Income Tax Expense (Benefit) Deferred State and Local Income Tax Expense (Benefit) Machinery and Equipment [Member] Machinery and Equipment [Member] Fair Value as of Grant Date Award Grant Date Fair Value Fair Value, Net Asset (Liability) Fair Value, Net Asset (Liability) Finance Lease, Right-of-Use Asset, Amortization Finance Lease, Right-of-Use Asset, Amortization Subsequent Events [Abstract] Debt Disclosure [Text Block] Debt Disclosure [Text Block] Fair Value Hierarchy and NAV [Domain] Fair Value Hierarchy and NAV [Domain] Recovery of Erroneously Awarded Compensation Disclosure [Line Items] Disaggregation of Revenue [Table Text Block] Disaggregation of Revenue [Table Text Block] Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Settlements Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Settlements Entity Address, Postal Zip Code Entity Address, Postal Zip Code Restatement Determination Date: Restatement Determination Date [Axis] Title of 12(b) Security Title of 12(b) Security Common stock, value Common Stock, Value, Issued Document Financial Statement Error Correction [Flag] Document Financial Statement Error Correction [Flag] Finance Lease, Interest Payment on Liability Finance Lease, Interest Payment on Liability Contingent consideration Business Combination, Integration Related Costs Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Other Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Other Land Land Income Tax Authority, Name [Domain] Income Tax Authority, Name [Domain] Finance lease payment Proceeds from (Repayments of) Other Long-Term Debt Share Repurchase Program [Domain] Stock Repurchase Plan [Member] Stock Repurchase Plan Finance Lease, Liability, Current, Statement of Financial Position [Extensible List] Finance Lease, Liability, Current, Statement of Financial Position [Extensible Enumeration] Cash and Cash Equivalents, at Carrying Value Cash and Cash Equivalents, at Carrying Value Grantee Status [Axis] Grantee Status [Axis] Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested [Member] Auditor Name Auditor Name Finite-Lived Intangible Assets [Line Items] Finite-Lived Intangible Assets [Line Items] Deferred Tax Assets, Other Deferred Tax Assets, Other Share-based Payment Arrangement, Nonemployee [Member] Share-Based Payment Arrangement, Nonemployee [Member] Inventory, Raw Materials, Gross Inventory, Raw Materials, Gross Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested [Member] Preferred stock, value Preferred Stock, Value, Issued Effective Income Tax Rate Reconciliation, State and Local Income Taxes, Amount Effective Income Tax Rate Reconciliation, State and Local Income Taxes, Amount Inventory, Finished Goods, Gross Inventory, Finished Goods, Gross Operating Lease, Liability, Current, Statement of Financial Position [Extensible List] Operating Lease, Liability, Current, Statement of Financial Position [Extensible Enumeration] Property, Plant and Equipment, Useful Life Property, Plant and Equipment, Useful Life Deferred Tax Liabilities, Gross Deferred Tax Liabilities, Gross Noncontrolling Interest Disclosure Noncontrolling Interest Disclosure [Text Block] Earnings (loss) per share, basic Earnings Per Share, Basic Operating Lease, Payments Operating Lease, Payments Adjustment To PEO Compensation, Footnote Adjustment To PEO Compensation, Footnote [Text Block] Award Timing MNPI Disclosure Award Timing MNPI Disclosure [Text Block] Class of Financing Receivable [Axis] Class of Financing Receivable [Axis] Deferred Tax Assets, Investments Deferred Tax Assets, Investments Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Liabilities Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Liabilities Ownership [Domain] Ownership [Domain] Aggregate Pension Adjustments Service Cost Aggregate Pension Adjustments Service Cost [Member] Schedule of Goodwill [Table] Goodwill [Table] Property, Plant and Equipment, Policy Property, Plant and Equipment, Policy [Policy Text Block] Compensation Actually Paid vs. Other Measure Compensation Actually Paid vs. Other Measure [Text Block] Total current liabilities Liabilities, Current Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year [Member] Machinery and Equipment, Gross Machinery and Equipment, Gross Share Repurchase Program [Axis] Share Repurchase Program [Axis] Total

assets Assets Concentration Risk, Credit Risk, Policy Concentration Risk, Credit Risk, Policy [Policy Text Block] Finite-Lived Intangible Assets, Amortization Expense, Next Twelve Months Finite-Lived Intangible Asset, Expected Amortization, Year One Summary of Income Tax Contingencies [Table Text Block] Summary of Income Tax Contingencies [Table Text Block] Cost of services Cost of Goods and Services Sold Business Combination, Contingent Consideration Arrangements, Range of Outcomes, Value, High Business Combination, Contingent Consideration Arrangements, Range of Outcomes, Value, High Payments for Rent Payments for Rent Other non-current liabilities Other Liabilities, Noncurrent industrial Services [Member] industrial Services [Member] Forgone Recovery due to Violation of Home Country Law, Amount Forgone Recovery due to Violation of Home Country Law, Amount Cumulative Effect, Period of Adoption [Axis] Cumulative Effect, Period of Adoption [Axis] Schedule of Effective Income Tax Rate Reconciliation [Table Text Block] Schedule of Effective Income Tax Rate Reconciliation [Table Text Block] Termination Date Trading Arrangement Termination Date Business Description and Basis of Presentation [Text Block] Business Description and Basis of Presentation [Text Block] Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items] Revenues Revenues Lessee, Operating Lease, Liability, Payments, Due Year Two Lessee, Operating Lease, Liability, to be Paid, Year Two Noncontrolling Interest, Decrease from Deconsolidation Noncontrolling Interest, Decrease from Deconsolidation Accrued Insurance, Current Accrued Insurance, Current ControllingShareholderOwnershipPercentage ControllingShareholderOwnershipPercentage Percentage of outstanding common stock owned by controlling shareholder Entity Address, City or Town Entity Address, City or Town Lessee, Leases Lessee, Leases [Policy Text Block] Deferred Tax Assets, Leases Deferred Tax Assets, Leases Deferred Tax Assets, Leases Share-based Payment Arrangement, Expense Share-Based Payment Arrangement, Expense Comprehensive income (loss) attributable to IES Holdings, Inc. Net income (loss) attributable to IES Holdings, Inc. Net Income (Loss) Attributable to Parent Trading Arrangement: Trading Arrangement [Axis] Pay vs Performance Disclosure, Table Pay vs Performance [Table Text Block] Loss Contingencies [Table] Loss Contingencies [Table] Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeited in Period Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeited in Period Business Acquisition [Axis] Business Acquisition [Axis] Schedule of Finite-Lived Intangible Assets [Table Text Block] Schedule of Finite-Lived Intangible Assets [Table Text Block] Subsequent Event, Description Subsequent Event, Description Residential [Member] Residential [Member] Residential [Member] Equity Awards Adjustments, Excluding Value Reported in the Summary Compensation Table Equity Awards Adjustments Included in the Compensation Table [Member] Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year [Member] Total Lease, Liability, Payments, Year Four Total Lease, Liability, Payments, Year Four Total Lease, Liability, Payments, Year Five Number Entity File Number Entity File Number Liabilities, Leasing Arrangements Deferred Tax Liabilities, Leasing Arrangements Revenue from External Customers by Products and Services [Table Text Block] Revenue from Contract with Customer [Text Block] Document Fiscal Year Focus Document Fiscal Year Focus Noncontrolling Interest Noncontrolling Interest [Member] Income Statement [Abstract] Income Statement [Abstract] Entity Address, Address Line One Entity Address, Address Line One Current Federal Tax Expense (Benefit) Current Federal Tax Expense (Benefit) Acquisition of treasury stock Treasury Stock, Value, Acquired, Cost Method Business Acquisition, Date of Acquisition Agreement Business Acquisition, Date of Acquisition Agreement Entity Address, Address Line Two Entity Address, Address Line Two Executive Savings Plan assets Assets, Fair Value Disclosure Other accrued expenses Other Accrued Liabilities, Current Name Forgone Recovery, Individual Name Operating Lease, Weighted Average Remaining Lease Term Operating Lease, Weighted Average Remaining Lease Term Finite-Lived Intangible Assets, Amortization Expense, Year Five Finite-Lived Intangible Asset, Expected Amortization, Year Five Document Period End Date Document Period End Date Contract with Customer, Basis of Pricing [Domain] Contract with Customer, Basis of Pricing [Domain] Loss Contingency, Nature [Domain] Loss Contingency, Nature [Domain] Current finance lease liabilities Finance Lease, Liability, Current Increase (Decrease) in Deferred Income Taxes Increase (Decrease) in Deferred Income Taxes Award Timing MNPI Considered Award Timing MNPI Considered [Flag] Lessee, Operating Lease, Liability, Payments, Due Lessee, Operating Lease, Liability, to be Paid Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Number Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Number Share-based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Number Insider Trading Arrangements [Line Items] Line of Credit Facility [Line Items] Building and Improvements, Gross Buildings and Improvements, Gross Provision for Loan Losses Disclosure [Abstract] Inventory Disclosure [Abstract] Outstanding Aggregate Erroneous Compensation Amount Outstanding Aggregate Erroneous Compensation Amount Prepaid expenses and other current assets Increase (Decrease) in Other Current Assets Lessee, Operating Lease, Liability, Payments, Due Year Three Lessee, Operating Lease, Liability, to be Paid, Year Three PEO Actually Paid Compensation Amount PEO Actually Paid Compensation Amount Related Party Transaction, Purchases from Related Party Related Party Transaction, Purchases from Related Party Contract with Customer, Liability, Revenue Recognized Contract with Customer, Liability, Revenue Recognized Increase in Unrecognized Tax Benefits is Reasonably Possible Increase in Unrecognized Tax Benefits is Reasonably Possible Adjustment to Compensation: Adjustment to Compensation [Axis] Prepaid expenses and other current assets Prepaid Expense and Other Assets, Current Net (income) loss attributable to noncontrolling interest Net Income (Loss) Attributable to Noncontrolling Interest Net Income (Loss) Attributable to Noncontrolling Interest Phantom Share Units, Employee PSUs Phantom Share Units, Employee PSUs [Member] Phantom Share Units, Employee PSUs Document Transition Report Document Transition Report Commercial and Industrial [Member] Commercial and Industrial [Member] Commercial and Industrial [Member] Controlling Shareholder [Text Block] Controlling Shareholder [Text Block] Controlling Shareholder [Text Block] Schedule of Unrecognized Tax Benefits Roll Forward Schedule of Unrecognized Tax Benefits Roll Forward [Table Text Block] Redeemable Noncontrolling Interest Redeemable Noncontrolling Interest [Table Text Block] Fair Value, Recurring and Nonrecurring [Table] Fair Value, Recurring and Nonrecurring [Table] Entity Current Reporting Status Entity Current Reporting Status Retained Earnings [Member] Retained Earnings [Member] Noncontrolling Interest, Ownership Percentage by Noncontrolling Owners Subsidiary, Ownership Percentage, Noncontrolling Owner Deferred financing cost amortization Amortization of Debt Issuance Costs Pension Adjustments Service Cost Pension Adjustments Service Cost [Member] Income Tax Authority, Name [Axis] Income Tax Authority, Name [Axis] Line of Credit Facility, Covenant Terms, Minimum Liquidity Excess Availability Percentage Line of Credit Facility, Covenant Terms, Minimum Liquidity Excess Availability Percentage Line of Credit Facility, Covenant Terms, Minimum Liquidity Excess Availability Percentage Weighted Average Number of Shares Outstanding, Basic Weighted Average Number of Shares Outstanding, Basic Stock Price or TSR Estimation Method Stock Price or TSR Estimation Method [Text Block] Proceeds from sale of assets Proceeds from Sale of Productive Assets Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Property, Plant, and Equipment Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Property, Plant, and Equipment Line of Credit Facility, Covenant Terms, Minimum Liquidity Percentage Line of Credit Facility, Covenant Terms, Minimum Liquidity Percentage Line of Credit Facility, Covenant Terms, Minimum Liquidity Percentage Consolidation, Subsidiaries or Other Investments, Consolidated Entities, Policy Consolidation, Subsidiaries or Other Investments, Consolidated Entities, Policy [Policy Text Block] Executive Category: Executive Category [Axis] Name Awards Close in Time to MNPI Disclosures, Individual Name Schedule of Components of Income Tax Expense (Benefit) [Table Text Block] Schedule of Components of Income Tax Expense (Benefit) [Table Text Block] Entity Filer Category Entity Filer Category Time-and-materials Contract [Member] Time-and-Materials Contract [Member] Shares, Issued, Beginning Balance Shares, Issued, Ending Balance Shares, Issued Shares, Issued Revenue, Remaining Performance Obligation, Amount Revenue, Remaining Performance Obligation, Percentage Amount Statement of Income Location, Balance [Domain] Statement of Income Location, Balance [Domain] Accrued compensation and benefits Accrued Salaries Loss Contingencies [Line Items] Loss Contingencies [Line Items] Company Selected Measure Name Company Selected Measure Name EX-101.PRE 15 iesc-20240930_pre.xml XBRL TAXONOMY EXTENSION PRESENTATION LINKBASE DOCUMENT GRAPHIC 16 iesc-20240930_g1.jpg begin 644 iesc-20240930_g1.jpg M_]C_X 02D9)1@ ! 0$!+ $L #_X0".17AI9@ 34T *@ @ @$2 , M ! $ (=I 0 !)@ !) # (4 7) $ (4 M <)*1 (#,#)*2 (#,# R,#(Q.C V.C R(#$U M.C$Q.C$R #(P,C$Z,#8Z,#(@,34Z,3$Z,3(#_X0&<:'1T<#HO+VYS+F%D M;V)E+F-O;2]X87 O,2XP+P \WAP86-K970@8F5G:6X])^^[OR<@:60])UG)E4WI.5&-Z:V,Y9"< _/@T*/'@Z>&UP65T82!X;6QN&ULG,Z&UP65T83X-"CP_>'!A8VME="!E;F0])W7J#A(6&AXB)BI*3E)66EYB9FJ*CI*6F MIZBIJK*SM+6VM[BYNL+#Q,7&Q\(C)RM+3U-76U]C9VN'BX^3EYN?HZ>KQ\O/T M]?;W^/GZ_\0 'P$ P$! 0$! 0$! 0 $" P0%!@=<("0H+ \0 M1$ M @$"! 0#! <%! 0 0)W $" Q$$!2$Q!A)!40=A<1,B,H$(%$*1H;'!"2,S M4O 58G+1"A8D-.$E\1<8&1HF)R@I*C4V-S@Y.D-$149'2$E*4U155E=865IC M9&5F9VAI:G-T=79W>'EZ@H.$A8:'B(F*DI.4E9:7F)F:HJ.DI::GJ*FJLK.T MM;:WN+FZPL/$Q<;'R,G*TM/4U=;7V-G:XN/DY>;GZ.GJ\O/T]?;W^/GZ_]H M# ,! (1 Q$ /P#^_BBBOYPO^#B/5=4TSP/^RXVF:EJ&FM-XK^* E:PO+BT: M4)I'@PH)#!)'O"%F*ALA2Q(QDUW9;@GF..H8)5/8NO*:]HX<_+RTYU/AYHWO MR6^);W/,SC,EE.6XG,71==894W[)3]FY^TK4Z7Q\D^6WM.,X'>UM+W7]'M%? MYE__EOBS_H:/$7_@ZU#_Y(H_X2WQ9_T-'B+_P=:A_\D5]A_J-/_H9Q_P#" M1_\ S2? ?\1,A_T)I_\ A?'R_P"H3S?W>9_IH45_F7_\);XL_P"AH\1?^#K4 M/_DBOZ4?^#=?6-7U77OVLQJ>J:CJ0@TGX+>2+^]N;ORB]Y\4/,,?VB601E]] M[]@7=M7=G:N.#-.%)9;@:^->.594?9_NUAG#F]I5A3^/V\[6Y[_"[VMI>Z]3 M)>.8YQF6&RY99+#O$>U_?/%QJJ'LZ,ZWP+#T^;FY''XU;?79_P!/]%%%?('W MP454OS_H-[_UZ7'_*)>O\SV7Q;XK\V7_BJ/$0_>R)EP[]3O@GB_K?M]JZH M>S]A[&^]&KS;^[S/]-"BO\R__(2WQ9_T-'B+_P '6H?_ "11_P);XL_Z&CQ%_X.M0_^ M2*/]1I_]#./_(2/_P":0_XB9#_H33_\+X^7_4)YO[O,_P!-"BO\R_\ X2WQ M9_T-'B+_ ,'6H?\ R11_PEOBS_H:/$7_(.M0_\ DBC_%&G_P!#./\ X2/_ M .:0_P"(F0_Z$T__ OCY?\ 4)YO[O,_TT**_P_R_P#X2WQ9_P!#1XB_\'6H M?)%' "6^+/^AH\1?^#K4/\ Y(H_U&G_-#./_A(_P#YI#_B)D/^A-/_,+X M^7_4)YO[O,_TT**_S+_^$M\6?]#1XB_\'6H?_)%' "6^+/\ H:/$7_@ZU#_Y M(H_U&G_T,X_^$C_^:0_XB9#_*$T_P#POCY?]0GF_N\S_30HK_,O_P"$M\6? M]#1XB_\ !UJ'_P D4?\ "6^+/^AH\1?^#K4/_DBC_4:?_0SC_P"$C_\ FD/^ M(F0_Z$T__"^/E_U">;^[S/\ 30HK_,O_.$M\6?]#1XB_P#!UJ'_,D4Y/%7 MB^1TCC\2^9))'6.../5]2=W=SA$1%G+,S,0JJH+,Q)-'^HT_^AG'_,)' M_P#-(+Q+@[?\(L];?\Q\?+_]$\W]WF?Z9U%?GC_P3'_97U+]E?\ 9<*:'XR M:^G^*WC_,KX@?$Z;4[B>ZO=.UK6;2W_+,\(^9U; MQ!_;^HVQ":B17Z'5\/B*=.E7K4J57V].G4E"%91Y%547;G4>:=HMWY?>=XV> ME[+])P=:KB,+AZ]>@\\+5K4H5)X=S]HZ+G%2]G*?)3O.*:4_<5I7BKI')=:ETCP;'ELC[-X*T!=**6K#@;[?1XY"%&]W(!KZK \(9CBE&>(E3P M5-ZVJ?O*]O\ KU!I1TZ3J0DNL3XC,N/\HP_;VU1.4O M*5.C.#Z2MJ?W>_$']M?]D7X637-IX]_:0^#>@:E9DBZT5O'N@:CK\!7.5E\/ MZ3>7^M(1@C!L,YP.I /ROK?_6; P"""=6C22PI\=;O698F*D:)\,?BK=Q,R MD@^5=3>"[6SE7/22.X:-QRC,.3_"N!CH**^@I<$X"* ?8O%U' T[]C2C]SIU M7_Y,SY6MXCYI)OV&"P-&/15/;UI+UDJM&+ \ 1 ;ZO\ P7 _X)\M(4/Q$\:H MHQB9OA?XU,;9(' 32WFXSSNB'0XR<]?I'_!9C_@G1JTD<3?'JXTJ20JH&K_ M P^+-I&K-@ 27">")[6,9X+O.(EZM(!7*=%:O@O*FG:MCD^C]K1=OE]7,8 M^(N>)]^'RV2[>PQ"O_K1_H;^#/V^?V*_B \$/AC]J'X*7%U._AUJ>]':^\$>+-=\+W$I3.!/)HM]9FX0@E6CG\R-U+(RE68'@K\#PM_LV/ MFG_+7HQE?UG3E"W_ (+?H>EAO$JLK+&973FNLL+7E3:]*=6%12]'5CZG^EA1 M7\3/P_X+@_MK_"B6TL_'.L>&/COX;@\N*6R\?Z-;Z=XD2T3EDL?%_A2/1[U MKUR/^/[Q'9>*&^9MT+G;M_=#]FG_(+>_LC_!NDT[0/B1/JG[/'C2\,4!M_ M'MQ!?^ KB[D&62Q^(NGP06%I;QX.^[\8:5X0M\X2-Y69=WSN.X9S; IS=!8F MDMZF%;JV6]W3<8UDDMW[-Q7\UM7]=EW&619BXTUB7A*TM%2QJ5&[TT552E0; M;:27M5)O[-S]EJ*HZ9J>FZUI]GJVCZA9:KI>HV\5YI^I:;=07UA?6DZ+)!=6 M=Y;/+;W-O-&RR13P2/%(C!D9E(-7J^?/J4TTFFFKIK5-/9IK=,****!A111 M0 4444 %?S9_\'&/_(B_LL_]C9\4_P#TS^"J_I,K^;/_(.,?^1%_99_[&SX MI_\IG\%77^1KW>&O^1Y@/\ '5_]1ZQ\QQE_R36:?X,/_P"IF'/Y6L_7\C_A M1GZ_D?\ "F8]OT_^UT8]OT_^UU^QG_#_7\C_A7],/_;C_P#(>_:X_P"P M3\%/_2SXI>P_SW-?S-X]OT_^UU_3)_P;C_\(>_:W_[!/P4[?]/GQ2]A_*OG M^*?^1%C?^Y?_-2J))3P7_R4N6^N*_\ 4/$']2%%%%?CY^_E2_\ ^/&]_P"O M2Y_]$O7^8Y*?WLO7_6R=C_?;VK_3CO_CQO?^O2Y_\ 1+U_F-3?ZZ7C_EK) MV_VV_P!@_P Z_0.!O^9G_P!RG_NR?E?B9_S)O^ZA_P"Z8F?K^1_PHS]?R/\ MA3,>MWZ?_&NC'M^G_P!KH]Q[?I\ :Z'Y^OY M'_"C/U_(_P"%,Q[?I_\:Z,>WZ?_&N@!^?K^1_PKB]^"'+_.R!_P-&_M, MVWQ+\5Z5]K^%O[/TFF>,-5%S#NL=<\>RS22> O#IFGCM;ZRN/%6I1[)X#; M:#;Z=?1B+6H=_P"06EZ7J.MZGIVBZ18W6IZOJ]_::7I>FV-N]S>ZAJ-_<1VE MC8V=O'&9)[]NI8K>W@C5I)9I$C0%F /^@A_P3]_93T_]CS]F+P)\?C#;-XT MNX/^$N^*.IV^Q_[4^(6OV]M)K*"X3Y;FST&""Q\+:5.H1;C2]#M+IXUN+B=G M^9XHS-X#+W2I2Y<3C.:C3MO"G9>VJ+JFHR4(M6M*:DM8GV!>2_VKFL:U:%\ M'E[AB*MU[M2LI7P]%W5FG.+J376%-Q?QIGVK117R-^VW^UOX-_8Q^ GB;XN^ M)E@U/6^- ^'OA%I_(N/&/CG48+A](TD,,R0Z,:);W&K:_>HK/9:'I]_+;I/? M&SM+G\JHT:F(JTZ%&#G5JSC3IPBM92D()??N]DM7HC]QQ&(HX6A5Q.(FJ5&A M"52K4EM&$5=ONWT25VW9)-M(\D_X*_\%%?A=^PQX+B6^2#QG\9?$]E--X"^ M&-K=B&::(,\'"3>++F(22Z'X2M;E'B6?RSJ&NW<,NG:+#(+?5+_ $G^*']H M[]#XU?M6^(]OXB_&KQC?>)=59[A-%T>/S;3PMX0TV>17&B^$M 5WM-&TZ,1 MQ+(T?FZAJ4D*WNLWVHZ@TMV_$?%_XN_$#X[?$?Q5\5_BAX@N_$OC7QCJ?W=IINFVWSQ:?H^E6BPZ?I.FVVVVL+"W@M85V1Y;S3'M^G_VNOUS M),AP^4THS:C5QLXKVM=I/DNO>IT;_!36SDK2J:N3LU"/X)Q'Q/C,]KR@I3H9 M=3F_885.W.DTXUL1RNTZKM?E=X4OAAKS3F_(]\ OD_X49^OY'_"F8]OT_\ MM=&/;]/_+77OGS_/U(_X49^OY'_"F8]OT_P#M=&/;]\ [70 _/U(_X4 M9^OY'_"F8]OT_P#M=&/;]\ [70 _/U(_X49^OY'_"F8]OT_P#M=&/;]\ M[70 _/U(_X4'!X.<'V/^%,Q[?I_]KHQ[?I_KH ^T_V4OV_?VF?V.]5@;;X4M^.KFZ\&&Z^T:I\+?%IN=>^'FK"20RW)3199X9M OKEVWS:OX7O=%U29EC6[N M[FV5K9_ZV_V&_P#@JQ\ ?VR$T_PA>3I\)OC?)$%E^&OBC4H'MO$4Z)NFE^'W MB.2.RMO$Z!09&TB6VT[Q-J7,G]CW.GVQU27^%'"M^G_-KJ>UN;FRN;>\LI MY[2\M)XKFTN[:22WN;6Y@D66"XMYXE26">&5%DBFC=9(Y%5T964$>#FO#V S M2,IN"P^*?PXFDDFWT]M#2-6/F[372:6A]/D?%>9Y+*,(U'BL%=<^#KR;BHWU M="';O*A/>W+>FV[SIR\ 3MHK\,/^"}G6[G37[2?P]\>'^OC1;KXP\'?"K^Q M-"\-?&/59YX_%FMZQ>1O//XUH_9VMO%=UHVC):ZA>>)99[76[6.^TJ/6_[<MN=834;3]SZ_*,=@ZN7XJMA*LH2J46DY4Y+:C5AR3BXR<))K522E%I3BW&25XMIA1117(=X4444 %?S9 M_P#!QC_R(O[+/_8V?%/_-_@KZ_R-?TF5_-G_P<8_\(B_LL_\8V?%/_TS M^"]JWAK_)'F_QU?_4>L?,<9?\)-9I_@P__J9AS^5?'M^G_P!KHQ[?I_\M:Z=M'^0O^%&T?Y"_X5^QG_#<>WZ?_:Z_ID_X-R/^0]^UQ_V"?@I_P"EGQ2]MA_7ZFOYG=H_R%_PK^F+_(-R/^0]^UQ_V"?@I_Z6?%+V']?J_^?XI_Y$>-_[ME_\U*HGU/!?_)2Y;ZXK_P!0\0?U(4445^/G[^5+_P#X\;W_*]+G_T2]?YC M4W^NEX_Y:R=O]MO]@_SK_3EO_P#CQO?^O2Y_]$O7^8Y*H,LI_P"FLG8?WV]1_M7Z!P-_S,_P#N4_\=D_*_$S_)DW_=0_]TR'"M^G_P!KHQ[?I_\:Z=M'^0O M^%&T?Y"_X5^@'Y6/@@EN9H;>",R33RQPPQ@&265@D:#*_99V"C)R>M?>G_M_ZY_;___.C7OB(?I_PCF/\T]"OB+PXH'B'03_U&=,[#_G@]!7^FN/ZG^9_MKYCB+/,3DTL(J%&A5^L*NY>V51\OLG2MR\E2&_M'>]^EK'V?"7#>$X@6/>*K MXFC]5>&Y/J[I+F]M[?FY_:4ZFWLHVM;=WZ'\_O\_PZY_;_\_^C7?B+_Y;_G_R M[H_X=<_M_P#_$:[\1?_"W/_EW7]_=%?-?Z[YC_-F"_\<1_\O_ZOZ6_M^R_XAOE/_0=F7_@6%_\F;?K^A_)_PZY_;_/_HUWXB_\EN?_"[H_P"'7/[?_P#T:[\1_M?_+<_P#EW7]_=%'^N^8_]F"_P# <1_\O_]_I8_XAOE/_0=F7_@6%_\F;?K^A_*?_P28_X)M<_&7PI^T='\:/VGOA;JW@/0?A%9PZUX"T3Q*=,_EE\2_$._:>WT?5(K>QNKY?_ML7@NWBN]:\V5H)8O$,GAJ:U\Y;>\$?\ 5A117SF:9GB,UQ/UG$;A& M$?=@HPBE%)1CW_^"R?[6-Y^T9^U?KW@C1-1:X^&/P N-3^'7AFVAD9 MK._\5V]S'"\0_$FP H\]SK]F/#MM<(TEO/H_AG3+NW*F]G\S^P7]JKXN_P#" MAOV;OC;\7T:-;[P%\-O%6N:(LQ BG\2II<]OX7M)"<@+>^(KC3+0G#8$V=K? M=/\G)W-Q<7US<7MY/-=7=W/+=75S<.9I[BYN)&EGGEDS)+--*S22R.2[NQ M9B6)?4<%8&-2MB)Q"3LW2HR4:,'WC*KS3_Q48E;\T_^UT8]OT_^UT[;\ (7_"C:/\A?\M"OT<_(AN/;]/_M===O\.OAKX^^+OC#1_ 'PR\(:]XX\9Z_.8-*\.^'-.FU'4K MHJ-\T[111;;:RM(@UQ?:C=O!86%K'}=7MS;VTD7,\:W-C MX.T6X)M]'TV,6XNS#_;&I0QJEU*T?AYYG=+)Z,7R>VQ-;F5"C>R]VW-4J-;J MG&Z6GO3E[L;>].'TO#7#E;B#$SCSNA@\/RO$U^7FE>7P4J2?NRJS2;NWRTXI MRE=\L)_A_P#L[?\ !OCX_P#$5C8:]^TQ\6;+X=I<+#/-X ^'-G:>*?T;\OM;:IXOOG3PQI6HPD89-(TWQC8/N#)?_+M/Z?^#/\ @AS_,$_/"\$46M^!?'? MQ%FC #7?C'XF>*+*>9A_'+'X!N/]H23R52V2,_W,5^O5%?FV)XBSC$RR/S/D_X(\?\$XI(O*/[-UDJX W1_$OXRQ2<# _?1?$1)2?4[\D_,3N M ->>>(_^"'W_3WUR.1-,^'?C7P+^^-_M/^KG\'Q)_X-V_A!J,=Q+\(OV@?B'X1N=KR6]G\0?#OASQ[9M-@E(#=^'Q\/ MKFUMV?"'"9H-1FA0[F2Z=(PFX?OF"N5_N"HKU<+Q7G&':Y MZT,5!6]S$4XMV\JE/DJ7LK>]*278\7&\#TU/1M;TZZTK5M.NX^)+6_TZ^M MH;NTN(SP\-Q%'(AX9165CV_3_P"UU_HJ_M(?L;?LY?M7Z')I'QK^&FB>([^.MU:VTKQC9Q#1O'?A_AS$VC>+M/6'5X(89G^T'2[F>[T.[E1/[0TN\C!C\KW[M;_\ P16^-G[.T6L?$+X'3ZE\=/A%9)<7U[:66GI_PM'P=IT0:1Y-:T"QB\CQ M5IUI" ;C7?"*W"(MQ>:AX:T?3K=[L_9Y7Q5@,>X4:_^Q8F5DHU9)T:DF[6A M6M%)MM6C44&WI%R9^=YUP1F>5QE7PS_M'"1NY3HP<<12BNM7#WDW%:WG2E42 M2WZ?\ VNNH\$>#/$GQ%\8^%O 7@[2KC6_%?C/Q!I/ACPYI%J@,_M^HZUK=]!IVGVJ;E54$MS<1B25V6.&/?-*RQQNR\SM SG(()!&T9!'4$;<@CN M.M?TA?\ !!']CG_A(?%?B+]L/QMI1;1_!LFH>"?@_'>0#R[SQ9>6@@\\7^+K= M9%7?%X?T>_X1O3KA5GMYM1UO7 C07^@*1[&:8^&6X&OBYVA&U*#*T]I6EI3 MA\W[TK:]$9/H>!DN5U*JSYJU1*_LL/#WJU3M=0NH7T=24(_:/Z% M?V/?V:_ #7[)?[/7P\^'?AP07$_AW2EN_%NN0Q>6_B?QQJH6\\5>()2RK,T=Y MJ;R0:7'[P MU_R/,!_CJ_\ J/6/F.,O^2:S3_!A_P#U,PY_*W1117[&?S\%?TO_/!N/_R' MOVN?^P5\%/\ TL^*/^?\>M?S05_2_P#\&X_ "'OVN?^P5\%/_2SXH_7_/IT MKY_BG_D1XW_N7_\ 4JB?4\%W_P!9LM]<5_ZAU_\ @GJ2-%%%?CY^_E2__P"/ M&]_Z]+G_-$O7^8[)_K9?^NLO_H;5_IQ7_\ QXWO_7I<_P#HEZ_S'9/]_+_U MUE_]#:OT#@;_)F?_.?CRS M_#B_SPQ^J^&FV<>N! _+%BT445\"?J84444 %%%% !1110 4444 ?D9_P7 \4 M2^'_/@GU\0=-BD,?_"9^-OAGX7D*DAFBB\6V7BN2,8ZAQX7VNI!#(6!XS7\ M00K^T3_@O;;S3?L+6LL18):?&[X?W%QMX!A?2/&-H YR $^T7,!&0WSA. <, MO\70Z#Z"OU3@R*643:WEC:U_54Z"_%)?TC\1\0I2>?03O:& PZCVLZE>3M\Y M,6BBBOK#X4_7?_@A_P##O2D_'O[>_A+4]5MXKJ/X9>_'?Q$LX+A$DB;4[:UL M/"&G3F-P0TMA=^,8]2M& W6][9V]U&5D@5A_;S7\0_\ P0^\?Z=X(_;X\(Z7 MJ,\=JGQ)\ ^/O %K-,ZQQ'4);&S\8V-N78A1+?7'@Y+*U3.Z>\N+>WC#23*I M_MXK\KXSY_[7CS7Y?JE'V?;EYZO-_M_FO\ Y6/VWP\J_853DMS_7Z_MK;_M_LJ'+?\ [A\E@HHHKY,^["BBB@ HHHH *.O!&1110!^) P"W_P#\$;_AI^T_M?W/Q.^"-QH/P=^,UJ]$5SXE!LI8?/CR.YN$_M+4-9TK2X)'T?Q4D3RWR:[I M-J8]'+#P_IH9 M46XO9+=#)J.LWYB5$EU77M4EO=:U>=547.IW]W/M'F8'JE%=M?,,9B<-0PE> MO.K0PTI2HPEJX\R4;.7Q24$FJ:DWR*4HQM%V/.PV59?

A,9B ;X_[!/P4]+/BE[G_ #VKY_BG_D1XW_N7 M_P#4JB?4\% \E+EOKBO_%#Q! 4A1117X^?OY4O_ /CQO?\ KTN?_1+U_F-R MG$LO(_ULGI_?; .:\]_TY+__ (\;W_KTN?\ T2]?YC4Q_?2_P#+63O_ +;?
M[8 E7Z!P- S_ P#N4 \ =D_* $S_)DW_=0]TQF[W'Z?_%T;O?^8SIG?_ *?8/]L_RK_39'3\3 ,U^>\<_ 'EG^'% GAC]5\-- MLX]<#^6+%HHHKX$ 4PHHHH **** "BBB@ HHHH _+S_@LGX*N?
&G_!/7XW&R M@:XO?"4W@7QK!&HY6WT+QSH UF<\"'VOA^[U>Y8GC;$1W%?PGAO M"_$&D>*/#>KVVSSM.UO0[Z#4=-NT5RT<@ANK>-WAE5H9D#13(\;NC?WG?L#_ M +?
WPM_;>^&UCJ.DW<G>'?B.H.FVJ_$KX837:]J>DZ@BQP76NZ!!-(UQJ_@S M4;HB73=4&,[6/VB'2M8:WU-"DW\!..??]? ME=3X+\<>,/AQXGTCQKX!4:YX M-\7:!=*(TU;?C)QX;U2[T?6=-N K(SVM_97$-
Q&LL3O#/%O,5S;R26\Z202/&WA MYWD=!.*44Y^QQ-+F]C6LY)*5KTZD;IRIR:3T]Z#O*-[RC+Z3ASB/$JC5BFUJN6HO=E9\LH_P"F717\G?[+?_!?_P"(/A.W MTSPO^U5X"3XEZ9;K#;/\2/ "Z9X?\
<+"@(:YUGPI)QIL^LRQ$A9)O#KZQ8DD&.[D4[J_,L=D>:9>W[?"U)4U_P OZ*]M1:[N M<+\GI44'OH?LV6<39-FL8_5\93A6DE?#8AJAB$W]E0FU&HUWHRJ1\S[5HHSG MD"BBB@ HHHH ****
"BBB@ HHHH **** "OYL P#@XQ_Y$7]EG_L; M/BG_ .F?P5]/YBOZ3* FS_X.,?\ D1OV6/\ L;/BG_Z9 !5=[PU_R/,! CJ_ M^H]8^8XR_P"2:S3_ 8? P!3,.?RKY]_U \ =E]??_ +94E%?L9 /Q'GW_M
%_^V5_3)_P;D?\ (> ;X_[!/P4_]+/BE[G^GT%?S/U_3!_P;D?\A[]KC_L$ M_!3_ -+/BE[G^GT%?/\ %/\ R(\;_P!R_P#ZE43ZG@O_)*7+?7%?^H>(/ZD M**** 'S]_*E__P >-[_UZ7/_ *)>O\QJ8_OI>?\
EK)W_P!MO]L?R3EO\ M_CQO?^O2Y \ 1+U_F.R?ZV7_ *ZR_P#H;5^@<" \S/\ [E/_ '9/ROQ_.P"9 M- W4/ =,^]OV)?V8== :[_:/^'OP8TL7<&C:G?\ ]M^/=9M5)/AWX?:&\5UX
MGU7S#OBANIK8QZ-HS3#R9?$&K:1;2$+/D?U_?\,8_P#@F^?^;?+G_P .]\XFKF,Z6!Q5>AA\+>C>A6G3 M56JG^]G+DE'F2DN2%[KEAS1^-W]?A+AC!T,JJXC,L%A\3BL:XXBV)H4ZSH46
MOW%.*J0?)*47[6HE9\TU"5_9H_,"V_X(U_\ !.6TN(+NW_9_N8[BVFBN()/^ M%N?&Y]DT+K)$^Q_B.R-M=5;:RE3C!!'%?I_117S-?%XK%3FMSW,[;L*^>?VK/VB?"/[*/[/_ ,3?CUXT9)-
,\!>';B]T 2O.$8_B/Q-> M.FG>%O#*FY5$RMUX@\076G:6LH1TM([F6^N%%M;3.OT-7\;/ <(?MI'XE_% MSP_^R)X(U3S?!OP6N(?$OQ,DM)MUOK'Q5U33V73M&E*#*RYH_OAN_=)/+EPN
MN^)M7L;R%;O0HBOE9ABXX+"U*S:Y[+W MB7D7"O)4634JG]K<3XJGS1^K MU5A! UW=W5R8HU,]S/*6D:O_ ,/MO^"G7_1R\O\ X:/X$_\ SLZ_*JBQ@O[2 MQW_07B/ _=4_P#DO)?'7_B&7_ %+_
"_% M]S]DOA9_P5J_X*T_&;XD^!OA1X_:&FU?QE\0_%&C^$O#MA_PJ3X%JDNI:S> M16<,UU,/ABRVMA:"1[S4;V0""QL+>YN[ADAA=A_=7X$T?Q'X?\%>$]#\8>*[MGQUXKTCP[HVG>)?
&EYINE:-<^*]>L]/@@U?Q!-I&AVECH^EMJU^D]Z-.TRSM M[*R69;>",)&* E*_ .#=K]BTWNH^+?VVO'6E;K;2FU7X#[+\ M0?*%GOVG;9VDW_*$;>50F2*26]\:VDB+/9PLO]9=?
99+#$_5O;XFK5J3KZPC M4G.2C27PR2DW:4][V^#EMHVC_*?Z86='W"G"G#^!X-IU*&>X[A[M(LJRNKF7$.+5.>)P=;$8#"T9UL/DM"-+"JE*=H9C5S&%2,I4:4HE%%%>P?R(M%?R??
\%V_P!B34/"OCB#]L?P!I,DWA'QP^F:!\88+&%F3PJXU@@ATSP_XMN$ MBX@TOQ9806>C7UP4BMX/$NGVTEU/-?\ BJ!1_6#7,>-/!?A7XB^$_$/@7QQH M6G>)O"/BO2;W0O$.@:M!]HT_5=*U&!
[>[M+F+*MM>-SLDC>.>"4)/;RQ3QQR M)Z>4YE4RK&T\5!.4/@K4[V]K1DTY1\U]3@]E.,6[JZ?C9]D]+.\NK8*H^2> ME7#U;7]EB()\DGU<7=PJ+K"4K:V: P S+/O^O_VRC/O^O_VROUJ_X*/_ /!+
MKXA?L;^()4\> [/5_'/[.&JWQETGQ1'$U]J_P /6O)]MOX;\?K;Q[H(HYG6 MSTCQ88TTO6 UM!>-I^LSK82_DS7()A,9A\=0AB<-452E/9KXHRM=PG'>-2-_ M>B]5OJFF_P"?,?
@,7EF)J83&T94:]/=/6,XWLJE.2TG3E]F2;3V=G=*//O\ MK_\ ;*,^_P"O_P!LJ2BNDXR//O\ K_\ ;*,]N/S_ /LZDHH ^JO@W^W-^US\ M 1:V_P
*OC_\1/#VE62HEKX:OM9_X2KPAQX"I!X0\7KKWAF#Y0$+0Z5&Y0 M*N["KC]3_A- P<'_ +2'A@06GQ>^%/PS^*EE"$[_0;C5?AOXDN>TDMS=P'Q
M3X==R,,B6GA;3D!!!R&&S\!J*\W$Y/EF,N\1@J$Y/>:A[.H_6I3Y)QYR/7P6 M?9SE]EA,QQ5*$=J3J>UHKTHUE4I?^2']FWPA_P""]7[&OCMK6R^(^G?$?X*: MC(]"XN]?\/CQAX7CF?CR[?
5O!$FKZY*BMP9[SPGIT84AF*]&V_JM\)_VA_@5 M\=K'^T?@[\6_A_\ $>%85GN(/"GB?2M4U.PC?&W^U=&AN/[7TB3E5GR5%ZNK(^LP7B+F='E MCCL+AL9!?%*'-AJS\^:/M*+?DJ,?
4_TX** A@_9_P""QW[;GP)DL;#5/'T7 MQM\(VQBCE\._&"&;Q%]/V=2%E-IXX@GLO&D=V80$MY-4UG6K"W9(W_LN9?-C ME_H& 9;_ ."W/[*OQUETWPU\3Y+O]G;Q[>>3!Y/C>_@O_AY?
WC@Y33OB)\] ME9V"?*69O&&E^%8 SQV]O=7LK#=\GC^&,UP*<_9+%45O4PUZC2765)I55;JU M"4%OS6U/N MV>HVMO?6%U;WME>0Q7-I>6DT=Q:W5M,BRPW%M<1,\4\$T;K)%-
$[QR(RLC,I M!JS7SQ]8G?5:IZIKJ%%%% !1110 4444 %?S9_\ !QC_ ,B-^RQ_V-GQ3_\ M3/X*K^DROYL_^#C' D1OV6/^QL^*?_IG\%5[O#7_ "/,!_CJ_P#J/6/F.,O^ M2:S3_!A__4S#G\K=%%%?
L9 /P5_3! P;C \ (> ;Y [!7P4?>?SXH^O^?3B MOYGZ I@ X-Q_^0]^UQ_V"?@I P"EGQ2]A_GN:^?XI_Y$6- [E_\ U*HGU/!? M_)39;ZXK_P!0ZY 4A1117X^>?QO4D P#GOO?^02Y_]$O7\!W
3G_9+N_P!L M+]]?PA\/KZSGD^'?ANX;QU\5[V/>D<7@G0;V!IM'\]2ICN_%NIS6'ABV\MQ< MV\>J76IQ))'IEQM_OQU#_CPO?^O2Y_\ 1+U^4_\ P2_9_X9?\ V9;'Q1XJ MTP67Q8^.C:?X]\7_
&B+R[_1?#KV\K> _*$^X)+"VEZ/?3:SJ-I/&ES9Z_XB MU>PGWK8P[/HLHS/^S,NS:4)T=-/XCY'B M#)O[9S;(85(\V$POU_$XOLX1E@O9T7T?MZB46M_9JHU\+/U;M+2UT^TMK^QM
MH+.RLK>&TL[2UBC@MK6UMXUB@M[>")4BA@@B1(XHHU6..-51%55 %BDW#U'Y MT;AZC\Z^=OY_U_37WGURTT2LEHDN@M%)N']/SHSQG\+@?'W[>'[5OA_]C+]
MF+XD?'#5_LESK>E:;_8?P]T*Z< >)OB-KZ36?A/1Q$&66:UBNQ)K.MB F>#P M[I.L7D88VV*_S=/$WB;7O&GB7Q#XQ\5:I=ZWXG\5ZYJOB3Q%K5^_FWVKZYKE M[-J6K:G>28&^ZOKZYGN9WP-
TLC$ #@?N'_P7G_;2/Q_ &E(O@#X,U;[5\+_M -G"ZU#1=1:SGWV/B#XN72K!XQU"3RG,=POA"*-/!=DLT?FV.JVOBUH)'M=5
M7/X09^OY'_"OA<]QCQ_)]C#6EA[P5KN]33GE\G[G7X6UNS_:Z&_A(O#OPVA MQ)FN&5+BCCZ.&S?$]K%*O@;"1LM M%)GZ_D?*,_7\C_A7A6?9_,VE_CA\-?@7X!@\WQ+
M\1_$UEH<%T\4DUKHVF_/=Z]XDU%(OWG]E^&M"MM1U[4BG[S[#1]P(@\I1#XM MGZ_D?*_KZ_X-X?V+O\ A%/ WBC]L_QSI6S7_B)'?>!?@_%>0$2Z?X$TW4!' MXM\56Z29\N7Q3XBT]-
#L9]L5Q%IGAN_>&273_$)\ST,MP.WBEA/"+PUS[BR4Z4LV=(^R^&L)4M)8SB"]P]0P,73 M_P"7E'!QA6S%/PNN;I%&O!24Y03_ *'?@E\(/!OP!^$OP^^#/P^L1I_@_P"' M'A?2_"^BQ%4%Q<0Z=
JW.IZ@\:1K<:MK\UUJ^L7>P/>ZI?7=W)F29C7J5%% M?HT4HI1BDHQ2C%+9)*R2\DM#_G%XO%8_%XK'XVO5Q6,QN)KXO%XJO.52MB<
M5B:LJV(KUJDFY3JUJLYU*DVVY2DV]PHHHIG.%%%% %+4M-T[6=.OM(UC3[+5 M=)U2SN=/U/3-2M8+[3]1L+R%[>[LKZSN4EMKNTNH))(;BVGCDAFB=XY$9&(/ M\]O[:'_!""P)\0+G5O'_
.R3K.F_" _Q1=//?7GPI\0=-\-.3N'S+(OA?5((MKS5/!,TTGF&/3);?6/#IDDAMK&+PS80FOZ'Z*[L#F.,RVK[7"5I4F[<\VB15 M4OLU*;F>49?F]'V&/P\'5?V<]8UJ3>\]56-I0>BNKN_K
M)3C):'^#Y_SS7^FCXG*>%_&VAW_AGQEX@>)=(L=T748,Y\F^TO4[>ZL;N+(!\N>"1,@'&0#7Y%?'[_ ((= M?L:_%U[[5OA_9>)/@%XGNA+*DW@*]&I>#I+R5BPFO/!'B)KRV@MDSM3_"VJ
M>%+90%V@?-N^ZP'&N'FE#,,/.C/1>UH7J4GM=RA)^U@MW:+K-[:;GYGF?AUB MZ;E/*L5#$T]6J&)M1KI=%&JE[&H]KN2H+RZ'\4=%?N)\: \ @@G^UUX!>\O? MA/KG@'XYZ+"SFUMM.U1/
7C*:%06WW&A>+IX #D3;?NQ6?C;4)G<%$C)*AOR MF^*O[-WQ_P#@;<2V_P 7O@U\2/AXL4OE#4/$_A+6-/T2Y?<%SI_B!K5M#U._ ML=HFT_4+F(M\H?/%?4X7-
,OQJ7U7%T*KEM!34:OSI3Y:D7ZQ1\1C_"0W*MJWP@\7WUS<>'Q!)*7NIO".H,+ MB]\$:LX>:1+C25DTFYNI!L&*-!_9;^R#^VI\$OVTOA^/&GPGUMXJ7TM M;:'QKX UHP6WC'P1J5PC%+?
5K"*61+G3;IHYO[)\0:<]QI.J#-'%/%?VFH: M?9?YXU>T_L_?M _%#]F/XI>'?B[\)/$$^A>*- G"S0,9)-\1:-+)$^I>&?$ MNG))$NK:!JZ0QQWMG(Z21R1V]_83V>J65C>VWS6=<-X;,XSK4(PP^-M=5(I1
MA6:VC72TNJ52YXZ7'.+L;D]2%#$SJ8K+6TI49OFJ8>+TY\-*6J4= MW1;]G+51Y)/G/](>BOE7]C;]K'P%^V5\#O#OQ@\$8T>ZG)T;QMX2FN4N=1\% M>-+'"WDU?P_>R(L?VB %Q@U#1M1\F
:KHE]I)\UM:3S3V=M]55^45:52A5J4 M:T)4ZM*&O^1Y@/\=7 P!1ZQ\QQE_R M36:?X/_ .IF'/Y5\>WZ? :Z,>WZ? :Z,>WZ? :Z,>WZ? :Z_8S^?@Q[?I_] MKK^F3_@W' Y#W[6__8)^"G;_*?/BE[#^5?
S-X]OT_\ M=?TR?\ !N1_R'OV MN/\ L$_!3_TL^*7L/Z_4U_Q3_R(\;_W+_\ J51/]>"_^2ERWUQ7_J'B#^I" MBBBOQ_?RI?_/'A>_\ 7I<_^B7K_,PFU[7?.E_XG.K?ZV3_)B%Y_?/^V?Y MU_IGW_\
QXWO_7I<_P#HEZ_S&IO]=+Q_RUD[?[;?[!_G7W_R3_M.Z3_<7W/C/^O_(4[?B]^O<)*Q_RUD[U^[PV/A&WUB,J-9I;U*23IS?>4J;<6^U)'ZQW4445\,?I84444 %?S9_P#!QC_R M(O[+/_8V?%/_ -_@JOZ3*_FS_X._?\
D1OV6/\ L;/BG_Z9_!5>[PU_R/,! M_CJ_^H]8^8XR_P"2:S3_ 8? P!3,.?RL;?8?I_\11M]A^G_,13Z* 8S^?A MFWV'Z?\ Q%?TQ_\ !N1_R'OVN/\ L$_!3_TL^*7L/Z_4U_,_7],'_!N/_P A
M[]KC L$_!3_TL^*/L/\/" \ DI-[_P!>ES_Z>O\QV3_%LO_767_P!#:OT@;_F9_\ (=!X' (9TST_Y_8/] MD?SK_38'3\3_ #-?YE/AS_D8=" [#.E_^ET%?Z:PZ?B?YFOSWCGX\L_PXO\
M/#'ZKX:;9QZX'\L6+1117P)^IA1110 4444 %%%% !1110 5P'Q&^*GPY^$6 MB6/B3XG>,_#_ (%T#4O$.A^%;+5_$FHP:9I_B#Q)>KI^C::+FX98DEN[AF9
MI9&2WM+6&ZO[V:WL+2ZN8>_K^,K_(+=?MD_\+V^/D?P%\&:K]I^&7P!OK_3 M=4>TF+67B+XKR!K/Q/?N4D6>%Q%G=/(LOEBW&-2M.<:6&H2 M2JU):NJM5*$%**?
LJT>\7]F:7QTW[T'WBXR=Y)GN"SS#*OA9\M6"2Q&&FU[:A- MK:27Q4V_@JQ7+):/EFI0CJT445YA[04444 %%%% !1110!S'C7P9X7^(OA'Q M)X$\:Z+8^(O"?
B[1=1\/^(=$U&$36>IZ3JEM):7MK,AP0)(96V2QLDT,@2:& M2.6-'7 .V:-M^!EY^S9^T9\7_@?=337<7P]\9ZAI>CWUSL^U:CX7O%AUGPCJ M5T$B2-;O4?"^I:1>W:1*
(H[F>5(\HH)_T<*_AV_X+;0Z?%_P4,^*+V7E_:+C MPI\+IM6V8W?V@/.AP)YN ,2?V9!IN 26\KRB3S@?:<$XB[M.C"4 M>WO6W9^2NWV'Z?\ Q%&WV'Z?_$^BOTP_'!FWV'Z?_$5_=Q_P1PUV77?
^"=/ M[/S3R-+/I2?$;0G+$DI%I?Q4\;0V40)_ABT\VB(!C;&J+T4$_P)5?W-?\$5 MK&6S_P""=7P5EER!J.L_%6]A!SD0CXJ>,+(!Z;GL88P""#U))^/XUM_9=! MM:K'4[/_ +@XBZ^?
Z'WWATVL\Q*6SRRO=>F)P=G]_P"9^JU%%%?EY^U!1110 M 5_-G_P<8\ (C?LL?\ 8V?%/_TS^"]_I,K^;/\ X.,?^1%_99_[&SXI_P#I MG\%5[O#87_(\P'^.K_P"H]8^8XR_Y)K-/\&'_/4S#G\K=%-
W#_)7_&C"_P#DILM] M<5_ZAX@_J0HHHK\?/W\J7_\ QXWO_7I<_P#HEZ_S'9/];+_UUE_]#:O].*__ M./&]_Z]+G_T2]?YCDI EE_ZZR=Q_?;U-?H' W_,S_[E/_=D_*_$S_F3?]U# M_P!TQM%-
W#_)7_&C0L[R.S;41%!9F. J@DD 5_H@+ M^VQ^QKC_).V_9E]3GX_"P=?^YJ_P]Z^!XVI5:DLM]G2J5+1Q=^2$IVN\- MORIVOTON?]'AQ7HT5F_MJU*ES/ \OM*D8UU>VUT?3E%?,G_#:_ M[&O_
$=M^S)_X?GX5_\ S5TG_#;'[&G_$=M^S+_.'Y^%O_,U5?"?5L3_T M#U__34_P#D3]/^NX/_*"\-X/I?\ R?FOO/IRBOF3_AM?]C3_*.V_9D_M\/S\+\ YJJ/^A_U_V-/^CMOV9\
P_/PL_IXJH^K8G_H'K_^":G_,B'UW!_M]!>&_P#!]+_Y/S7WGTW17S'_,-L?L:?]';?LR_^'Y^%O_S54O\ PVO^QK_T M=M^S)_X?KX5__-71]6Q/_0/7_P#!-3_Y$/KN#_Z"\-_X/I?_ "?FOO/INBOF
M/_AMC]C3_H[;]F7_,/S\+/Z>*]/^&V/V-/^CMOV9?_P /PL_KXJH^K8G_H M'K_^":G_,B'UW!]!>&_P#!]+_Y/S7WGTY17S)_PVO^QK_T=M^S)_X?KX5__-7OO[:&$S*^O[6O[,S,Q 55^._PM9F)X
'BHDDG@ #)/2CZMB?^@>O X) MJ?\ R(?7<'_T%X;_,'TO_D_-?>>'?\ !37]L"#]CO\ 9A\3>+-'O88OBEXY M\[P\)K0LC7$B;5;2;[9XH\AEDW6?@S21&[\5:[:-)$9(8+D>'M,\.6EW"ES9RY_,KO;9
M^TG%1C+K2IT]KL=7Z=_L"_\ !4'XR?L3ZI:^%KMKKXD_6]OS-K/PTU.^9+K MP^;J7S+W6?AYJMP91H&HEVDNKK1I%?P[K*O#DLK7NEW.^:..WNA]HTG4Q!+<:/J6HV86 MY;Z.K_-
/^%WQ^>)7P3\9:;\0?A-XV\0> ?&.DMFSUSP[#V5PT)DCDEL/2$. MUIJFEW1BC6^TC4[>[TS4(U\]]M)XB8S_$>?LH?\'-KY&F^_$_VO_TT$+:-56OSC-.$,7AI M2]Y>WBZ&ZINRQ,%IIRZ1K6Z.%IQ
)]]7^N9)Q[@<7&-'-4L#B=%[=7>$JON MWK+#R;WC/FIK?VJORK^G2BO"?K^TY^S_P#M%:4FK_!7XM^"?B#8N+C3]$ MUF >(M-C<97VO"M]]D\3:('1SY6KZ392?[/%>
[5\C.G4I2<*L)TYQWA.,H2 M7K&237S1][2K4J].-6C4IUJ4U>-2E.-2$EWC*+<7\F%%%%0:!117)^-_'?@O MX:^&=3\9_$'Q7X?\%>$]%@:XU7Q%XGU:RT31[&(=#<7^H306Z/(?DAB\PRSR
ME8H4DD95+2.UL=-TS3K:Z[O[^]N9F2*WM+2UAE MN+B>5UCBBC=W954FO\[S]L[XZI^TM^U)\:_C9:B4:1XU\9W3>&5GC:&=?!^@ M6MIX8\'?:87^:&[?
PQHNDR7<)XCNGF7G&3^KW_!4G_@KO;_M!Z-K/[/'[-5U MJ-A\(;R7[+X^^(T\5SI6J?$RVMY0X\/Z!87 @U#1O!$L])+J<^HQ6NL>)MB6 M$]EIFB)>V^O_(![A_DK_P#%5^G<*9+6P$*F-
Q4'3KXB"ITJ3^^GONIMU%]F M=22B^5ZQC%T6DY3?+>,5*3J*;N'^2O\ C1N'^2O^-?8GY^./0U_H.?\ !.?X?3?##]AO M]F+PEWMM,K!2L]O=>)98)U(XFC<<]3_#
M!^RM\$4_:1_:)^$?4PTN.=E\>>-*T[6KBW4M+IOA2TD;5/&&L#:>FC^%K# M5]3(\4;|U+]:_T:;&RM-,LK/3=/MH;.PT^UM[&RM+>-8K>UM+2)(+:V@B M01(X8(8TBBC01415 0*^!XXQ4>7
X-/WN:IB:D>R2]E2?_&\W67_;I^H^ M&V#DZF8YQX^XHPP=.5MY2<:U:*?]U1HW_P 7J6J*** /3]7"BBB@ K^;/_@X MQ_Y$7]EG_L;/BG_Z9_!7T_F* I,K^;/_(_,?^1%_99_[&SXI_\ IG\%?3^8
MKW>&O^1Y@/\ !5_1IZQ\QQE_R36:?X,/_P"Y?/Y5\^_Z_\ VRC/^O_ -LH MS[_K_P#;*,^_Z_\ VROV_GX,^_Z_P#VRO2N^_P#_:X_[!/P4_]+/BE[G^GT?X?/\4_\B/&_M_P"O_P!LHS[_*_&RC/O\ MK_\;*,^_P"O_P!LHS[_*_&RC/O\ MK_\;*,^_P"O_P!LHS[_*_&RC/O\ MK_\;*,^_P"O_P!LHS[_*_&RC/O\ MK_\;*,^_P"O_P!LHS[_*_&RC/O\ MK_\;*,^_P"O_P!LHS[_*_&R@ S[_*_&RC/O\ K_\;*,^_P"O_P!LHS[_*_&R@ M S[_*_&RC/O\ K_\;*,^_P"O_P!LHS[_*_&R@ S[_*_&RC/O\ MK_\;*,^_P"O_P!LHS[_*_&R@ S[_*_&RC/O\ MK_\;*,^_P"O_P!LHS[_*_&R@ S[_*_&RC/O\ K_\;*,^_P"O_P!LHS[_*_&R@ S[_*_&ROUT_X(W_L@?\ #3/[3JAXV\5:9]L^%/P%?2_ ' M'B87,(DL-;\6FYE?P%X4E$HDAN$N=4L$.IVSI+!<:/X=N]/NU4:I 6_):P
ML;W5+VSTW3;6XO\ 4-0NK>QL;&SBENN]O;N5(+6TM;>$O+/<7$\B0P0QJTD MLKHB*S,!7^@# P $ZOV3;\ 8_9?\$_#:ZM;=?VMQ#QM\5;^'RY&N_'FOV MML]_IXN(RRSV?ABQAL/"UA)&1%
Y<16NO=J55*^'HO37G MG%SFGHZ=.<7\2/EO_@I%_P $H/ G[7=CJ7Q2^%8TCX??M%V=H9)-3:(6?A?X MGI:PA8-,\;);1,;36UCC2VTOQE;PRWD402PUN#4]/BL)-'_C3^)OPP^('P;\
M;Z]\./BAX4UCP5XU\-7;6>LZ!K=NUO=V\G#13PR"1K;4-/O(2EUIVJZ?-Z?=W-I/%,_^EQ7Q9^V;^PA\#?VV?!?]A_$G2#I/C32+.>+P1\4=!@M MOX9A_X??
+';^>ZB/6_#LMRYDU#PUJADL;@233V3Z9JWV;5;;Y#(N)ZV7\F% MQKG7P2M>$EK5PR;^S=^_276FVG'>#TY']Q-P90S3VF-RY0PV86#/$:'S'M[6XG8>9X<\1&&-VN/#FLF&ZW07,V
MESZOID2:G-\1Y]_U_P#ME?IM#$4<32A7P]2%:E45XS@[I^7=26THM*47=22: M:/QO$X7$8.M/#XJC4H5Z;M.E4BXR79ZZ2C+>,HMQDM8MIIAGW_7 .V49]_U M_P#ME&??]?\ [91GW_7
.V5L^M=4TG4+W2]3L9DN++4=.O)[& M^L[B,[HY[6IMIXKBWFC8!DEAD1U(RK \U]U_##_@]#^WE\)8;>S_M(^.=6 MTVW*!=.\?Q2/B7 84QBV6X\>V'B'4;6WVJ$5+"^M#$GPRM^UKX'S[_K_/;*
M,^_Z_P#VRL*^%PV)7+B MM4HMVVNZJ7 &-Q, M^C^.(=+B<\D,FB[%))\LC 'K4W !Q3\9FM52W_9T^&45Z$PQU-XK\3VK2=G M6S2*WE5>GR&]>(/%NE(/H_C&BH,DL54[=OY<_&']H?XX
M_M ZPNN_&GXJ>-?B1?PR22V:>)M=NKO2]*:90LJZ'H22Q:'H,4F/G@'T;3K&! MCR8RV6/C6??]?_ME&??]?_ME=F%RW 8)WPN#H49;<\::=2W;VDKSUZ^]J>?C
M,XS3,%RXS'XK$0 YJU^T_97[^R35._GRW#/O^O\)LHS[_K_/^_Z_P#V MRC/O^O\)LKN/-#/O^O_ -LH_\<]/\ Q^C/^<__ &=?K9_P2_\ ^":WB?\ M;(\=67C_ .(&G:CH?[-W@_54?
Q%J@GL9_B+J=A*DC^!O"UP-DS0.^(_%.NV M;[-(L6>RM+A-;NK9K7FQ>,P^!P]3$XF:ITJ:N_YIR^S3IK[52;TC%>KM%-KL MP&
Q69XNE@\)3=2M6DDDM(PC]JI4E9\E."]Z"UNU;Q+XR2*4,T1\4:C96VD:).!#/ M_8NE:I3^AWQ/XK\+^"M&NO$7C+Q)H/A+P_8A6OM=\2ZOI^A:/9 MJQPK7>IZI<6ME;JQX!FG0$]ZQ-?
UGP9\&OAIK/B"\AL?" PJ^%G@C4=7N;?3 M;2&TTWP_X/\ !6A37DL%A8VXB@M[/3-&TUH[6T@6.*.*&.&)54*!^ C*X\- M^)?@;' P4V_X*#^!_$WQG\->*?$&A2_]EBRU*)/ PK^"C#5/L'@O6=0\
M.WUYIVA+O%_B72?L^MZSJFMBYL[W3;^T+Z>9OLEEHGY+5E5SS&UL7E.G"I M6I4*-.G%5*DYS]W#X2A&4Z<.;DBY5*DYQA#6K-
H/PR^/'P;^(>NJ'+:+X(^)O@SQ5JVV,%G<:=H>M7UXT:JK,9%A*;5+! MB 37M5?@!XD3]B'XI^._AI\!/CK_,$\/'?[&GC'XMZI/HOP5^*FD>!? 7PX MNXO&FGBV?3K?1?"PKU&.]M-
=M;VXT[^R++5=-UK1EO[JR_M2S2TN&=ON']B M3XI?%?P]0/C)^Q;^T)XGF\=_$[X!0>'_$?@+XI7D?DZG\)7?@;XM$]>&/$FM MQ[I3-XK\,WD0\.>+;]Y96N[^6U6:YU2_M]1UK4>?
$YA7H3G2K0A5:A5C:$Z;:TE%2<>O!9O*M6A1XJA)5*CH0KX=UXJ.) M5+VZPV)PV*I4J^]J5*%ZM";YZ:=:*O"3@I_H]1117E'NA7\V?_!QC_R(O+/ M_8V?%\
]_,@JOZ3*_'S_@KC^PQ\:_VW/#/P1TGX,W/@FWNOAJKOC;4=>/C/ M7;[0XGM_$.G^'+:P%@]EHNLFXD$FE77VA9%@$:F(JTA_:X_P"P3\%/_2SXI>Y_I]!7R?\ \.#_-N7 M_H)_ O\
\+_7_P#YAZ_8_P#X)$_$_OCO^Q!JOQYN_C/=> [F+XD6'PYM_#W M_"%^(=0UQDD*W'\3$_[1%]H>C?9E*>(+#[,8C<>:1.&$0C3S$XAS;+<3E M&+H8R&T*M:?
L>2G"=Y2Y<12G*RZVBFWY)]F?1<*9%G&#S_ 8G%9=BJ%"F\1S MU:E-QA'FPM>$;OSE*,5YM'[8T445^8'[25+_ /X\;W_KTN?_$2]?YCDH_>R M]?\ 6R=S_?;WK_3GNHVFM;F),;Y8)HTR<#
<\;*N3S@9(R<' K^,A_P#@@A^W M*SNPU+X%X9W89\?Z]T9B1_S(_H:^UX0Q^#P7]H?63ZP_M/JOL :2Y>?E]OS M6[\O-&_:ZSKC[+,PS+^ROJ.$KXKV/UWVOL8?]68?
ZL<0?]"GK&_P#@I_YGXG8^OYG_!HQ]?S/^-?MC_PX M/ ;E_P"@G\"__"_U_P#^8>C_(<'_MR_]/X%\ A?Z_P#,/1 ;N3_]#"'_M^# _U8X@_P"A3C?_4 \S\3L?"S_C1CZ_F?\: ;'_AP?\ MR_]!/X%_P#A
M?Z__/,1_PX/_;E_P"@G\"__"_U_P#^8>C^WC^W_\+M^/]S\?_&&E&X^'/[/]S9WVBK=Q;[/?ZS=X34&W&\3QV=&>;HQ2":RU?_A$C*CV]ZX/]EE?+'[%_P"S+H'[(W[.?P\^"FCBUN-3T331
MJ?C?6[5<#Q+X^UD)>>*=;\QHXII;5[_V?HPN5^T6OA_3])L&;[(#7U/7Y; MGF9/-.PJUTW["GX+:U&#=I6Z2J2;]_^JYE':*/VOAG)UDN54,-)?[352Q&
M,EI=UZD5>%U]FC%%1I+H^5RTYF%%%%>.?0'-^+_!_A3Q_X;U?P=XX\.:+XM* M:_;/8:WX=\1:;:OHVJ6//V-=>ATBXD,][/-HU+=)TWHW;3F7+-+X M9(\K-E?7]W57O)7U<)_LV@0;5\26]Q%(
P_&/X[_\$"_V7OB!)>ZK M\&/%_C7X$ZQ!H7;+$1Z/X@O[/Q3!OD/\ RS\;-0(=L%B]JJ# M[O \:82]E#'T9X6>SJT[U:+?=Q2]K!>2C5_Q'YCF?AWCZ+E/+,13QM+=4JSC MA\0EVYG^XJ/^\Y4K_P
I_'3CZ_F?\:,?7\S_ (U^VGQ2_P""" [:G@N6YF\ M7GPP^,6?$S&RCT'Q6/"B"\:-X-=U.+7X/S_JS/.=*K%VE2J1?:4)1?W-)G.8^OYG_&C' MU_,_XU[AX9_9E_:1\:O''X/_ &?OC7XH>3&W^P?A;XXU5-IQ\
[2V.ASQ1QC(M+22.L:#EF4"OK[X; P#!(7_@H#\29(&A^!-[X)TV4H)-6^)'B/PUX/CM=X!4 MW&C7NJ2^*R ,E_LWAZX9,890S*IYZV88'#J]?&8:DO[]:G_)5V)*YU4,L MS+%-1P^
QE9O_GWAJTU\VH62\VTO,_-"U_,_P"-:6CZ+J_B+5=/T+P_I.IZ M[K>K7<-CI6CZ/976IZKJ5[<.(X+/3J/LHYKN\NII"J16]O#)-([!41B<5_2_ M\#O^#>"Z,UIJ7[2'QXMTMU,;7GA#X-:7+-
),.&9%\=^,K*W%OC'ER1IX"GW@ MEX[J,@9_=3]G+]B3]F/]E.Q6'X+?*KO?#^M-;_9[[QMJ"2^(/'FIHRJ\UN_% MNLR7FKPVMRZ"6;2M-GL-%$AS!IL*@*/G<=QAEN'BXX53QM7IR)TJ*?\ >JSC MS/\
[$[N*.>3^JGPEX1\,> O#6B>#?!>@:3X7* M^'-/M]*T+P_H5C;Z;I.DZ=:IL@M+&RM4C@@AC&3M106=FDV MQ-2TJ59JWGL2N">L:<%&$7K9R>%/9+GQXP M^#'Q&T'PJ9Q9$FH:U?
>%M3CTS35(Y!U*#]FP)PV!<$[6^Z?QL :T\96'QJ_X M(J?"'4?AG97VN7-M8_ #PCJVA^['YU#5-!\3> Y]-\+^+-'FTVS@FNK>31= M6TJZ51+ A-@;2^VBVN87?^B"OS,|<_L8?&CX5?$_QA\;/V#_
(K^%/AAJ_Q' MU23Q!\3_ (#?%71=2USX!^/?$\P_TGQ9;+H#'Q'X/!1:@P,FL7OAFWE;5Y2A M9[&".6WNM?VG?A'K/ASQ?=?"'Q9\3]>N
MM:M_A7\>]*DM[J.XUFW\.Z58:%#8:E9Q>'[;0Y;NSM);OQ!J%C-=3W%MX: / MUI|+J3M?BK_P5<^/?C[PBR7OA3X$_LI^"_V=/&&LVC"33[KXF>(OB9??$Y]) MAN8_W%W?
>'=&BFTW5X8VDETG4(Y+&||F8K$(-4|'?!%9/C#:/X.\6?$#]E7] MFGPIJ"?8_$'CGX,V?Q$\)??%)K20>7>?\(A!XR^P^'=&>[A_L<.HSW4&LZ5)) M%=+V%RES KU]J_LX?LX_#;]EOX9:?
|+_AG9WWJGQWMYKGB+Q%KEW_&GXL\<> M+=+5*K?C#cQ?K#&*/$+EP& DZ[5'AB:&\6 M8+,9U,;!T\1*K##1H4|+3]I5J8FK3C43K.MB%#DIJ.&I*K%N=/WFBBBO!/J@
MHHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH *** M*



C[`K(%NV?0.28S] V?:O8E=9%5E(96&0P.017%*,H.TE8]*%2-17B[C MJ*2E]"PHHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH M**** "BBB@ HHHH **** "BBB@ HHHH **** /Q9S1D49HR*^K/APR*,BC(H MR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*^ MN/\ @G7 ,CIXN_[!\7_*,KY'R*^N/^"=?_ ".GB[_L'Q?^C*Y<3_"D=F#_M (\3[NHHHKYX^L"BBB@ HHHH **** "BBB@ HHHH *)O]H7_DN7CK_L,7/_ M *,-?K)7Y-_M"_) >Y%&11D49%>R?/A MD49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D4 M9% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%& M11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49HKUS]E_X0 MGXP?%*QM+J#S=*T_ %[J1/W6C4_+'_P #;"XZXW'M42DH1N>(0MS(''S16XSY*>V02Y_W@#]VOH6D50J@*,*. !2 MU\U.;J20'[/91?/<7!'9$_]F.%&1DBFDY.R)E)15Y.R.VKP[XQ?M>>" M?A3YUC!/_P))K\9V_V?8.-D;?|367E5^@W,/2ODCXV?MB>+?BD;C3M+=_# M'AULK]FM9#Y\Z_| 3648.#_=7 YP=W6O >*]2E@^3M[CQ:^8?9I?>>N_%G]J M+QU\6 .MKS4?(}T5\C^RJ-)CB9?21L[I/^!"H!7D7%+D49%>G&,8*T4>-*< MJCYI.[#(HR*,BC(JR R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* M#(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(MHR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BDXI(+F"S4Y-A.?.MCSS^[;(7/JN#[UP6129%3**DK-%1E M*+O%V/NCX:?\%!-+U!HK3QQHS:5*< ZCIF98,]RT1^=1]"Y]J^HO"/CC0/'F MF#4/#VKV>L6G :2UE#[*1G#*JI]F -?CKQ6IX=\4:MX1U2/4M$U.ZT]_CX6X MLY6C?'<9'4'T/%<%3!PEK#0].EF%2.E34_9.BOA/X4_M ;MI;0V/CO3EU>U& M%.J:>HCN!{O'PC_\!V! C7V!V_BIX5^*.GM>>&=:MM41 #+$A*S19Z;XVPR_MB,'\%>94HSI?$CVJ.)IUOA>IUE%%%8'2%%% !1110 4444 %%%% !1110 4 M444 %%%% !1110 4444 %%%% !1110 4444 ?BSFC{HS M1D5]6?#AD49%&11D4 &1110 4444 %%%% !1110 4444 %%%% !D49%&11D4 &11D49%&10 M 9%&11D49% !D5]E@?C9X^9?!'U M//0>5K^KJ;V_R/F3(_=Q'_<4\CLS/7QS^QW\(/\ MA9_Q1AO[ZW$N@Z"5O+H.,K))D^3$?7+*6(Z$(1WK]+J\G&U=J:^9[F74=ZK^ M0M%%%>4>X%%%% !1110 4444 %%%)0 M(QVC)X%4->U[3_#&D76]:K>0V&G6 ML9DFN)VVJBC_#TZFOS^_:._;"U3XE27.@>%'FT?PMS')/\ U'PSJ<.HZ3?W.FW\)S'ZU'JWAW5;C2KY/^6D#8#CKM=3\KK_LL M'"X*N#C/6&C/4HX^=/2>J_$_8FEKY_^"?[=FD^(OL^D^/8H]UX1=6A!^R2 MGU<I^45]6VEY!?VL5S;31W-O*H>.,%PR.I&001P0?6O{J4Y4W:2/ M>I5H5E>#)/*2EK,V"BBB@ HHHH **** "BBB@ HHHH * M**** "BBB@ HHHH **** "BBB@#\6+O^P? %_P"C*Y<3_"D=F#_CQ/NZBBBOGCZP M**** "BBB@ HHHH **** "BBB@ K\F_VA?\ DN7CK_L,7/\ Z,-?K)7Y-_M" M_P#)_AWZ/X>*R(''RRW1!\L> ^S&\ ^A>M9U]JG%R9K2INK-074^P_V< M? A(GP=^%^G:1+&@UBX_TO4I%YW3,!\N>X084?[I/>O4:2EKYJ4G)N3/L(14(MJ,=D%%%%26%%% !1110 444E !6#XX\=:)\.?#=UKOB"^2PTZWX,C.O'&C_ Y\+WWB#7;K[+IUHFYV RSL>%11W8G_I7YB_'CX\: MU\@ZDGR'BC(IC%07+'8^8 MG.527-)W8F12Y%&11D59 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D4 M9% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%& M11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 M 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 M%&10 9%)D4N11D4)Q7JOP9_:0\7_!>Z2+3KK^T-"+9FT>\8F$\\E#UC;W7C MU!KRO(I.*F45-6DBXSE3?-%V9^J_P8_:(\)_&RP'JE7/V+68TW7&CW; 3Q^I M7M(G^TOJ,A2<5Z?7XQ:=J5UH] !>V%U-97ENXDBN+=RDD;#H58<@^XK[-^ 7 M[IZH][#X]3]VKH^Y]HT M5!9WUOJ51#=6D\5U:S(()IH7#HZD9#*PX(([BIZ\T]<**** "BBB@ HHHH * M**** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH _%G-&11FC(KZL M^'#(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,B MC(HR* #(KZX_X)U \CIXN_[!\7_HROD?(KZX_P""=?\ R.GB[_L'Q?\ HRN7 M$_PI'9@_X\3[NHHHKYX^L"BBB@ HHHH **** "BBB@ HHHH *)O]H7_)+E MXZ_[#%S_.C#7ZR5^3?[0O\ R7+QU_V&+G_T8:]+_&SQ\R^"/]>>Y%&11D4 M9%>R?/AD49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 M9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 M%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 M &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 M %%%&10 9%)D4N11D4)Q7JOP9_:0\7_!>Z2+3KK^T-"+9FT>\8F$\\E#UC;W7C MU!KRO(I.*F45-6DBXSE3?-%V9^J_P8_:(\)_&RP'JE7/V+68TW7&CW; 3Q^I M7M(G^TOJ,A2<5Z?7XQ:=J5UH] !>V%U-97ENXDBN+=RDD;#H58<@^XK[-^ 7 M[IZH][#X]3]VKH^Y]HT M5!9WUOJ51#=6D\5U:S(()IH7#HZD9#*PX(([BIZ\T]<**** "BBB@ HHHH * M**** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH _%G-&11FC(KZL M^'#(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,B MC(HR* #(KZX_X)U \CIXN_[!\7_HROD?(KZX_P""=?\ R.GB[_L'Q?\ HRN7 M$_PI'9@_X\3[NHHHKYX^L"BBB@ HHHH **** "BBB@ HHHH *)O]H7_)+E MXZ_[#%S_.C#7ZR5^3?[0O\ R7+QU_V&+G_T8:]+_&SQ\R^"/]>>Y%&11D4 M9%>R?/AD49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 M9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11 MD49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 M &11D49%&10 9%&11D49% !D49%&11D4 M %%%&10 9%)D4N11D4)Q7JOP9_:0\7_!>Z2+3KK^T-"+9FT>\8F$\\E#UC;W7C MU!KRO(I.*F45-6DBXSE3?-%V9^J_P8_:(\)_&RP'JE7/V+68TW7&CW; 3Q^I M7M(G^TOJ,A2<5Z?7XQ:=J5UH] !>V%U-97ENXDBN+=RDD;#H58<@^XK[-^ 7 M[IZH][#X]3]VKH^Y]HT M5!9WUOJ51#=6D\5U:S(()IH7#HZD9#*PX(([BIZ\T]<**** "BBB@ HHHH * M**

(HR*,BC(H ,BC(HR*,B@ R*^N/^"=?_(Z>+O\ L'Q?^C*^1\BOKC_@ MG7_R.GB[_L'Q?^C*Y<3_ I'9@_X\3[NHHHKYX^L"BBB@ HHHH **** "BBB M@ HHHH *)O]H7_DN7CK_L,7/_HPU^LE? DW^T+_R7+QU_P!ABY_]&&O2P/QL M\?,O@CZGGN11D49%&17LGSX9%&11D49% !D49%&11F@#T[]G/X2O\8OBCIVD M2HQTFW_TO49%{0(1E<]BY(0?[V>U?I' _,*1^'7_$(/A?\ \$UM_P#$5YW^_MQW\'_P#A6/PNAO[Z Q:]KP6\N@XPT<>#Y,7MA26((/+L.U>\UX.)K.<_=>B/ M]\'AU3IWDM6<5_PI'X=?]"#X7_ ! -:/?_$4?!*1^'7_0@^%__!-:/?_$5VM%< MO/+N=WLX=CBO^% (_#K_H0?"__@FMO_B*/^%(_ #K_*$'PO\ ^":V_P#B*[6B MCGEW#V<.QQ7_I'X=?]"#X7_P#!-:/?_ !9'. "D?AU_T(/A? P $UM_1\7:ST4<\NX>SAV.8T3X7~#? #.HQZAH_A+0])OXP0EU8Z;##*H(P0&501D$CK73T45 M+;>Y22CHD%%%%(84444 %%%% !1110 4E+5+6M8L_#^DWNJ:C<):6%G^]Q<3 MR'"QQJI9F/L #0.*54J.4KH_I[(,DI99@(4:L$YO66B>KZ? M+;|3K/\ A;7CG_H< $'_(-)_P#XNC_A;7CG_H< $'_@TG_^+KDZ*SNSZ+ZK MA_|GVON1UG_MKQS_T.?B# P &D_|\71_PMKQS_T.?B#_ ,&D_P#\77)T M478?5.?\H< $'_@T MG_|BZY.BB[#ZKA_^?:^Y'6?\+:\<_|0Y^(/_!I/_|%T?\+:\<_P#0Y^(/ M_!I/_P#%UR=%%V'U7#_|^U]R.L X6UXY_P"AS\0?^#2? P"+H_X6UXY_Z'/Q M! X-)_|XNN3HHNP_JX?_GVON1UG_"VO/\ T.?B# P:.3 | Q=' _MKQS_T M.?B# P &D_|\77)T478?5,=(\-Z5'YE_J5PMO'P2%R>7/^RJY8GL M:+LB=#"TX.';#Q=X?U#1=4A%QI]_UO/&>ZL,"H1U! M[$ U^2WQ0^'VH?"WQUJWAK4@3-92D1S;<": (\I(/9E(/L#1XHTBWW^(=#B9G2,9:YM1DNGNR'+C_@8Y)%=V%K>SGRO9GFXZA[6'- M='YV9HR*2ER*]T^9#(HR*,BC(H , MBC(HR*,B@ R*,BC(HR* # (HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC M(H ,BC(HR*,B@ R*3BER*,B@!.*.*7(HR* -[POX_P#$G@F;S= U_4=';.2+ M.Y>-6_WE!P?H17M?A']NSXD^'?+CU)].\1P+P3?
6WERXJGB*\ ^Y!KYVR*3BL MI4X3^)&T*U2G\K\WWPCA7A74!"XB\/-LRTIMZW40]SJQ@/HIKVG MPI^T7\-O&@0:9XPTSS7X6\E^RRD^@27:2?IFOR?XHXKEE@#/!+ Z!XBU/1USDQV=T\:-)5!P?Q%> MR^$OVZ?B7X>V)J,VG^(X%X/VZV"28]FB*\ ^Y!KDE@IKX7<[H9E3?Q*Q^C]+7 MR3X1_P"'"AOAN^,#-8RK=1CW(.Q@/H&/UKV_P?^T5\,/'7EKI7 MB[3C.YPMM=R&UE)] DH4L?IFN25&I#>)W0Q%*I\,CT>BFJP900001D$&G5B= M 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% ! M1110 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 ?B MSFC(HS1D5)6?#AD49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D M49%&10 9%&11D49% !D5)/F7P1]3 MSW(HR*,BC(KV3Y\,BC(HR*,B@ S7M'()_P ' _P#A;7Q2M1>0&70-(VWM_N'R MO@_NXC_OL.1W57KQ< NP"@L3P *_4CJE[X/CX0?"VQL[J#RM=U#%[J1/WED8 M?+' _ 7"XZ9W'O7)B:OLX:;_L[L'1]M4UV1Z]1117SYJ4%%%% !1110 4444 M %%%% !1110 4444 %%%% !1110 E?&W !0WXT_V'X;LOAYIEP!>ZJ!=:GL/ M*6RM^[C/IO=RJ%4?2N6O/ECRKJ?H_!.4?7L M;:]J+W*6OK+IJV_W',T445YQ_0@4444 %%%% !1110 4444 %%%% !1110 4 M4444 %%%% !7WG_P3M^" V_PO_B1]=N1-OCK MX3?#B_ | BS\0J%+:>&$M],*EF R(81S)(?95!/N<#O7[&>&? ##MAX1\.Z;HF MEP"VT[3[=+:WB'|**H R>YXY/<|UUX>%WS/H?EW':_ 5<*K!2?O5-_*/_!?X M)FG2T45Z!^"A1110 4444 %%%% !1110 4444 %%%% !1110 4E+10!^=`[8 MG[/;?#/Q,WB? 0[7;X6U:4EHXE^6RN#R8\#HCPS\X9K]D/%/A?3/&GA M^^T36;1+W3;V,Q302=P>X/4$'!!'((!%?EW\?/@=JOP.\82:=<;[K1[DM)IV MH;?EFCS]UCC => PJP>A%>WA:_M%R2W1\YC<+[-^TAL_P/,\BC(HS1D5Z!Y0 M9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D M49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &129%+D49% "<4<4N11D4 =9X.^+GC+ MX?LO_"/>)M2TR)3D6\4[&_6)LH?Q%>[^"_^"@/C31]D?B+2M/\ $4 ZRQ@V MDY_%04_)!7RYD4G%92I0G\2-X5ZM/X9'Z0^"?VY/AMX\N+4I[SPS=MQMU"$ MM%GVDCW#'NP6O<]!\3:1XJL1>Z+JEGJUH3CS[&=)DSZ94D9K\:^*OZ+K^I>& M[Y+W2=1NJ,O$.5N+.9HG'T92#7%/ Q?PNQZ-/,IKXU<_9>EK\WO ?['@'Q,8X-8@S^+(!7#/"U8=+GHT\;1=;>I]*45F:!XETGQ5IZWVC:G9ZM9-P+BRG65/ MIE2>?:M*N38[KWU0M%)2T#"BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** /Q M9S1D49HR*^K/APR*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR M*,BC(H ,BC(HR*,B@ R*^N/^"=?_ ".GB[_L'Q?^C*^1\BOKC_@G7_R.GB[_ M +!\7_HRN7$_PI'9@_X\3[NHHHKYX^L"BBB@ HHHH **** "BBB@ HHHH *_M)O\ :%_Y+EXZ_P"PQ<_^C#7ZR5^3?
[0O_)>Y%&11D49%>R?/AD49HR*DM;6:^NH;:WC:>59UCCCC&6=BA;$_M%E^TZC*G/F7+@;^>X4 (#Z**]KYW$5?:SNMCZS"T?8TTGN] MPHHHKF.P**** "BBB@ HHHH **** "BBB@ HHHH **** "D-+7+_ !,\?Z=\ M+O NL^*-4/\ HFG0&39G!E3=DO-GQ_P % M$OC5_P >'PUTNY_NWNL;#]&@A/\ Z,(_ZYFOAD5K^+O%6H^,/%&]:_JTQN-1 MU&X:XF?MN8]!Z # [5D5Y-27/*Y_5>2Y9#* <#3PL=UJWWD]W^B\D@HHHK M,]P**** "BBB@ HHHH **** "BBB@ HHHH **** "BBO0O@'\)[KXT?%+1_# M<*N+1W\^_F\3_)8VJ$&1L]B00H_VF6FDV[(Y\17IX:E*O5=HQ5WZ(^S_/@G MQ\%O^$'7\'W7CW4[MJ8+'>.8[,_"6'_7Q0GZ(!6OKP56TS3;71]-M+"Q M@2VLK6)(((8QA8XU 55'L /PJU7KPBH121_*6:YA4S3&5,74^T]%V7!?)!1 M115GDA1104444 %%%% !1110 4444 %%%% !1110 4444 %Q^3'QG^ M#&N_!/Q7)I&X)YUK)E[+48U(BNHP>H]&'&Y>H/]"">!S7Z]_$KX9Z#\5_"\ ^ MA>(;3[1:2?/(AVRP2#!)&W\+#\B"0<@D5^:7QR^ /B'X&Z]]GOT-[HUPQ^Q M:M"A$*^B_AW^W MQXQ\.^5;>)[&U\46:\&=0+:Z_WE&QOQ7)]:^8,BDR*RG3A4^)&U.M4I?[' MZC_#?]JSX=?$KRH+;6ETC4I.!8:OB"0GT5B=C'T"L3[5Z_7XL\5ZC\,?VE?' MWPJ,4.DZR]YID?']F:EF>WQZ*"=R# _<*UY]3!=:,/6I9ETJK[C]5:6OF7X5_MMV>#_%YALO%$#^$]28A?.D;S;-SZ^8 "G_A@?WC7TCI^I6FKV,-[8W4-[9S M+OBN+>021R+ZJP)!'TKS9TY4W:2/7IU855>#N6:***S-0HHHH **** "BBB@ M HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** " MBBB@ HHHH _%G-&11FC(KZL^'# (HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(H MR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(KZX_X)U \CIXN_P"P% _Z,KY'R*^N M/^"=? (Z>+O^P?% _Z,KEQ\ "D=F# _CQ/NZBBBOGCZP**** "BBB@ HHHH * M*** "BBB@ K\F_VA?^2Y>.O^PQ<_^C#7ZR5^3?[0O_)>Y%&11D49%>R?/AFOI_ 85^#_P#PF'CF;QC]$"OI6@,!;AQD M27A&50_US4[O8E#7S9HVD7?B'6++2]/A:YOKR9+>"%>KR.P51^) (K];/A#|- M[/X3_#S1_#5H5D:UBS<3[,>=.W,C_BQ.,] .U<.+]\D.5;L]+ T?:5.9(([M&EHHKPCZ8**** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@!* /K_@H; M\:?[<\367P\TRX)LM)(NM2V-\LERRY1#Z[$;/U?U6OLSXV_%*S^#GPUUGQ1= MA9)+6/9:P$_Z^X;Y8T^A8Y..BACVK]=M8U:|\0:M>ZGJ$[W5_>3/<3S2'+/(MQ+,Q^]KDQ$[+E1^]<"Y1]8Q$LQJKW8:1\IY=_DOQ: [%2BBBO//W<**** "BB MB@ HHHH **** "BBB@ K]+_V#?@M_P *^^&9\4:C;A-; M\2*LZ%A\1T5GC,2^V!)<^H*>E?%7[+_P/,WG3CEE)ZMZ=%|WK\EW'T445W'XD%%%% !1110 4444 %%%% !1110 4444 %%%% !1110 M 4444 %%%% "5E^)O"^E>,M#NM'UNPAU+3+I=DMO.N58=B.X(((P00""#6K M24>@FKJS/SH_: (_8^UCX7M%1EW4#=#R*^7/CY^Q/H_C;]3K?@D0:%KK9>2P/RVER?8 ?NF/M\I[@9)KUJ&+ M^S4^\|V$X#[5'[C\ IOJCQ6FM&&11D49%&13$&11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D49 M%&11D4 &11D49%&10 9%&11D49% !D49%&11D4 &11D49%&10 9%&11D49% !D4F12Y%&10 G%=M\-?C/XP^$MJY_AK6 M9K2%FW2V4G[RVE_WHSQG'\0PP[$5Q6129%2TI*S*C)Q=XNS/T#^$/[=OAOQ8 MT&G^,K=?"^I-A?MJDO92-[D -%_P+ (]6KZ=L[R#4+6ZM9X[FVF4/-"X='4 M\AE(X(/]*_%_CUKT?X2_M >,O@W=+_8>I-+I?=+I5WF2VD]?ES\/\ >4@_ M6OJX-/6GH>O1S"4=*NOF?]_2UXA\$_VLO"'O>6"PEE'A[Q&V%_LV\D&V5O^ MF,G ?Z'#>W>O;J\]4)0=I(]N%2-1E@?C9X^9?!'U//@Z7'YU_J%PEO$O. 6/+'T4#)]($U[&VK/ 2;=D?4G[M_PA.K:]> ^/]0BS:Z<6M-.##[T[+^\D'^ZC;1[N?[M?=5<]\/?!-A\.?!>D> M&]-'^B;= L(?&# (W5Y"/5F+,??7M)?&"+X)_"G5=>5DJ2#[M)IL3$?/DKRDTE\SXL_;!^-' FW MQ#B\&Z=.6TCPXS+/M;Y9;PC# P#?L?)[$R>M?*M27%Q+>7$L\\C332L7DDD. M69B1*3D[L_J[+,!3RS"4\)2VBOO? 5 -A1114'J!1110 4444 %% M%!1110 4444 %%%% !1110 445[K^Q5\%_^%P?%JU> ^@\]WP_H>V_OJZY60 MAOW4)_WV'(54>JC%R=D<.-Q=/ 8:>*K/W8]_P#P/GLC[8_8L^"_"I_A+;W MM_($'B#9?79*X>.,C]S">_RJ2Q'9G8=J^@**6O7C%15D?RACL94S#$SQ5; MXI.__ ^2T"BBBJ.$**** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ H MHHH **** "BBB@ I*6B@#E/B)\+_ S\5-%.F>)=+AU"$ ^5*1MF@8_Q1N.5 M/ Z<'((XKX;^-'[$/B?P*T^I>$C)XIT1=+;8Y:V&IU_B6O<_%R2-X9&21&1U)5E88((Z@TW-?JC\7/V:O!'QB1YM M4T[I![K!'RZMI^(Y_P"WQB0=/O GT(KXK^+7[&?CGX;^=>:9#_PE>BIEOM&G MQGST7U>'EAJ5+ #]7KT\53J:/1G@5L%5I:K5'@611D4,"K$$8(X(-&:[#@# M(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(L*7(HR* !6VL""01R"*^GO@1^VUKG@8V^C^,_/\1Z$/D2\ MW;KRV'U)_>J/1CNYX;@"OF(I.*SG3C45I(UIU9T958=U(!'<5LU^1_P *_C#XF^#NOC4_#UZ8U<@7%E+E MH+E1_"Z_R(P1G@U^C7P+_:+|-_'#2\64@T[7X4W76D3N/,0="Z'^-,JQR,C(M&1GQ*VE&2U6J/H\-C(UO=>DCU>BDI:XST HHHH **** "BBB@ HHHH **** "M"BBB@ HHHH **** "BBB@ HHHH _%G-&11FC(KZL^'#(MHR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR M* #(KZX_X)U \CIXN_[!\7_HROD?(KZX_P""=?\ R.GB[_L'Q?\ HRN7$_PI M'9@_X\3[NHHHKYX^L"BBB@ HHHH **** "BBB@ HHHH *)O]H7_)+EXZ_[M#%S_.C#7ZR5^3?[0O\ R7+QU_V&+G_T8:]+_&SQ\R^"/]>>YK[6_8$^#YC MAOOB'J4!#2;[+2@Z_P /268?4_(# [.*^3_AKX#O_(G>.=\--:#]HOYPC28 MR(HQR\JE4%OPQ7ZU^%_#=AX\.Z;H>F1>3I^GP);P)WVJ,9)[D]2>Y)-=&, M[]L>1;LY*?1!1110 4444 %%%% !1110 4444 %%%% M !1110 444E !7Y?? MP?&C_A:'Q6ET>PF$F@^&RJG 4;*RSY'G2>_P RA!() MD?>K[7_:V^- ^#/PEOKBTF$?B#58?[BY.>FXH#UK\G,DY).3 MZUQ8B?V$?L7 >4K].:[L/#[3/Q3CS-^:<

-]+UZ+]?FA:***[3\?"BBB@ M HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** " MBBB@ HHHH **** /,?BE^SCX$^+BRS:SI"V^J.,#5-/(AN0?4D A_P#@8:OD M/XF_L'^,/"_G7?A6ZA\56"\B# @NU'IM)VMCV;)_NU^A-%=-/$5*>ST.2KA: M5;5K4_&;6-%U'P_J$MCJEAQ'$EO=Q-%(OU5@"*IYK]A2%7P]\-_$+3_L M7B/1;/6+< A/M,0+1YZE'^\A]U(-?,WQ&_X)]+]J32W/@O6YM'F/*V&HYG@S M_=60?.HZ==YKTJ>,A+2>AXJ7+ZD=8.Y\)Y%&17IWQ"_9M^(?PS\V75?#TJQ8 M1Y)U#3AJI@V_WB5Y0?[X6O, MNZAX9U:UU32KR:PU"U<20W$#%71AW!_IWJED4F12]I'Z-?LS_M96/QB@\/ M^(WATWQ>JX0CY(K_ !GF,?PO@YEL[B*XMY7@GB8/'+&QO5 MD8'(((I! [BOT"_91 :M'Q(6+PGXMFBA\31H!:7APJZ@H'((Z"4=>/O#) &# M7CXC"\OOPV/?PF,Y[4ZF_<^H:*2EKS3V HHHH **** "BBB@ HHHH **** " MBBB@ HHHH **** "BBB@ HHHH **** "BBB@#\6/K HHHH **** "BBB@ HHHH **** "OR: :,% _Y+EXZ_[#%S_Z,-?K M+7YI:Y\,KXXN?M<^)/#EN&6";7+B2\F7_EC;K(3(_P!<<# .:*BO1P;492;[' MDYA%RC&*W;/>?V"_@ _| V#X9N_'>HP%;_50;>P#CE+52-SC_'W'Y(,?>KZS MJKI.EVNB:7:=8PK;65I"EO!"G1(U 55'T %6ZXZE1U)N3/0HTE1@H(****R M-@HHHH **** "BBB@ HHHH **** "BBB@ HHHH *1B%&2<"BOG;]MSXU?!*L M^%,NE:?<>7X@\1!['.WVGYHH,?OI?;Y2%!ZY<$=#4RDHJ[_ 8.KF&*IX6C\4 MG;T[OY+4^*?VNOC1_P +E^+5Y+93^;X>TC=8:;L/RR*#\\P]=[9(//]Z5XC M0**\B4G)W9_5^#PE+ X>&&HJT8JR_KSW84445)VA1110 4444 %%%% !1110 M 4444 %%%% !1110 5-9V5QJ5Y!:6L+W-U<2+%%#$I9Y'8X50!U)) Q4-?67 M_!/[X*_\)AXZG\<:E 6TKP^P6TW#9Y;QAD'W\M3N_P!YHSV-7&+Q))*E9IF% M/*\'4Q=3:*^J]%\V?:7[/PB@^"OPKTGPZ K:AM^U:C,N/WERX!P2N%P$!]$ M%>DT4M>NDHJR/Y1Q&(J8]M.O5=Y2;,^84444SG"BBB@ HHHH **** "BBB@ MHHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ I*6B@!*\X\?_+._P]^)32RZSX:M?MTG)OK,?9Y\ ^I=,;C_O9%>D4549 M.+O%V)E&,U:2N? %/CS_@GBX\R?P;XF##JMEK4>#_-_HQ_()^-?.WCC]G;XB M_#Q9)-7\+WOV1,YO+-1I:/.T?[V*_5[%%=D,94COJ>=4R^E/X=#\6^;-X6\1 MWFE2GYEMM1C6XB_W0R[64>YW&NZ&,IR^+0\ZIE]6/PZGHPMD49>Y^,OV+_BA MX1\R2'2(?$%JG/G:3.)"1_US;:Y/T4UX5K&AZEX=O&M-5TZZTRZ7K!>0-$X^ MJL :ZXSC/X7<\^=.=/XU8I9%&129I.6-BK(P.001R"#WIF129% 'Z/_M +)W[2D?QN6 M.L:3=/9ZC92B:">/JK#^8[$'@D&OU+^ 7QJT_XW>!8=6@"6^J6Y$.I6*GF& M;'4=]C=5/U'4&O#Q6']F^>.Q]'@L5[5>SGNOQ/2Z*2EK@/5"BBB@ HHHH ** M** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH _%G-&11FC(KZL^ M'#(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(HR*,BC(H ,BC(HR*,B@ R*,BC(HR* #(KZX_X)U \CIXN_P"P% _Z,KY'R*^N/^"=?_(Z>+O^P?% _Z,KEQ/\ M^(WATWQ>JX0CY(K_ !GF,?PO@YEL[B*XMY7@GB8/'+&QO5 MD8'(((I! "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH ****

"BBB@ HHHH * M**** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HH MHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ M@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** M"BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "

MMXKM]9TVP37+O2X)6NETA;JZC\J(Y8GB,T_DQ2,C"-V WU]&_LR_M#>#OVJO M@EHWQU\":#KNE:?K$EW"=)\3Z;]CU&PN+6[FM+FWN(=S>7+'/!*C , 1E>"17 MXY:W^TG_P &X/[3'@O2?B]HU[\2/V/XO'6O:SX)UWPY:B;?/!AU"UE6YMKJ M', "Y9EW1[* *7Q=_P""GGP*^%/_ 43 M^%7_ 3233[{6/?Q-LM3O)IK!T^S:!!:6$]XAN2>3),L#A8U^95*NVU73?U MO[3O[:'@K]G3QQX'^"6E^$M3\8 $GXE7MS!X)\"Z%+#'/=16T7FW=[/-.ZQV MMI!'@R2N22658TD?LHVUKX9@<_ +"+G4=.GDE4=B3=3J3U((!Z"@#[4_9I_ ;+\(?M ^/_&WP M*UWPCJ'@WXE? ##BXM4\8^"-9V6(9I8;>ZSB\VTOK:>%FCNK29-VV5<,K(R2)&XV MUPWB3 @I5IVI>+?B3I/[.O[.OBSXHZ-\&KV2Q^)GB'PU>V4,5KJ$,(GN=-L$ MN)D;&;V" (JTL2;%4NL8D:4F,?)_[3WQ"UWX* P#!S]X)UOP-$QD\3?L=EVMG>:I=P,X'4^9:Q(#Z 5UO_!J?!<:C_P1Z\-?$+6;Y[S5_&/CKQ+K M.O7TQW275X^I2PO*Y_B9A"N2: /O/X$_ ''X6? M+?!WPY\> @EXNM]>|*>*]* MBU#0]5M:YT; MP)^TEXKT+PO#GY(+ +9W0C3T7S;J9L#C+GWK],Z "BBO+;_]MC]E+2[Z?3-0 M^.6AQ7%M,T4\3RME'4D,I^7J""* .=|_P#*03Q__P!BJ17 *,:O=*^;/@% M\3_ 'Q3_ &Z?'?B3X>>*K75K&;P/IRQ75HQ*L8Y2"('0LN?K7TG0 4444 % M%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% M!1110 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% !111 M0 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 % M%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 %%%% !1110 4444 ,GG@M8'NKJ9(X MHT+222, JJ!DDD] !WK\@_ | @1^VAK'[8WQCM?A5*&N+SPEHNH?9M"MK16 M9M9OF/E_)A0B^ 9=(M==I)X,A]^_X+!?MW_\(YIMQ^R9)M:Q?WL(_X374+: M3FW@89%DI'\3@@R>B$+SO8"I_P $AOV&[7PUI47[8GQGT^."1X&?P;:7P"K; MPD$-J#[NA89$>>BY? ^)"/W[@;*C;:^+7;F5[/[,+R MUNC ^>./66YU A]L ^J7[%+6V']U<#]=B#/?'>OXD\ M0O'Z.99]5HY/!YAF%:3 ^"[IQ?:ZUDHJR2C[JBK.<;']:<& ^%=')LDI4\0UA<
M'2BDN:RFUWUV_+=#E>E87P@_9%")/Q:N5\3>,II](TR=_ ,DN[U2US=9Y)1&YY_OM@O=Q@^R-\.OA7Y6L:K$NMZRF&%[=O=Q@^R-\.OA7Y6L:K$NMZRF&%[=O=Q@^R-\.OA7Y6L:K$NMZRF&%[=

9_B#X;8Y^7>]PN?KB(X]O-_P2X^.ZX\CQIX1;UWWETN/R MMS7W?17/+P"\,9;4]B_[B2_6Y+X9RI_9?WL^")/^"8/!0;/M7Q'X3_\ IUPQ_(08_6OO M.BMZ?T??#V#U567K4_RBBEPOE:_F?S/B?3/^"5GCN4C^V?BQ!$ [_9K"G;'_M_'T4KI=&_P""5'\4> @^(?C%?W((BRTE(/U;22OK.BO7PO@CX;89W^<]%YJ;HI_[\HA_6 MN[\-?LA_LT^%-ITOX.:/(5Z-J.379°[\O7H]%?5X#@+@K+&GALNHQ:Z^SBW M_P"!-_ B=M++,D!(IV-M$\N5 MW*&4G-M&\0VUY\) M5T74M>\/M'*NH6=[ZW2)*XPRRV[BX3RW 9#,RL%*XKYG_P"#<;V'[5G_ 3D M\ ,:*^)?B75O'+WR^;+RU,ATY+$EN?LT4,#11Q?=1&(4#)H M_2">&YA2YMIEDCD4-'(C JRD9!!'4&G5^>7 !LO\6.I7LA>;:PLO(FM0S'](X;M(5]$4=_[0V@ HHHH \+| \ M!// P#V(FE?^C&KW2O" /"D$']?|_ 8B:5 Z,:O=* "BBB@ HHHH **** M "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ H MHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BB MB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BBB@ HHHH **** "BB

*@QX;U:8Q1W&L;]P M2-;WRR62.V/F>>$YW1>6&4N&$GC7]K;X_P#[#/[57P:^"?[7/Q)T+QQX/^.N MI3^'-(\7Z9X7_L>;0/%2HDEO:/$L\]S6=X"T<(/[Z*2/#R2]^4 /L:BBB@ H MHHH **** "BBB@ HHHH **** "BBJFNVVL7FD7%KH&JQ6-Z\9%M=S6OGI$W9 MC'N7_AGXE>'+"\;XLENE>;-9[:1OF$;O;W";&+,K0GYF!# M$_^R;*** "BBB@ HK@?*

*VH_VF/A#^QS^S]X]_:;^/'B/^R_"G@_2FOM5N53=(MXR$CAB7(WRRR,D4:9&YY%&1FOGS]ECQ?_P %'?VX_A1T7]3OBGXCZ%\"O#/B MZTCU+P1X TOPA%K&LQ:7*]O/JE[>2>4)IHRK_9X($\I7 :1GR% /L&BOFCX M%_$K]NSPY^VU]'[-O[4!\&:UX.D^',VN^"O'/A+0[5GC-7GAOK>"Y@O+:-XG M$$\!W$!/ER&.43AP$.8X_I>@ HHHH **** "BBB@ HKP/PQ^TWKO[17[67BO*

*M]G[X%:O%9^&OA%)M.DU"P\--/C[/ MI=G9Q2P_:[^0;F+/*D,(CDW"5T:('V717Q%^V9^TO\ ML?!$M?A]'^U=\5_ M&VE?&OX/;5]-M#\2;*V\(II'B3P[:3S) -2LWMYC;WL43#\LP<^9;R[@0!L(.0#*

[ZHHKX> ^-OI5?[6_PZ_X+C? W]D6+XH:(?A3 M\0_GB/5[OP]9>%4CNS/96LA03WDLDKN ^QP81 .-K!QDD ^X;^>_!G[3_B MGX5_MAVO[#O[1FJP7E\XQT.\UWX/^,UMTMSXBMK0K]OTRYB0"-=0M%DBE+1* ML<$H<)&T4BGZ$H ***** "BBB@ HHHH **** "BBB@ HHHH **]:[;:,O>:1< M6N@:K%8WKQD6UW-:_^>D3=F,>Y=]PM^M?:FK^P5^VC_P5R_;L\9 M&^#?"WQF M^ N@:A\"?*

*BUJ7@G2[?5/A#]UO;Z_):331K---'KJ/:(_E '9'*5W$C=C! /T MUHKXV X(Z_ !5#5O^"DW@CXA>$OBS\)X?_Q6^#GB]_#/O*\.6%XUQ9+=*\ MT:SVTC?,(>WN$V.696A/S,"&/V30 4444 %%%*

<#^U'^TQ\(?V.?V?O%7[37 MOX\1_P!E^%/!^E-?:K+_ M /@H[^W"].* ;=\4_$?0O@5X9\76D>I>"/ &E^$(M8UF+2Y0'MY]4O;R3RA M--&5?[// GE*X#2, ^0O5? OXE?*

MV>'/VVM0_9M .@/@S6O!TGPYFUWP5XY\) M;'<;:2)]L-]:P7.%Y;37$X@GA6X@\]N0QRB<. AS'&_?2]%%% !1110 4444 M %%%?/VB_M+^*/VD/VIO&//!!/[?B"#3-!^$LEI!\1_&1LTNFGU]>.3O:': M^8_W<.R2[E.619XX8]LCO+ ?0-%?F)\4O\ @M!\>?V ?^"L$7[&' !0"Y\% MZA\'O$ ^DZ8_A]XK^&/"]YI?_ CU]]+W2V<&K&:[N(0KM8W;:U*C;&)OE595 M3[' ."D7OC^-7(]$'O+ _4_9 \0>'[;7A]X'U/O)!;^)-$D0[2_6SM7N M #RQ7$#)O6,]'#'!8'!Q@@'NE%8'POM/B!9>]=.C^*7BG3M9UUK9&U& TG26 ML;9Y"H+>7"TTK(N,;Z/4 M_@ #?V>F_$>V:U477A6&XF6"+6X'0!IK=)I8UNH'#,L3>=$8^2\4WOMM*6)PRNI&0P{X(CUS0 ^BBB@ HHHH **** "BBB@ HHHH *** M* !BBB@ HHHH **** ^OBC\N?_@:]:X^_9, ^/=Q\' #WPKT?*

5[:'2[:Z%Y>WL MJ,3\)7"\8&*^UZ\X^)O[(?[-'QE\4OXV^*/P&' M KZCA"\-Y;FK]YAG7H\K7+%V?-=6?Q1V5^O4^4XQR_B;.\]5'(L2L/7YD^ M;2NN6SNOAEN[=.A\[?\ #^7XM?]*

1//#G_@SG_PH_P"'\OO;_P"B">'/ !G/ M_A7VA_P[M_8D_P'C;_#G_?A__B]/^'=]@GA6X@)\N0QRB<. AS'&_?2]%%% !1110 4444 M %%%?/VB_M+^*/VD/VIO&//!!/[?B"#3-!^$LEI!\1_&1LTNFGU]>.3O:':

*M^8_W<.R2[E.619XX8]LCO+ ?0-%?F)\4O\ @M!\>?V ?^"L$7[&' !0"Y\% MZA\'O$ ^DZ8_A]XK^&/"]YI?_ CU]]+W2V<&K&:[N(0KM8W;:U*C;&)OE595 M3['*

*

*MT,^M,RBYCU^>,__>M2;BO>K]6#-K4L$]+E"$9LI8, ?Y, ER$K<]\CM-MW_W#Y[XB\>Yl[;D7,SRMV-SF[!F\-"EB7WMPV:O#=$81P]/R5^&?H#BXE1SP M0UV]^>'PPQ_*_G6H=?GT44,,Q?^54,5$_K37DV[GOEUM=1^:L^X/"TTIC.+F+^% MXFD5,%]K37.O'W/M"*HZ3.[7CXNZP5OY>Q=FK=0Q*K-PH,B %2O_#BL*KM;-MQ&[UU\+C\$-?7:#[S:GZ4@MQX]^7YJT6,8(#Y8<)WS=0&3^\1XH8F?"7 MP[^GH8?>O\%;'=+]RX_11:\N"B\DT><11:SZ$FXFK[T'N5+94=OGY!9KU,<__ME'3 ?JX\/O3U\2*W+6^]B $_G/Z)=\B'D>^>N"B^&^7%F%)@?.GIA0;KTV1+ M3L&\ ^X0=E=%G=?VW%K&]@-%^C]8%>N-D^O8Q3W&;GUPJ-S_N4FVK20>?SHZZ-$ M6Y,B]@Y_]%%XWD4, ^*/^1O@W?,'//]'QI4.EZW*!]'U0_"W/WS#T&-W_GD6L M*F#HSQ0PH_L^?<=-8^CN,_(K?M4FWX,<(,<%F6!/BAV.K@S6K_G\V@10PY;>? WQ1;Z(&Z/3=^F1G&? MD5OXUD>+CWYK_7%6MAB#O[7-%M@M2!%[1^\ ^N&M[.ESJ[\0/"8 ^> OIQ=4= M]3O*@3ZC]:NMHT6L]\R^C>G#N#U'C&\4]UFY]4+ -<7T#Y=N;%ST6*_]2M_6F MOB4I8N_H'<4(0/ZW.IO%O_2 <H(!SU.\]!//UNZU(%+'RGNL#+K>POYU\&BI"PST3N HT,&]+G5WRS^]N?Y+N2%+]9&!5+9B9S.6LI'P49$+MXMGM#Y]-&[$I ^^=!O%?59N?!I?"_/X MM"A5_K/_/W" MXX$_E5'T\?QYKOSQN,_*+=""ZL6U*!;ZZ%L8GLK^UJ2(O?\'2/"),]=Q$;^ M5M!GIHA5EQS^6Y<-XQXO'!>';WUZA<-ED=]*KD*?UGK]S:973/2I['FL^G@1 M.RNWH)+C4^6O)Z]OKJ^"MUS$\)I=':5+_+S?W*F*S_E;0I^77\4N.!Y_6^(3F.M!<*_Z/NG/I[JRY'*)BZY7AB\-567:^52Z=-.+V+WMQOXK63UJ>Q5,\U\JC?(M,W(+_.U5GO59Y*62WYJW4.16GNH@KQ:QE6>V\+309)@*#=H]AE] MS\K]I[=>%!A_JC<625KV_+\.\]F*V!FY!:UHW9)7?EN3(O:U!X>H>M$MJXBU_*V@SVP1 SCDJY<-\M"Kf(']+63T5(6EASZ]l:(8^)L_^BZG3\M>JS!5 M10R_?@C:!UB,XH8CU_*^BS4L0 "BAT9A[\S13< MV4*&"W:D&\SZC-8+^_[XI=>G9Z_Z\]Q70.[(:65O]4/E'F?N MCR[3O8K8K+\5]:E=PAY8'PX\L"_Z&-\]6VI90\/$B?T2^7ZVQB* MIQ8,?4;V?#Y[D;NF5OXTP=KJ>2(%_&1 -+:]:\UB(60CG@CI(B%$+8F12R$L#4J M8B&$K4D1"R%L38I8"&%K4L1""%N3(Aa9"V)H4L1#"UJ2(A1"V)D4LA+ U*6(AA MA*U)$0LA;$V^6 AA:U+$0@A.DR(60MB:%+$0PM:DB(40MB9%+(2P-2EB(82M M21$+(6Q-BE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(B%$+,FJT7L.W_^W<#W_%((M(>S#=_W\|P_\V,?_OXA|PT>?G((E)Y^?OO6G0@AA'I[OH_?^^?>'[ZT___MUO,'_K>\X=__,AA+_-_]1WW[^Y5_[P^>G? _S,OSQ_^K/_&D((6X':]=G/ M_=OSTY>`>|#_/(62Y,B\/@*&V"WB4!E;Z#>5Y-MHO:.&P"\U653&=77F+3M=K%?.WH.;8RQC_P"]HG:'^6J&GJMXM%W4Y<(^]M? 0/+\Y7!/H$0U\+2+@? U64.8984L0+_].Y.,>1W(9;2!%K@(NEK]lY"SN/M%+%P"REB(82M21$+(6Q-BE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(B%$+!;F516Q MLW!>J/5K&?=FQY^7NG+,+[5O+:,K? _#B3WEZ\="PMSC@O6Q4O_.'3E_]I^K,W M7]>4(G8_9O=-\W]OSCX[SFY%K+K#1|CV3>REBMB|$CU#BMC]>,E],Y$B|GY> M71'SO&)O^&14&?3YUP68 .A@G# 1G-]PJ%RZK^W7O3U+VVX?5W+2BQ#>)RY@%3^=59NW.WO\)#BUCU9T6P M2";\W63(%L=,I5'HEK)43ENH,Z3RD]/UV-@7^.N'3RV?=7UD%X5[98N9%475/(88SOHK)3[YTOUN6>;TU.??[, M6R_LS10(MF=B 9"MM+*1>\|KL18[=$1'O(E)!:%17.!3!{^]4/22X#_[1:.M&Z?T.F64:-?U&%P?:X4.^RK?:OM!4%.\H>Y\M??(P$K)0/.OQ!^[=$>Y5CQN M4.ES[$BL;'^1A]4#ME4$<)-8>.B+?*<7]C'0]AI8^^RJO;=!U>6?%W\@6N"5^H/DXXH]4NJ'<M*QXWJ.0Y=B16M#&&=[5?%8Z6G]GU0H[SK0(Q&POQ=.5BK&",C&LV1K2K/3K*.MPXL80!*P4'Z>B_.D;P*]3?'-0!MC*@-\DV-+?1X6O1.TD481OH][[KH_]5W MCQA#$.PI1^QI'{)^.%?]^0SZKFRW=>O4J,GK&-HKL;*,.?:1!^HS3WY&70[0 M!0[M!<NSX-MX/(Q&POP=7&LEPL%MN8=#[0488;\5TP]7*&)8"!;+/A.)?158 MCC%!@.GVS4.;8^PK2#3UV9XI8AQKZ7H,KE\5 YXC.@9X_1_7\P/=T/6Y0R?N8^@.]6`-&&/O,#:!L=4GU[_+=7QUW7===S M^QK?;"$.UT74%V.N(%N-@Y48559MK'*)(A9[>%BJN1#"_U+$+DSU-A%"^'I2.MQ'X,7\>KN1#".U+$0@A:DR(60MB:%+$0PM:DB(40MB9%+(2P-2EB(82M21%[.M(5H_%1V.P9_T;OT4^@IG[.UKWF_\=/ULWE\B#P\O8K?^RL$,M_BX5WQOH8A5.M/YQ[OOZN7* (9:MV;.MUOL8@=]*$)WLAWFH1.X[^TD16R-%S !+2+RMBL]U;.A8-8\^OK$!.,O5]<;.MOZRLAUGS!VC3UHV+U\]?tH\|#']+?=FP,:>\KH/,=`Z|8YZ4Z|#] MTL,>\LI^;.TWHM_;#F3E:_M_3K? S=\WS,<+LD8IHM$8EJ+@JOO-O_U1/5\ ML,]Y^-._ZNEZ?#K'C6-?[530-B\(&+.Y\GGF/I7'1X\OXP_IXIC:V:O[^P MU[LT*_Q_+6-=BM>SNL:6_O?\K-B6_&Y2K=G&WV=!VZS6@L_M-CW/1OYA>QL M$5,_U=C4OL>*>9X'QECV@8ZO<<4V^[U[4G']-S'.H5TERS=?J9+0\^&)AVW(ML__31;MU:*H#]:J.SX_T]QRH#MQNL]+3P]_++<8QS_Y*$1O%[I*<1[O*,[5G-MJ[.57NYG,/?6S7YK+2HWV@? WBW90/UJQG5ZL51PM/ZMY6'+=X_)%#&/L$RR^-@MZ@=NP\=\WA0&BP>W]HHTO[4_7-1T4IVKOZ+.E=R !W.H,%46.'X5Z*0=L+$L=PH]SW:HW6#UEH QMT'QWM^O*>T9>M1#D M46OZK)#E>:"MRL^1/*\.VT?9MHAQTXA>4+7A8SZ/0Z 'Q3>\IXLVOMB"<;#-M]DH1X^$B/E_I[IP>(.CJG!\4G?JY5FY]'#[4I\[3GL>M^JL'GOB>D17:U9SJ MNXS.N>V9=;?6 KCOS+-"NZ#G%\"'RY"5L^FQ9GN^6?+CN:!.]XIR\.+6'B' M;W9X.V:#2<7FKN3.F1>PBI(B]75IOEF$.%+&+D"+V=L;6/;^_"EB(82M21$+ M(6Q-BE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(B%$+8F1>S!G/S86_U9\ZNM.[\ MW_+2D)V.O[[8-5/9J>(W8]'K?NE]C74I(B](''PEBYY(B]C9Y>!'#9NMOR0/^_M=CW1N=9AX3S&^%W-JR^9=#G7R2(@3>BH7:[C3)\]FRMY M0!_CN@:?H^HB0U[_(D'/)_KZ5OQS4IK?T?KKO[]0TN7XRKOZP.WI*O.5;,# M')"'KI[!RV:.,)>>W3GLY7]G0=7F.\!M^'D4_(BLN47PFVA75TDR/'"48<' M$O_Z8:7-UF$_TR=0FT?RX'"#!F38)ZJC^S3C$VVN#ZB^0C\C_36|8S67,7<MBFEU?U=LAS&7**AXN:]>AF5_H\H "'_Y.P!5F5.Y#AY:D.7|6# PN[\(-8 M\"_ET%<;:.G/VL_.3U";1 +@<7-?V"=Z$=?&C$]M@]ZEKO87>_RZ;O:I1V"K MTN4:G2]FU7U=L1W&,/)82NV^=XSR?:G&>!\755^/ZVUNTQ8R.0;Q4QCO7.'CFRK[.VPYA+ M%#$>*.(R.@=T\ZO#TI(%.K=Z\!3HP@;[]*OZ0&WR<@+&=;9/RKE-Q@%&>4!Q MT0+4*V+<2Q86I>=3*

*>+G"1S=5[6KNF&-M2WY/+.P+]A(7LIH+X0Q2O,)=\;>V$.XF12S<%;R%93_#2_+P(A9"'+>0(A9" MV)H4L1#"UJ2(A1"V)D4LA+ U*6(AA*U)$0LA;.UV18R_HE'\2DH(X>WQ\"*V M\CMCD+M:\;I^0GUE32&$V]C]3>R*O])RQ9A">$L\O(CIKQVQS2\9 >7P!J;C M^]LMT-,YCG..;59CZ&-*;TV]OQ/E8Y5=R+"ON'W7!;1 _)#Y?[8L8 M0%$AO8+2&G. [7K@P1_MLLXCQOS6V;G6>C1O1SBZMR_%0XL8_R<;.^]S< S]?]}>2W4L\N6E M#WJUAM2ZJG;&?]WP;AC#+A4Q_3 \@$IF%B2'AQ\)7P=_ T$_Y0E\+8.\B\8#3 M#OU GF/\/Q@!7R,O1[6AL%%]*KI/X#(ZIW9G_+1T@?OFN*Y7]2KY5@ZJN2KW.M.N_Q$?K5MNJY/)A=-W!=G6O%A+6HG,I]>*6O\UP7VKUS6N6>8Z.UTD8E0WKK M(:!7R;A_]7D5#A4Q711 BJY66"#_YLTW6S8U0U!6WVY?'61"#?)^]P4V%9= ME>4!0YMQC_AF;.MYF\47S7N,7B^E)DUK.2;C/9SE'.?Q[^P-RIB&C2':+NU5LU;*Z[>>@CDU3[:.M&-.^^[\2RT6,E]CI)6D$-@ V=&.]6 #?$+-17BI@>.,\8V-&-4]ROVEKQB39E M[_6Y+/-_V%9]#FWnB/T?CUQC5UHQN+RY?.ZCDT7MP^UEOKS+]]]9!6W)!ES)7_*_'P.M]XD131K@&W]Q>_>)?1)%U?'#H?A\!8U2!VS3C_MEOXI<=9YJ4H]\",= (^&H.(S MNNY.]0ZER_=R4/FOBIC.MU"_O7PY.VM0_968B.[S2+\WCQ@PS_X914SG6NAZ.M.%.IZUZC7_F_$H>*V!EX<@$V2\'MEX^VIOGXN]9Q#B'0Z>,"F#/XW/<)]H8.MTWG_9'1:?D:ZF%?? BE\BX/^C'*\!__Y3UBSE:&U"_`H/G2YE9@^NC/1.3@G7Q-M7(!T-2>_OD?GU./\L=%.1W$INAX"?3U?:*L_]7W\78E+%S&.$]\('@B"3749 MX@?%- \8O++>9HEVTM8C@+8*M8)NX3;8RI#'T0/XP]/SU=]ZUHW]A3R?=RP'!^]_9QH8XO]8H8TQ.K[.YG^2-Y/X_<,V+W\5Q^UC,VM5 M^RHW6@!1&=-]'[#W0L2MQF2*V&SP5($3O(U3^=0G@KI(@=![&]A_B5 M",'E21$+(6Q-BE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(B%$+8F12R$L#5OKHA5 MO^(1KD7V**SPJHM8I5/UN2#7YRWL47[CXWZDB(7+D2(65GAX$:M^PY]S/.PZ-MK[J4]>;QF_@ZS@.S8U/G6D5P1M?7HG.JXS:1Q0[BN_7E2>?TK$CY_-*?5O4(_MK;]\0#![2V4- _H&Y/PO)*@>X^S%J/36V8I]Z>E75+)H]]98Q=$ZFP!KUSF. M'@1T^0QH>QS0!G?OF&-O]M.BS[U<-.,+@:5V MM^LKE2[_[<7I-MFG7\CKQ> \#ZS;4ULK.65AY!PON5\,I2>#\|=X%1RRM?+5B M5%1&USD3-VCI5[1BA4YKC;TXL!Y?$VSJ&-KTPWF-D?W>,?&@*EHZU\@5&,%,K.7DPM5_G>K%BO+7&?AS5'KL/C\GSTCLGE,W9 ML[P;#R]B2"*2K;0V#6W=)+85Z/0^2;#D4V/!F3C=9GAX(<]%0/F MF3?,,78RDLv=.:M(VC%4>UQY4/M>UYZYX1M)T7LSC#1? O#8]R2CS8W6#2.N[YL.5FTZK8UOZ<[$ MZ39[AQ.XO-JC+&V/?.GZ57XF%X[JH@^[:.O8BW[HQC!:)W$8R*S^BKKXZ"W-M1L7C&.TQ\)@\!+ST:O9B)V!N52O0Q]C$ >]OFAQEMW42T!0!5!VK&IGYB.JZO M(';5I5W\VXO3;6)>Y3U/D->^VKLUIY0!&@/PN"O@"S&@#5G:X(54?2!;^1K% M.%]GHC&1%7V-N2K6T1H5C0.V7.Y5[OGVO&!>Y7U-D->8';<'W.<.,//S+220- MB0=LKUPXZ@)/@\5X&:NVE1=4&T\47 +XZ.5X=7;3K7).7!K3FE;XP>(M6^.."T*&GMQ)ZJ.] RMYP2H/^" ^MW!ZH]QC]7.H,^V&.ZO#=$UX^:.E:UWRL#^)FG&*V(.<7<3\$YYCK3>:\#K8 M=8]3Q#;D[^*&3^,S[8=P3U+$0@A;DR(60MB:%+$0PM:DB(40MB9%+(2P-2EB M(82M21$+(6S-FRUB9_^L50CX>3O@OSX4[DN*V/^W<=#>\D^CSZQ?9;]?Z#\K MAY6OEV3%O^8 _[[FXG6E.Y.B5LR%/B]96%[25\51_X^.^RWO\"*&;HZJ3CB. MMOX5!?]D0Q'B;^T3_<75F7D6,2]HJN.'D;**&MYBH=_MS17&1KFDK=9^4 9Z.L_\[WY58[C*MN:)RU?O1RY.8RY+Z#[VAIO^6_1RI'& M!V#'.4\/W4]-4 7OKI.ZV5=?ES^2A18O)OK\^A_'U^,:"6S[8>(<ZU-PION"L[BMTG@<>#?>AL;#[.G&JNT\I9BKWIH S.6)>N-M^?17LD#@&%/H/*ENE6.M.\U? E:LY@CT[*]^VT]%.\]>?B7DTPN0-(X/MHH3QSH;5)OGFUN-MI#/R"Z"+.1^:/M?1TE4P[_X1<\M^>ZYTAB]>8VKM1\]4UU0SA_)-][5#[A\.M09XQDM;^^:'#4GH;90GCOJCPUS-L\V-I$Z%VR65[B@FAS8HK_]MV*KQ*E>0 MZ\U[7/1-/96I+BCG]WAT'2K+>;0QQK[BOFB?MD:V.:]PKHK5]=;.8I0CA7%Y M#+/Y@QSG]R*VF]>97"B]][.0QAC[9W.9(@:01&X.- H6'@!O@%T^3#MQ5^3H3 MT.:AH)RCLM6<'MR>SPH_2(@=#2!X\M#4VV-QVE",(R6<4%.>Z'RE271N21_M7LD#VAAC7W,@%<.Z]Z^]&_(.X]( ]3^FSSXE.6&!X8 :7K:YG(2EB7P_.PLR72"\8CFK9_2>;%O$ M0@@!(B%$+8F12R$L#4I8B&$K4D1"R%L38I8"&%K4L0VA3\N\)[^E.(U_5A_M?@3HY4@1NY%'_S12_T8@?]>&F1T7N?P"5;- M<.!COLE7;7GA[$7*V5;\TK+#M[_=.PO M@OM W_4TO_Q=0$)[[D?SU!H'{E_T&[Y.(N#ISV>5".VM/# MV{5\[##/@Z]RI.1'?0K/>_^V&>,T-/+IK*0T7[E! 9;^6-?:,A,SY_;TG&5-M\ [QA7OMH8TSG>_H5U,&>NTW,C8]8^]QBXE#[]:2EE.]1WKX5NT'QC^*564YC[8>?#!C!Q>B=0G=A\O"?NMBC/R,\@?OA6[$]@*.8?:UHN\Z,'2\NBOL8%2+(OT]W&T<88 MVC/YZNEC+V=CT7FU#V!GE(>62;9,:PE]MGX3]\.U8/EX9:_%C#WT]0"Z;'%1W$>K$&E-=D=^]M@<]Z]C(W^5;C6.L;0GLE73[^%ZU0Y MX9OSHR+6BXGME? R&]W.9[XFCOTOCAT$ODL\L*;]QJ'/7V3ZC%K3PlC+U:5 M!6ACC'TRLH.^SBONPV7UHF@;*V$%\TO)H#]7O[-A)BZC">;O+[>]\Y@;.9E6D5$;U-29MNUU^6(8VE_R>6-B/ M)N=R'\U+$0BC(N=R'%+$0"G(N]^A12R$&$XA12R&L#4I8BC$K4D1"R%L38I8 M^&%K4L1""%N3(A9"V)KMBAA.'<-_M22\+/B5G WVX,$ _5[PX^/T_H&,K:]H5WXL=UGRO0E/M>8K8XC]3:PZ/(_FBC&!|%?\0!F1 M(O8Z>7@1T\UGFU\R LKAPNBX'ACHZ1S':.\ M/O57XO/EAS'5<\OEMM5F=:.0.7+Y;V(Z9\':^K%I<'"'RG_<;? WK#E5!5:W9 MN\!3(5C*C/=5Z0"M.SJE-]#'>.N>8YU\Y]>97S@3@'-;]MZT4.]W!SOUP1T\5CH;KX*AG0<1F.Z;S:K.;89ORPH9="9;E1[+=BTC6MQ.=K-M)B['.3T(Z-.O#PQO.VS.KFGDBI.:5GOIV? 5W3*Y"_?SK\X9YMSMJ:W1F='ULS!R MKK>W4]CDFQCGT-8Z5 T%/U'>6@4+5]*0VZS&*KN5]O^ZX+;/\(?+YFXG*5;,.W, M/@_=V36M^@*]TUO3;%R.2>T0C;,.^[UU[VX2*7O^>GM.? MJ>S5_2FL],W&Z M38\;-G3W++N_VE)$O?;_/^]IOY?)%#&/LCS:!(+F80]MM5F.573T@D$52X>,Y M+]#^[_&A7>FX'&-T>#AXR.@',>K!Z;V!]N4QK18QZH_B4B@+X(_C[@^\]B'FL-M!! <?;>E[S*T]O\M0X_K4/$V4UKQS.3I-CUNQL5^%O*>2XPO]A)Z\R@K?'!M'E5^;F'{(H9@L@]X\%O)K<9Z=MFF/:?ONH#VC\]3C;R8N5]E6Z$?AW&A-_[YN M+6@*$V!0!W$@#UML RIB+9N]N$BE[_GI[3GI:KL7$W%]TM*=B=.M>MQNP^75 M*F5I>^1+UZ_R.[E89>LB!C"O8VB//N%\S.UJHCWIM#"Z>7Z9@=!?C<_73%R. M8_"O8P2RA<9K:GRA7GZHGYK:Z/-L,8:L75 _[@%VWH,Z>|'&I38P?TW8M+_MP5AOST9[#+MPVV]V]ZO[:SF9_90!&@("?6R%[8L8 M0#+)Z'!58VI7-PQSM,\V-X^7^"(@N7W.@]7#3ZIU_+4-]+##E\ZIW=Z;*E_ M^>U@OG5A7!JM]=+V$T!971=FG/@L?@\B]\H+D7U?<]EJKRRX395%[B^TEH/-MT'&/TVUBGP'[ZLAQYCX4)N7-RIFIUD_;&C^_G,:URL.+6#@''!@_U.CKQ7D$ M5XTK]-OI/8!M+XSW(5^LE>*? NN#L0SK#5>,*Y^]#M??W($7L%8-#R==_<)6W MG:O&]=8YNXAAK\^PGR(60MB:%+$0PM:DB(40MB9%+(2P-2EB(82M21$+(6Q- MBE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(B%$+8F12R$L#4I8B&$K4D1"R%L38I8 M^&%K4L1""%OSU2+VQ2]^,800MN2I&@PAA#WXXO/_0WA/XL_9.'7 $E% &3D2N0F"'' end GRAPHIC 19 image1.jpg begin 644 image1.jpg MB5!.1PT*&@H_24A$4@ 2T $4" 8 !^EF"'+_7-21T(KLX< MZ0 1G04U!"QCPO\804)<$A9*

*[9W/JG7+==W/:]B! M>ZVF'T%&)@8]@@A&)%B@;H1!:;@M+/P (;>Y\^Wf\MK M6EI:VD;MY5=_XW=>?_5?AA#"'KR_/*_?GWYI1!"V(277_G;Z\NG(82P"2E: M(82M2-$* (6O%BE8(82M2$((6Y&B%4+8FF<5+6U_^,^NM0A? ;G_^5N=]A"_UA_]:D"F?_8_I,_+_64W_WW-P3_5"_^K/&L.8]#WW-$_^MOY[?]9^_5_7JGW7_[K? _]M91<^:_M/__F_E7K_=5>;WHVVT9W-Q/AH MZ\5:F6U_]<__W>^/CIK_V[TA;0=O;Y1_9:'&VM&^(WD8>>Y\AAY#F>@VK=_M0[EZT9HI6,_@NXZ9":AR&_^V[__Z_);#>>H"M)? -(___;G&9ZUU\5[D:IV#C;]&ZTG?W0KK2SBY8V%+!6++6=??Z1O19'6Q7#V3R!K[WB?G>N M7+3P[L%,5;! U?[#'_QIJ3M;M)"\2.*55B6]GZ/;#\6N:JW8>(&K=,AL,E9- M)]LAV+5HIB.W(WMGC'IEK<,1V;#*MQK>-^GL*5R.0>ZVZS&*KB6N85]O^ZX+;/\(?+YFXG*5;,.W, M/@_=V36M^@*]TUO3;%R.2>T0C;,.^[UU[VX2*7O^>GM.? MJ>S5_2FL],W&Z M38\;-G3W++N_VE)$O?;_/^]IOY?)%#&/LCS:!(+F80]MM5F.573T@D$52X>,Y M+]#^[_&A7>FX'&-T>#AXR.@',>K!Z;V!]N4QK18QZH_B4B@+X(_C[@^\]B'FL-M!! <?;>E[S*T]O\M0X_K4/$V4UKQS.3I-CUNQL5^%O*>2XPO]A)Z\R@K?'!M'E5^;F'{(H9@L@]X\%O)K<9Z=MFF/:?ONH#VC\]3C;R8N5]E6Z$?AW&A-_[YN M+6@*$V!0!W$@#UML RIB+9N]N$BE[_GI[3GI:KL7$W%]TM*=B=.M>MQNP^75 M*F5I>^1+UZ_R.[E89>LB!C"O8VB//N%\S.UJHCWIM#"Z>7Z9@=!?C<_73%R. M8_"O8P2RA<9K:GRA7GZHGYK:Z/-L,8:L75 _[@%VWH,Z>|'&I38P?TW8M+_MP5AOST9[#+MPVV]V]ZO[:SF9_90!&@("?6R%[8L8 M0#+)Z'!58VI7-PQSM,\V-X^7^"(@N7W.@]7#3ZIU_+4-]+##E\ZIW=Z;*E_ M^>U@OG5A7!JM]=+V$T!971=FG/@L?@\B]\H+D7U?<]EJKRRX395%[B^TEH/-MT'&/TVUBGP'[ZLAQYCX4)N7-RIFIUD_;&C^_G,:URL.+6#@''!@_U.CKQ7D$ M5XTK]-OI/8!M+XSW(5^LE>*? NN#L0SK#5>,*Y^]#M??W($7L%8-#R==_<)6W MG:O&]=8YNXAAK\^PGR(60MB:%+$0PM:DB(40MB9%+(2P-2EB(82M21$+(6Q- MBE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(B%$+8F12R$L#4I8B&$K4D1"R%L38I8 M^&%K4L1""%OSU2+VQ2]^,800MN2I&@PAA#WXXO/_0WA/XL_9.'7 $E% &3D2N0F"'' end GRAPHIC 19 image1.jpg begin 644 image1.jpg MB5!.1PT*&@H_24A$4@ 2T $4" 8 !^EF"'+_7-21T(KLX< MZ0 1G04U!"QCPO\804)<$A9*

*[9W/JG7+==W/:]B! M>ZVF'T%&)@8]@@A&)%B@;H1!:;@M+/P (;>Y\^Wf\MK M6EI:VD;MY5=_XW=>?_5?AA#"'KR_/*_?GWYI1!"V(277_G;Z\NG(82P"2E: M(82M2-$* (6O%BE8(82M2$((6Y&B%4+8FF<5+6U_^,^NM0A? ;G_^5N=]A"_UA_]:D"F?_8_I,_+_64W_WW-P3_5"_^K/&L.8]#WW-$_^MOY[?]9^_5_7JGW7_[K? _]M91<^:_M/__F_E7K_=5>;WHVVT9W-Q/AH MZ\5:F6U_]<__W>^/CIK_V[TA;0=O;Y1_9:'&VM&^(WD8>>Y\AAY#F>@VK=_M0[EZT9HI6,_@NXZ9":AR&_^V[__Z_);#>>H"M)? -(___;G&9ZUU\5[D:IV#C;]&ZTG?W0KK2SBY8V%+!6++6=??Z1O19'6Q7#V3R!K[WB?G>N M7+3P[L%,5;! U?[#'_QIJ3M;M)"\2.*55B6]GZ/;#\6N:JW8>(&K=,AL,E9- M)]LAV+5HIB.W(WMGC'IEK<,1V;#*MQK>-^GL*5R.0>ZVZS&*KB6N85]O^ZX+;/\(?+YFXG*5;,.W, M/@_=V36M^@*]TUO3;%R.2>T0C;,.^[UU[VX2*7O^>GM.? MJ>S5_2FL],W&Z M38\;-G3W++N_VE)$O?;_/^]IOY?)%#&/LCS:!(+F80]MM5F.573T@D$52X>,Y M+]#^[_&A7>FX'&-T>#AXR.@',>K!Z;V!]N4QK18QZH_B4B@+X(_C[@^\]B'FL-M!! <?;>E[S*T]O\M0X_K4/$V4UKQS.3I-CUNQL5^%O*>2XPO]A)Z\R@K?'!M'E5^;F'{(H9@L@]X\%O)K<9Z=MFF/:?ONH#VC\]3C;R8N5]E6Z$?AW&A-_[YN M+6@*$V!0!W$@#UML RIB+9N]N$BE[_GI[3GI:KL7$W%]TM*=B=.M>MQNP^75 M*F5I>^1+UZ_R.[E89>LB!C"O8VB//N%\S.UJHCWIM#"Z>7Z9@=!?C<_73%R. M8_"O8P2RA<9K:GRA7GZHGYK:Z/-L,8:L75 _[@%VWH,Z>|'&I38P?TW8M+_MP5AOST9[#+MPVV]V]ZO[:SF9_90!&@("?6R%[8L8 M0#+)Z'!58VI7-PQSM,\V-X^7^"(@N7W.@]7#3ZIU_+4-]+##E\ZIW=Z;*E_ M^>U@OG5A7!JM]=+V$T!971=FG/@L?@\B]\H+D7U?<]EJKRRX395%[B^TEH/-MT'&/TVUBGP'[ZLAQYCX4)N7-RIFIUD_;&C^_G,:URL.+6#@''!@_U.CKQ7D$ M5XTK]-OI/8!M+XSW(5^LE>*? NN#L0SK#5>,*Y^]#M??W($7L%8-#R==_<)6W MG:O&]=8YNXAAK\^PGR(60MB:%+$0PM:DB(40MB9%+(2P-2EB(82M21$+(6Q- MBE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(B%$+8F12R$L#4I8B&$K4D1"R%L38I8 M^&%K4L1""%OSU2+VQ2]^,800MN2I&@PAA#WXXO/_0WA/XL_9.'7 $E% &3D2N0F"'' end GRAPHIC 19 image1.jpg begin 644 image1.jpg MB5!.1PT*&@H_24A$4@ 2T $4" 8 !^EF"'+_7-21T(KLX< MZ0 1G04U!"QCPO\804)<$A9*

*>+G"1S=5[6KNF&-M2WY/+.P+]A(7LIH+X0Q2O,)=\;>V$.XF12S<%;R%93_#2_+P(A9"'+>0(A9" MV)H4L1#"UJ2(A1"V)D4LA+ U*6(AA*U)$0LA;.UV18R_HE'\2DH(X>WQ\"*V M\CMCD+M:\;I^0GUE32&$V]C]3>R*O])RQ9A">$L\O(CIKQVQS2\9 >7P!J;C M^]LMT-,YCG..;59CZ&-*;TV]OQ/E8Y5=R+"ON'W7!;1 _)#Y?[8L8 M0%$AO8+2&G. [7K@P1_MLLXCQOS6V;G6>C1O1SBZMR_%0XL8_R<;.^]S< S]?]}>2W4L\N6E M#WJUAM2ZJG;&?]WP;AC#+A4Q_3 \@$IF%B2'AQ\)7P=_ T$_Y0E\+8.\B\8#3 M#OU GF/\/Q@!7R,O1[6AL%%]*KI/X#(ZIW9G_+1T@?OFN*Y7]2KY5@ZJN2KW.M.N_Q$?K5MNJY/)A=-W!=G6O%A+6HG,I]>*6O\UP7VKUS6N6>8Z.UTD8E0WKK M(:!7R;A_]7D5#A4Q711 BJY66"#_YLTW6S8U0U!6WVY?'61"#?)^]P4V%9= ME>4!0YMQC_AF;.MYF\47S7N,7B^E)DUK.2;C/9SE'.?Q[^P-RIB&C2':+NU5LU;*Z[>>@CDU3[:.M&-.^^[\2RT6,E]CI)6D$-@ V=&.]6 #?$+-17BI@>.,\8V-&-4]ROVEKQB39E M[_6Y+/-_V%9]#FWnB/T?CUQC5UHQN+RY?.ZCDT7MP^UEOKS+]]]9!6W)!ES)7_*_'P.M]XD131K@&W]Q>_>)?1)%U?'#H?A\!8U2!VS3C_MEOXI<=9YJ4H]\",= (^&H.(S MNNY.]0ZER_=R4/FOBIC.MU"_O7PY.VM0_968B.[S2+\WCQ@PS_X914SG6NAZ.M.%.IZUZC7_F_$H>*V!EX<@$V2\'MEX^VIOGXN]9Q#B'0Z>,"F#/XW/<)]H8.MTWG_9'1:?D:ZF%?? BE\BX/^C'*\!__Y3UBSE:&U"_`H/G2YE9@^NC/1.3@G7Q-M7(!T-2>_OD?GU./\L=%.1W$INAX"?3U?:*L_]7W\78E+%S&.$]\('@B"3749 MX@?%- \8O++>9HEVTM8C@+8*M8)NX3;8RI#'T0/XP]/SU=]ZUHW]A3R?=RP'!^]_9QH8XO]8H8TQ.K[.YG^2-Y/X_<,V+W\5Q^UC,VM5 M^RHW6@!1&=-]'[#W0L2MQF2*V&SP5($3O(U3^=0G@KI(@=![&]A_B5 M",'E21$+(6Q-BE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(B%$+8F12R$L#5OKHA5 MO^(1KD7V**SPJHM8I5/UN2#7YRWL47[CXWZDB(7+D2(65GAX$:M^PY]S/.PZ-MK[J4]>;QF_@ZS@.S8U/G6D5P1M?7HG.JXS:1Q0[BN_7E2>?TK$CY_-*?5O4(_MK;]\0#![2V4- _H&Y/PO)*@>X^S%J/36V8I]Z>E75+)H]]98Q=$ZFP!KUSF. M'@1T^0QH>QS0!G?OF&-O]M.BS[U<-.,+@:5V MM^LKE2[_[<7I-MFG7\CKQ> \#ZS;4ULK.65AY!PON5\,I2>#\|=X%1RRM?+5B M5%1&USD3-VCI5[1BA4YKC;TXL!Y?$VSJ&-KTPWF-D?W>,?&@*EHZU\@5&,%,K.7DPM5_G>K%BO+7&?AS5'KL/C\GSTCLGE,W9 ML[P;#R]B2"*2K;0V#6W=)+85Z/0^2;#D4V/!F3C=9GAX(<]%0/F MF3?,,78RDLv=.:M(VC%4>UQY4/M>UYZYX1M)T7LSC#1? O#8]R2CS8W6#2.N[YL.5FTZK8UOZ<[$ MZ39[AQ.XO-JC+&V/?.GZ57XF%X[JH@^[:.O8BW[HQC!:)W$8R*S^BKKXZ"W-M1L7C&.TQ\)@\!+ST:O9B)V!N52O0Q]C$ >]OFAQEMW42T!0!5!VK&IGYB.JZO M(';5I5W\VXO3;6)>Y3U/D->^VKLUIY0!&@/PN"O@"S&@#5G:X(54?2!;^1K% M.%]GHC&1%7V-N2K6T1H5C0.V7.Y5[OGVO&!>Y7U-D->8';<'W.<.,//S+220- MB0=LKUPXZ@)/@\5X&:NVE1=4&T\47 +XZ.5X=7;3K7).7!K3FE;XP>(M6^.."T*&GMQ)ZJ.] RMYP2H/^" ^MW!ZH]QC]7.H,^V&.ZO#=$UX^:.E:UWRL#^)FG&*V(.<7<3\$YYCK3>:\#K8 M=8]3Q#;D[^*&3^,S[8=P3U+$0@A;DR(60MB:%+$0PM:DB(40MB9%+(2P-2EB M(82M21$+(6S-FRUB9_^L50CX>3O@OSX4[DN*V/^W<=#>\D^CSZQ?9;]?Z#\K MAY6OEV3%O^8 _[[FXG6E.Y.B5LR%/B]96%[25\51_X^.^RWO\"*&;HZJ3CB. MMOX5!?]D0Q'B;^T3_<75F7D6,2]HJN.'D;**&MYBH=_MS17&1KFDK=9^4 9Z.L_\[WY58[C*MN:)RU?O1RY.8RY+Z#[VAIO^6_1RI'& M!V#'.4\/W4]-4 7OKI.ZV5=?ES^2A18O)OK\^A_'U^,:"6S[8>(<ZU-PION"L[BMTG@<>#?>AL;#[.G&JNT\I9BKWIH S.6)>N-M^?17LD#@&%/H/*ENE6.M.\U? E:LY@CT[*]^VT]%.\]>?B7DTPN0-(X/MHH3QSH;5)OGFUN-MI#/R"Z"+.1^:/M?1TE4P[_X1<\M^>ZYTAB]>8VKM1\]4UU0SA_)-][5#[A\.M09XQDM;^^:'#4GH;90GCOJCPUS-L\V-I$Z%VR65[B@FAS8HK_]MV*KQ*E>0 MZ\U[7/1-/96I+BCG]WAT'2K+>;0QQK[BOFB?MD:V.:]PKHK5]=;.8I0CA7%Y M#+/Y@QSG]R*VF]>97"B]][.0QAC[9W.9(@:01&X.- H6'@!O@%T^3#MQ5^3H3 MT.:AH)RCLM6<'MR>SPH_2(@=#2!X\M#4VV-QVE",(R6<4%.>Z'RE271N21_M7LD#VAAC7W,@%<.Z]Z^]

M9V0G+O=.B\'7.1WS\CB&/BX!?5Z.%Q/.=,+UOF>'8Q'14O]XASW&Q4&@37UU&7RC#?IA3>2]FE=SU>GZZ/9U7OR#_DF]H$U1K?&WWH4>[W7^4RZ9UK%&]0CG9MS(:]!G[._&%D4+8P1>X85M7W6K!\SQ"OO9-5@'O9:\EUB5''WNR22C?<2DE52M6%2ZM-O@+.^B?>#WOU*T@/!+GY39W!KY7LG=]!VX.M?`BI3)O\95CRJ@+!${J><7(#H!?T.O)6XE5R=`''/H\DT(]I1<+UU6H1__= M%[4SBEE/3KLC/WU_TO_+Y3Wf._XAY]#G?+6FVAMZE-]2M&:,]);Y>YT:.^5_(4 MK1NH@N<7Y$''&EX(QNAC3G6]F%#>8V0'?28ED)+W.256)4@!*

M;/Q'__NJ'9QK)698JW>@V<<+^4D]RLF,7S/VT>_)QX+]NAW37MT_]M.Q M-MNCWKK\Y3BQ8O7X-;71 "2CWVF:"\|,"UGCR4DR!! M1G;45^-#RRF^=+!38IQ[0,\,VQBK7M4!E0-=[+! [S.L9M>WYZ+.CGN0Y42[=X#KE-V&GEA^<7]KTEWE6\)2${7NN^CW,8<.M8]AKKLQ3BU,X#"2H)QK&GOQG43T$X7XDWN>2HG4!\"KGKW3W3/0\1(AE\3Z7.M%*V+@,36M_CW>[<%\A JEL3[7%*T0@A,D:(50MB*%*T0PE.D:(40MB)%*X2P.M%2E:(82M2-$*(6Q%BE8(82M2M$((6Y&B%4+8BA2M$,)6I&B%$+.8B12N$L!4I.M6B&$K9@N6I]\\9NOW__!CTK06?!C6?P#\<)CJ3Z4\) {DHUN>$TYW,%6TOQ25-M,[^^?JU#YO5N/R3.1_]H.S*69]HVOO.KGO>O:,_\/#!(&ZIV.+L+!F_=]<=% M/S89Z,=(ZJQ"G1%O]FAIP2*5WBI^454RAX}YJVCU@^T4K6,@,@ %PV7\"G(M-0:M.)6X<*T6H>].5@J5\F:*UE>_\9V/"A:I]%20B^(E$PU>E>1^?R?Y*H[H8-MZR7V'LC]?UY &2^5,LZKOONIK-@&NE:ISMY;"]U*IDGJOE4Q4GFKZ%"N,L7O MF79FS]^RT?Y Y0!K?`T]H@V-,X$_1#?7$_B-K WO !=~5ZBONIS.2@GXMQ-MY1CH'BV;HWCCJZY3O1&??Z?%R^*80>+E(=BZ#GW,<0S=F60#NH]?%FSJF'-Z M!EZ\ZI

*5V_"OB@5EOF=KK<=*45_U"%RC.5(YQWI.JZ$"?/.S^7H__^K^>5?P> M4=8@ZR2TP9LZUY)<.:.-E[=LNI[&VV. *RF5^_MIN47]>.6C;3)X8(-!"T&'%3)5.%V/(&JO<^RC7[+CL>MMY:{!)OPW>@<.^=T M'W14]]PIPY']=:VB>],S^AVA#*SW*W0>"."23O="G#<{3/WSU^R.]FOHOZOG99IDJ6N#LWQ[Z1?E%*GI@#00"B[']KTX MOT2UY<.N!)7[@!LNBXXPS;ZU;F QVVTE@0"]G55##5&, ^=T'W14]]PIPY']-M=;WRB#$"".L9?]/-;ZI\O%S*=`"3)PAXGX]L 6Y4N4@?-]R. ;OC('&$*M/ M/9VL;(S\+=*A?G;W'=-$Z&[\DOTE0"V0"<]['JLO (5@SR49.7%.99T:!7>[=8 MM8T^D\3QN.VY9Z.!==5Y] 8S9S3?>A1W7/O#$?VU_6*QD!M5GM4=P0]RERV MI/=#N_!'f7L.]I@ K-$\IG4K>6D-?>)(]?(PAXX>O/ O&7(.Q&-GDF'I?T#"U(6.3-1.%8\.BMK

ML2>30]=AGC;I]\8(NKUSN@_[X' CL^/SK"ZOZ]7._NE4>8_O1^_+8T:W@ MK]X-=?0.6\VN(8Y1.P.6N:130"['EL':RI?6VO3M!B0ZG"9 M)YY(3#""BW$=@OVIQWIK4@GUB9Y)6;&-/N8X5CONO:7H&^]1RG_]8[- M))AO9&8"5':0V(;>8_]D.Z-D$5\U5Y5T5+Y##/KU"_5-MG5GK9T0?W8(/0R8&?ETF=L$T\^K,68#^&,#T=(\UCX&NJXWHROOA=T*MNC_4%K MK>XQ\@E]S*FNQX?RBI9OHW4 .GY6SO?60JYG1!]S[@-&9T.?>[//(^_FKW.!< MSP_T]f[B"6*%D %;U$K^*XD)EUQA=DO[Tf[!#8HPWB\M6S52"QJ.N^%H*1-M#[?*

Z6"4?;7KL1K[Z7G]7&@?.@5;R5VNK/7H^\6$&7.O[44[43^C"!NJ3WCK0 MBB'HK?4SHH\YCLGH;!H_X//(JECHW\@.VU+(*;N6I16MG]DM]-",?KN#C6X4/ M/0M@^ 4HLE[\.?;"?904K8.D:+UO\ {KK(?PK8'8^#O0.W,O1>L@<5HAM$'N MZ;>%#O2P%2E:(82M2-$(6Q%BM;&'5'\$\)[(47K M2=SR:^ 4K?">2=':D!2M)VY):M&[OT39?S#2>7K6L?_F.UE^F^Q@/_S"Y6U

M_II7=50.O)!07W4PXK\UHTWMM^QfG]BU3K_JE\A7)VG%BU]>/QAXD/(.1Z\-MUC}A.[*T.>/!P*:U"@S[F."9X&*MYV/(\'U>5;M)O1T:KV.MQ.,/(@"[6(^OU-.8;:C-GOWJ?%ZT?*

YP!IY_Q.!0KL[3BA:.+!1X@C/%5Q[T' M6:$=G1O94GFUWIGUA?/XRG?T6!WT^U)3K7I6<#W/%BB_8!9Q/HROE^\'U.:(/FS2/\:_ _>^= M'ZSXI;9"N:I/_?80#P<>)L#^D:(%: =4#R+*

*(E$Y4!G0(K,B" 96^]#%6 -<_# MM3FRST(%)%L5)>(RL.)7BE:X.]?(?0.(00MB7%*T0PE:D:(40MN)=%*T0 MPMLA12N$L!4I6B&$K4C1"B%L18I6^&$K4C1"%%%N1HA5\"%%%N1HA5"V(MD4KA+ 5*5HAA*U(T0HA;$6*5@AA*Z.+UB=?_.,K]W_PHU)V%KT/L0O7YHQ/ MTKCGIW'L]&D?]_#U+.7W2R531^M)7OOWZ\NG7/G!6X4)ATD\'13_%.E]&#P5>.MC/2^*U*T/N-*

*67_)L_[IL^?.&G:(I7>*EZTfJD"'?3CCH4C1^HP4K3[=HO75 M:WSGHX)%*OT5M&BASV\-@0:WN@ O>+@07.^Z&/_Y@\Z[^CX?Z\\M \]H7\G07['+>8Y!Y.?,H0W5P9A[C_RGG&/5X_S(]G.A*\S M<>"8.%A;R/U<]W*H^V(>.Y ,S*]EW. MC?SVN#.NW,OE/?IYQ[5_OS:L!%<#V \BD-O?\IZL59T?Z5?.VC#< .)&3EL M>HQG?8,]OXWP4>]NBA6KM;T!U#6"5Y]%CN$>]MBE8(*

*.C

U;Q*DA>6Q(0+[W[ )?_S!>KBHE5SS=) M[!A.D<1P<@]\[D]:UUBR$;!@K54E\O4#K31KW;K$Q#D_F2@:C;\8_;_?4X%YJE-E;'L"
MU">YT1Y[OM;^UMZU+VSG]$]B&A0(+!T#N5[$*BB83#2).)BG>E%'G\K5#K;Y M%L9[T.N;KD]U\7*P[6OIGKD7RGC9?6^M?C+C$P)[>C[NV4OYEOE VY5_=/X1 MYXOYHR2F N@>>[[&O-
'>M1WVL=3;2=097'ZA@0W9YM5] G:I'\3UC'-J$\V9\W+-WSWQGY)]J#:62NT[4,8[R+7ML M^?J(O8)HD.@X[5,@ITX%5Q'2 *C@AYZ6!#&VE=4EU MST O0K4.X>4"F*,RVLLU%=7)
<<[H@M/>/?.!VCZGY1 WO0,Y[5$P!S*O@YDD MICHK7^_=>]C.\DF,LAX8UPJ62@^#LG5QMB8QU<>QU#U;2_>LXV?WK^.U'WV> MW(^N/[&S]X]\[?Z!T#N?:2RH=*I_MF;Q
CU0M>>O8=]G":)>>" 4?"@7EU$ M!V,T:-%T<2[T:%)"O1?$,TE,VZK/Q[IMOI;OF6. VM #^O62 NA%O_O/UT>[MYV.?[_9NG;_5/]48@#%<%W/45WH> '7*F8AZY^][5#"7OL;8V;V[C6&>TR0Q
M!@_0X!L%#^?X7 =S=9P&*>C)W X$FP9,7,JW8(+TD2NP&W3F)X"KNE_A!6(DDLA+ T M26(AA*5)$@LA+$V26 AA;9+$0@A+DR060EB;)+$0PM(DB840EB9)+(2P $EB M(82E21(+(2Q-
DE@(86G>26*OO_[Z.QTAA+ 2[R0Q/(V%$,)]?.M;W[]N*2D R1*&,X\0 !)14Y$KD)@@@$! end GRAPHIC 21 image3.jpg begin 644 image3.jpg MB5!.1PT*&@H -24A$4@ 3$ $=" 8 !D"U E 7-21T(
KLX<-MZ0 1G04U! "QCPO\804)<$A9"

[9W/][[===;/7U Z M"<4*B1GH5*[]^^1>__>\O__F__H^/ MK?WD01_C?_GK_ZB<-X,_/5N0Z?/KO_';I9YRK>]8X^B#?%^,/IX' M?6;BF.'/_?+?_]CB'S[8AT]78&U]9GSQ.?_TM_YMJ;_]>#@_.E?
_)NEG1[^] [U2A&[E>]G*&+ZC/;NZ/.((H9B4CV]>+ O_N"% MJ=(%*/3Z?/C[?W#YS"_\E5)W6U+$?O)@45;/Z)V2[P'L5'K USCRGRBM?];1LS!2Q6_M^QB*&IV7[Z'/O(N9[IP_R7LU1O#A5>^]
[=:OB>SI> MO8A5&X=7;;PB5=]>^>$%^%F1/YB+M_&\Y/B*?F43\]UFB]93O3K/%+%'^8X\ MZU/IS*#/+?9.GVLNL3ZW*.;^+[_S[_[3QZV?/+UO$8'OO;_@H.TO7]O?%6S#
M>RQB!!OMEP&'276JGT&,+G95,/2]>@]_BW3J[@]TO=%3$RLW=_GS,5,2TP MB_%11_1/@$O?#K'?]Y6O<"]#,^YB(']%4WE_H-1O(T?76K(_55P]F<1O<=C M&16Q1_H.W_2I=&;0Y]]]
_I<4WSTN<8.P+LL??[AK_WSC\;]6\317N%%RO<* M8_[B.;/O6_/>BQCP1]_Q^#N3V5]/^ROAS"LKT >^^\'6;S &1>R1OL 7?2]= M&?2Y=N]<;.\#WA3ZCF.DS\^+A<^";VQ]];[H]*6*?O(H#C.R'OYJ
M.WOP]<$<+U3ZJCHJ8H_TW=>]=&;0Y\BZ'N.1I_K62Y\9OWKHNR=*\EQ?P>E MLA[^;,4^U_JZ!2EB]REB7F!F#Y,^G.,^)\+Y&K%+'^11A=DA9'"@'0AW/\%9]'T]=(M$3M_$?.?QGN1\6\/*U\J_$<
>&;G;D^*V'V*F+_BSAY\?70.#]0^N Q>;&Y5 MQ([X[FM5.C/H'V6?VQ4>? M;V+=CO=>Q/SS.7A4[@'=91\2#Z M5+YCK/5X$7ND[^Y7I3.#/M?N'=!G9*^'/D?L5'LQ^^!%I,+]Z'-K OQ7HL8 M/D8
F3_59VK\VRL\^"T2WJ'P@N.K^OXM'Y[95U*@3^5[]>Z#3_6SG$?Y[KFL M=&;0YQ9[IT_+W@SZ'+'C/[??6OO\WGP\AA(WXV3]]^6M_YU?_7S'[X[]T^;D_]=7+S_W)7PXAA&WX
MU)_X2Y>_]2O_^/+VS_[5]R^_]:]#"&$O?O-?_IO+[_Z'_W)Y^S__^P\N/_[P MIRX__OT/0@AA&_[7CS^X?/#!_[R\??#!!YS3G_O;Y3O?_7XINQ5O;V\?\84O M?*&4[\)G/_O9R[>^]:U2%O9EY7SN>
.^_O6O;W?WIHO8Y[_XC9_^N]:W*F1(M%I+&_MD3B,.K O:8/D=SZK?1R=@=4X_+X]][WO_GO[' M/69=NS7NM&P#^]!RRD:Q$MA [M0&UE2YKJ'C.H?CHW4U;QBK;*@.^Y6>ZK;D
M3LN6[Y6NW]K'T=H:1RM6Q?=G9'\F?WY^,_?K4!>HW/?.?5#9H]CBG1@O$?M,_M/"\3$JGST,88^]"=*6+<#/:K=;CYHS555VWZ&IBG=@#F5H=5=4C/-N9I'S%S MK5%."6UPO[I3[7!,8]
(Y[F,KQRU_5(?MUEJ4ZWJ;_V=D"_W6W$HV6AOR4;R* MWY>>_97\T2;GP([]]LZB^__,3O4SL>H@$$T>YC#1?AF!;R#;.T4,0+=:!]"' MF35]LUMZ'G-EN^>O.O(!
[2H>M%MKN(W1&K/[T5]7]CA';;O.D7U NXISQE;O M?%:RT=HSL2]8BWRQW[/?L]G+G^['S%ET'Y[!=!$#M_[MI&]*[Y!H\C1O2#3Z MJ@N0?.B\#7PC%/7!-T@W?[2FSL57R)36Q]63I5]O+?&
M3&YF'-L;8)S.V>N>SDHW6 M=CGP6)75(D;<)N=5,5=%3.5.%<.CV;:(20,5(=%Q]#6(H4VY=Q0E3N]=;AA MHS6IZP M@]^"=GNK>7V]AR0D2WT5:ZT]K&WMLN)QJK
OIZ+D7VEE3^,TR;/D^>O=Q9; M,3R2K8H8=%L;C"BAXF%BR#IKJ.TUO$ 4YMN3W41$_789]%1WS07'*MD2L^V M^XLVQM@'O9P"Z%.'N%S7(*I?Y7J48Z V-'Y?4_5Z^P#0QIC]*#U;R"_0,5+M
MXVAMRH&NJ[$]*>7![7?LZGS6+@ QSUNM0-Z/CR#IO:Q5;@QE2P<8Y33,QS2 M$'IL5<1ZKX3A&*,/[XI'WX9%GZZE%#('B M5_P5K4^0K^";!KOZ;>_;/Q]V*]]%KH9M_#/U)]'BQ%[!B]S];=A]
MZ,7;XMT4,04)O47A4GS3[@'LZT% ?V7 1VUV=1!3Q(YQY%*?@;/WX4B*6(? MPT1 !C!6_1TD]5WFFZ;)==N >L!EH I(+V+\6S35P5]JQV7N$V4Z!^/58?+U M*Z"CMFACE .@,E]
[9OZ,S[W\H*_GHG<1W1_T,;[Q\^]*P<@V^IP'_;*);$/ MV];NR)]5?Q+"_;B+;&%.Y^]1MM8N^VZ;?^,JQ%EA7_0"P MVX#_6._Q^,?(8-G8,VQMB'KIX+^_/;"_>'??H,VS]W9[N76]CQ.G6 M;)VQD3]']$?
[0SGC\?G4UW4QIOT]WIFUT;_FS,ZRQ3LQ'5,T(9XLX =>[;EM MM*GKMB"#/OL*YOAF43U/;X>K8-(6P#M5@Y +Y] YRLMGV?R M@S;T*._%[/YXS+_#'?9[MNF'VB-5+HGZL.K/BC[:GKM1;D?
[1WP/*C]6;&N[MMW]'V:Z(H0]=!4PN#QF^4D9=T-LTMXTVQM#6 MPTNHY\"^'G"E\DE]1K_RJ9I'.+^G4^$'$?1R,&._U]I^3R;'^A1[GNJN#^M MR\?^K&WU'_TJET1]..+/K+
[/=2IYZSY0ESGW/1CY7;&Q;/Y&\XZP91%C'YN" M/I.-@L*=8\4,;1;%\6!'M>L@$T] &C/^*2Q4*9MMPO1E;,;H_F*>V_?RLV(;,Y[/*)5$?5OTYHM_;'^A2WKL/ M;A=ST.>]]N(=K>VQH \TGENQW;>32
)T =M,_C<#<&ZU;=X&;&.,?;S.!VJD.0^43+Q71W/"0>;Y@NW5(U![]'>4 <([/!3/S20"G,V?>_*>8KT%^,UZBM@[H/N5\V_5>YA X5+WZ6@ MF)_I,X'7@N+UR/U^!D\O8CR0?"7D./N@.L3^"NJO-
!1NS&W@T*@.Y+T8 \E^SSCOGH*WVT<88^ZJK-GV_M5BPKZ_3B=EKK]=906O-[/D_^RCV+B1819^2G^\$^UX(^?'-YZ]RJ+=\W7TMC M9BR4^3D;C>_;=Z)L>\; G @_3#H'-V<;KYOGL\'.!
\%$XE9& CT M:*<5Y]&8*KU>+$?60;N*B_AZ,VLH/7_95Q]F6MLT;;;N<5.&T1E)W,;;'/=F1B(VG;;[*_& MA*^^_B]#+Y8CN4,[FD \O9DUE)Z_[*L/L*%QDR %;.2G^U'%]FNX/H"<>P,9
M^DJOB*E_6KB]=0@+&<"<2FBLD/,7Q GY=A%,OL.NQ[W$YKO=X:RCUS[[D!L,6Y(S_=_M#\A5ORIBK7,[VC=?RV.F#E ?>L!^BM@-\,TA2+"BAQ)SN,E$YP*5C2X!X"L3
MT+5;.K=1'2K.\;D.8_$#Y6NHK5Y,,,348YN78286RL%]_7%;>>VMH=P[]YBK M>NY+3^9^(-=;0*HBQKTFE(^>OLW$3-NMPN2QMG*R&T\O8D?P#0UA!^Y];EFD M*MDKDR(6PH.X]
[GU=X+OA12Q$![$O<\MWH6]QWNQ91$+(022(A9"V)H4L1#" MUJ2(A1"V)D4LA+ U*6(^>:7?D.:WO6%G3E/$])/$X.R?=VE=?'Y*F_0^C7X6 M4L3"SCR]B/'2^Y] X/*?
^6)5%Q]]Q*)_]H&XSO[G'2EB86>>7L1P@68ON;[# M\7=JO(BJHW*@LM%\C.G?[0&]Z-7%=YT*S%.;*D/?"Z"^DQO%"/V63,=;L>M8 M"+OPU"+&=V'\[<>N&A;[/SBL3BPC\NOEW5U/M_^BP?
[/G\F%LO1G]#&&/N8 M/RIBZH/&R(;K8]YH]BU'\).G**(L<]"07BO7]4%UPO(M]4'YGO>)%P_6H_M19*[3;2A1_E*C+3E,=PB]A#.S&G?B>G%HIXSNN 8.SH?H.]SKBEB]$?!',B\ M#6:*F-
ID(0.8B[&CL8>P"T__F1@N%"^+ELIS3 MG_O:Y3O?_7XINQ7\1_O\'PQ\%*U_[/_G FW55XIEENP0SX>Y2/^PD6?E MP_^5WQZS/EY[UNY2Q+2
D4IO%2]BUP9_"U+$;L^M8WE%=LC'MD7L2U_]YB<* M&*GT5] BAC;_E02:K"HI7@"18)VONNCW_A1'8P$JOO3\PVQ>7QZ=[@N93.QH'WDK+7&W5;O?E9L\4[,_^3]/+0Q MQCYTCQ0QM-
4_E0'U">/;AZ[VJS'X4,4+JER,YO?]]>PIO;FC=2'7/MH8T[ZO M/6.SEWN?KU#&\^'^K KV\Z9 5_VNUNK%249Z*M/]Z?D&?"]=^LR]IE8]OR M!V">OXBYK9RKC/XA?NJ..7/Q*K@B0;..0S2"QSPC4)
[M8A5=GOS>H>#^!C: M+7NM@S [W_WIY=89Q:+KSN1_9:9W%?Y;JP$PU,DXDDH*^Z (F!S N@ MER3?5$?G0<_EO0WW,;0KWT&5B]%\]%O^]'(+>G-[Z\[D?S66F=S[?*6283[B
M.6H;X44P(Q[VONDPJDL2_"M%K-(!E'.:DT]+48VKZ!I,I%;_[(MGUYN5V.IUJ4,S*R]:M/Q^3V9^G.M;=]"G9G8>W$]/3VN0YN^!N$X]'51#3S=2[1_? M0QMC]D.JC>S-'_E3V2.KL;C?;/?
ROQH+Y9C'ON/S7;;QN#_7V;PC9RA#=U> M[&[+XR0]O='^*J; EM ?>4XUW5Y*Y8C9PUS6SG'7,IHV^?WV*]([,5G5)F&<_M>_*07)5C(UI)TDT%.@^XOQQGNW7QJS&T.;8Z1'WFFJ/Y/7\]>\I*+)7?G
MZ M^9^.!:A G0M\O@(9=6NZZ@,]&RCW=(%*O/89^($([W6_HQ\(\R'WQU?5VWU M8NF=E]99XYC+6+@ UVC=SXJG%K%5N&&5+_3B%S.\ EL5,51\4,E"("EB[XNM
MBAC>A>5PAA$I8N^+K8I8""$X*6(AA*U)$0LA;$V*6 AA:U+$0@A;<\HBMN-O ME_#!O94/Z#V+'?Q\YO[G-YO[\?0B5GWV:W20]..^,^#2KNBWZ*U[]^*V+%. M1?67"JNXG[!
[B]PHL*]^(Z9*KX7N_SW\(T?.7]BI_CI>+[17UGS487D$6?OO5#E\E$\M8CA8.LK-I/ @Z0RG:<'#9>E MI4?\4HWLMVS]NOKW8;J#BIO71;*548PWOI;-YWGOM#'2N9^:DRCO+@,5 ?7
M\\V_C5,=K*5V7.8^4:9S,%Y='E^_CIJ;_;L 96]A6H',SXW,L/^GHNJK-' MW!_T.;[Q\V]>P<@V^IP'_;*Y;,X[3LQ)@@@2:K#C>$%U4VHP/S[@*B<]GLV MN2[;M,DYNMDJ9Y]SV5Q'#M.KJ?;&-
,Y>I3E7/VW79O_QRLJWX V&SE@/*5?7Y8.0S;.@W!9DT&=?P1S/_>X\DE]IK[[5,TCJN_Q]5@] M>ZOY!#I?:?D\DQ^TH4=Y+V;WQV.&'>BPW[_/]0>J7+Y*+8I8IIHE3.Q FG MCH)-4 G(?LLFY_G&
]UL'D1'#YK[4($Y>]!_0]]7PLQC/P$:L]MH\WYS G] MP9ZI'07CZHON;^434-N53ZUY0&/2N2-6SQY\T+A(;U]UOM+R>28_V@:^IXK[MXS$S)O9'MEMWH\KEH]B^B!&_9 HV01,^LD_<)N?YQ@/=
[$KN5#$X53P^CVO! M5_3I,[Z._1]SVVCC3&T;5>AGN/Y5BJ?U&?T*Y]Z.>7\GD[%ZMF;L=^,K[1\ MGLT/]"CW/57<'X_9UYNUK?ZC7^7R43R]B%5)&AT$EQ_]N*7;F1?49LZ#^.T
MR8.@<4!7UW1:,2A5/#Z/;[,/=G@9_QD_;<-MH88[LZS!6>;P.3 MQD*9MMTN<-L*;+E,UP.:\I'L?7F*Q@'[K,/>0QH4\YBTHK1_<$\M>WG9\4V M9#R?52X?
Q=.+&!,%>#@\]=5!PAC@7)WO(+DJZ]GOV=1YW'S <=]$M0-Z/E1@ M#@\]]>;AT'$ MEG$1GZ]/;>_L;8QSS:HCW*%,]WA=KQO+5\TK,"_#=8S\<_M;.NE58ZY] MD6[!_47LGER[7C7_5KF'#10N?
9>"8GZFS[]="XK7(_?[&3R]B/% \I60X^R# MZA#[*ZB_TD!'Y2[3-?%*I;JZ7DOF_@#G$)55!PEC/]Y_RL,U*)N)"6W^'(1P M?!2+VE(]CJMN2Z[T\MI;@]PS]]31N"M60]\YM;]\XMQ4SXO,8
M]1PI&*ML[,PIBI@G$V.Z =Q [6,.#P V$&,JUTVMY+YF=1!Z,K>!0Z,ZD/=B M #R4[/,0,RZ=@[;:1QMC[*NNVO0U6K&LK-.+VVFMUUM#;3X?
X$#P4#B5S&V@31]G8B#0HYU6G$=CJO1ZL1Q9!^TJ+N+KS:RA]/QE M7WV8S7VEIQS)114K=-AW_5[WSAIMJIU7X+1%S&EM&($.LD/CLHA
M0[N:7UV6GLQMH,UU9V(@:MMMLK\:$[[ZVKP,O5B.Y [M;@[Q]6;64'K^L]\^ MP(;&38X4L9&?[D<5]Z[A^@!R[@UDZ"N]G;^:>&]UB$L9 !S*IW=V.*=F.S MN#'X6LU7.?
K5)E>7I2=S&VAC#.V9& AUZ;/*N,9*3&]OTNO%%KS>S MAM+SEWWUH;+? GIJ1SF2BU&LK]_V]$O;H[4T9M6?C5_U*_E.G*Z(<;SW*@&Y M;A0.CK]3T-4R7W-UEOPELQM^*%">_;5#KI ?
>8XUW!Y*R8_Q/ !?5Z&42RS MZ[#O<3NM]7IK*/?,O><&P!;GCOQT/R!7_;[(M<[M:_]]+8^9.D!]Z '[*6(W MP#>'(,&*'DK,X283G0M4-KH$@*],0-=]R=Q&=:@XQ^AIE8*>K!
<1IY:6WAG+OW&.NZKDO/9G[@5QK;F*&/>;4 9Z^S83,VVW M"I/'VLK);CR]B!W!-S2$';CWN661JF2O3(I8"_BWN?6WPF^%U+$0G@0]SZW M>!?V'N_%ED4LA!!
(BE@(86M2Q$((6Y,B%D+8FA2Q$,+6I(@=Y)5^0[I;+/B0 M9N\#LK==FNH8H%OI_U$]U>Q&9]/?(Y MJA2O_/T(L9+[X<0A_3,AZO'!(M9B\Y"@3OP\C#ICHJ!RH;S<>8_MT>T,_<'6[7]<_\M;DR]+T
ZF4=Q0C]EDS' M6[&WQGQ=]#$.WSC&O_$[H@\X#MP_WX=67BI=CNO;0-=HC0/;QKC+8'/V[(;[M\=0BQG=A?]K<)CTP.C!91^VV,;GW,&\6N?1_S==FG'#
[T_)S1'_E'.>/T^=37=3&F?;S+?)&9M='G M_G*\E^_P6$Y1Q-CGH2,\3*X'J@NNAP]MRH_,=_S0NGZUAE+)W2;;T*\)4;;M\AB.QJYC+O=B@#6@P_Z*_LB_H_X#SV_EQXIM;;M>>!ZG?
2>F!X9Z3N\@HXVQ MH_;!^CZ'OKI^=2$4R.F/@CF0>1N,+JO&"'AI >9B[&CL.N;R43%8T1_Y![G& M"'IYP5>W-2IB3LNVKNLQAN?Q])^)X=#PPBEZ2/R25/BA0AMC:!^9SSF_"P0 MK2(&
(/Y:M%C_N;!V)W<=HG0ULN(-N6\,$>*&,!?]"EG'[18SCOA_HZSPP M6MMC01]H/!SWL? 8GE[$_"^L@D/A>]ZCA\\/&]IN8V4^P*&D+MN](@8PQCG M+TU/YGF
K=DBYNOZQ529RZM8=,SER(5>V&N+&%#?@/I'?4#;K;QPGP#;W#/_MK]KG6"7S6""##GSB&/4TQO X3E'$0M@%%#04L4H6GD.*6 @+^+O*\'Q2Q$)8 M._"]-
O+\'Q2Q$((6Y,B%D+8FA2Q$,+6I(B%$+8F12R$L#4I8B&$K4D1"R%L M38I8"&%K4L1""%N3(A9"V)H4L1#"UJ2(A1"V)D4LA+ U2T7LTY_[VN4[W_U^ M*;L5_(?I_!\,#.?'_P'!6W
/F_@C'&\2FZGB]CGO_B-R]MGOOP1MRID*%3Z MKVBBG>*U+]=>BNK?ZCKS1<.+K9[?'K-Q5#E866>%=U7$M("12F\5+V+5!H9] M>&]%;(5KBMB]>#=%[$M?_>8G"ABI]%?
0(H8VOY4$FMQ]8[T 8D-TONJBK_\F M.N:UWO%5_\X]9=QTRCBN^KT#"'G/#[5WVZ'-E0'?:X] M\I_Z1-?$.I7L&IN@%3OH[36_+;<'/Y$7M&F;,O35'L==M[7N*=]2_4XKKHM MN3+2[>6G=1:?
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[$2EB>Q@MP<]^ZV8/#^Z%G!9RPZY5^Y4QWUT5G*$/L;5;WT' M!+F_\U-Y+W^]F!%?E;NJ&&.LLK$;3R]BV!!_MH\ )3K!E#6&L=FC(]8;UAK MS.W[0:*?%+9X5?51YLRRGOVT?;U5)\7COV6'Y4=
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DEI Document - USD ($) $ in Thousands	12 Months Ended Sep. 30, 2024	Nov. 18, 2024	Mar. 31, 2024

Entity Information [Line Items]

Document Type	10-K
Document Annual Report	true
Document Period End Date	--09-30
Document Period End Date	Sep. 30, 2024
Document Transition Report	false
Entity File Number	001-13783
Entity Registrant Name	IES Holdings, Inc.
Entity Incorporation, State or Country Code	DE
Entity Tax Identification Number	76-0542208
Entity Address, Address Line One	2 Riverway
Entity Address, Address Line Two	Suite 1730
Entity Address, City or Town	Houston
Entity Address, State or Province	TX
Entity Address, Postal Zip Code	77056
City Area Code	713
Local Phone Number	860-1500
Title of 12(b) Security	Common Stock, par value $0.01 per share
Trading Symbol	IESC
Security Exchange Name	NASDAQ
Entity Well-known Seasoned Issuer	No
Entity Voluntary Filers	No

Entity Current Reporting Status	Yes
Entity Interactive Data Current	Yes
Entity Filer Category	Large Accelerated Filer
Entity Small Business	false
Entity Emerging Growth Company	false
ICFR Auditor Attestation Flag	true
Entity Shell Company	false
Entity Public Float	$ 1,045,300
Entity Common Stock, Shares Outstanding	19,971,670
Documents Incorporated by Reference	Certain information contained in the Proxy Statement for the 2025 Annual Meeting of Stockholders of the Registrant to be held on February 20, 2025, is incorporated by reference into Part III of this Annual Report on Form 10-K.
Entity Central Index Key	0001048268
Amendment Flag	false
Document Fiscal Year Focus	2024
Document Fiscal Period Focus	FY
Document Financial Statement Error Correction [Flag]	false

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Audit Information	12 Months Ended Sep. 30, 2024
Auditor Information [Abstract]	
Auditor Firm ID	42
Auditor Name	Ernst & Young LLP
Auditor Location	Houston, Texas

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Consolidated Balance Sheets - USD ($) $ in Thousands	Sep. 30, 2024	Sep. 30, 2023
Statement of Financial Position [Abstract]		
Accounts receivable	$ 469,833	$ 363,836
Accounts and Other Receivables, Net, Current	89,793	76,934
Inventories	101,728	95,655
Costs and estimated earnings in excess of billings	60,139	48,620
Marketable Securities, Current	35,003	0
Prepaid expenses and other current assets	14,366	10,481
Total current assets	871,694	671,296
Property and equipment, net	134,197	63,410
Goodwill	93,960	92,395
Intangible assets, net	45,890	56,208
Deferred tax assets	22,458	20,383
Operating right of use assets	61,956	61,761
Other non-current assets	13,871	16,147
Total assets	1,244,026	981,600
Accounts payable and accrued expenses	363,582	296,797
Billings in excess of costs and estimated earnings	158,972	103,771
Total current liabilities	522,554	400,568
Long-term debt	0	0
Operating long-term lease liabilities	40,445	42,098
Liability for Uncertainty in Income Taxes, Noncurrent	16,677	22,047
Other non-current liabilities	12,241	16,951
Total liabilities	591,917	481,664
Noncontrolling interest	$ 40,996	$ 49,951
Preferred Stock, Par or Stated Value Per Share	$ 0.01	$ 0.01
Preferred Stock, Shares Authorized	10,000,000	10,000,000
Preferred stock, value	$ 0	$ 0
Common Stock, Par or Stated Value Per Share	$ 0.01	$ 0.01
Common Stock, Shares Authorized	100,000,000	100,000,000
Common Stock, Shares, Issued	22,049,529	22,049,529
Common Stock, Shares, Outstanding	19,971,670	20,194,218
Common stock, value	$ 220	$ 220
Treasury Stock, Common, Shares	2,077,859	1,855,311
Treasury stock, value	$ (90,325)	$ (49,450)
Additional paid-in capital	203,458	203,431
Retained earnings	497,760	295,784
Total stockholders' equity	611,113	449,985
Total liabilities and stockholders' equity	1,244,026	981,600
Cash and Cash Equivalents, at Carrying Value	$ 100,832	$ 75,770

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Consolidated Statements of Comprehensive Income - USD ($) $ in Thousands	12 Months Ended		
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022
Income Statement [Abstract]			
Revenues	$ 2,884,358	$ 2,377,227	$ 2,166,808
Cost of services	2,187,768	1,932,688	1,847,878
Gross profit	696,590	444,539	318,930
Selling, general and administrative expenses	396,684	298,625	262,714
Contingent consideration	714	277	277
Loss (gain) on sale of assets	(1,684)	(14,139)	(69)
Operating income	300,876	159,776	56,008
Interest Expense	1,338	3,022	2,970
Other (income) expense, net	(5,128)	(1,794)	37
Income from operations before income taxes	304,666	158,548	53,001
Provision for income taxes	72,165	38,761	12,815
Net income (loss)	232,501	119,787	40,186
Net (income) loss attributable to noncontrolling interest	(13,385)	(11,499)	(5,424)
Comprehensive income (loss) attributable to IES Holdings, Inc.	$ 219,116	$ 108,288	$ 34,762
Earnings (loss) per share, basic	$ 10.02	$ 4.58	$ 1.45
Earnings (loss) per share, diluted	$ 9.89	$ 4.54	$ 1.44
Weighted Average Number of Shares Outstanding, Basic	20,160,143	20,196,850	20,667,745
Weighted Average Number of Shares Outstanding, Diluted	20,414,932	20,413,032	20,894,625
Net income (loss) attributable to IES Holdings, Inc.	$ 219,116	$ 108,288	$ 34,762

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Consolidated Statements of Stockholders' Equity -	Total	Additional Paid-in	Retained Earnings	Retained Earnings [Member] Cumulative Effect, Period of	Treasury Stock,	Common Stock

USD ($) $ in Thousands	Capital [Member]	[Member]	Adoption, Adjustment	Common	[Member]
Common Stock, Shares, Issued	22,049,529				
Treasury Stock, Common, Shares	(1,316,998)				
Stockholders' Equity Attributable to Parent, Beginning Balance at Sep. 30, 2021	$ 345,953	$ 201,899	$ 173,134	$ (29,300)	$ 220
Issuances under compensation plans	$ 0	3,638		(3,638)	
Issuances under compensation plans, shares	157,167				
Options exercised	$ (53)	165		(218)	
Options exercised, shares	9,000				
Non-cash compensation	$ 3,775	3,775			
Decrease (increase) in noncontrolling interest	4,699		$ 4,699		
Net Income (Loss) Attributable to Noncontrolling Interest	$ 5,424				
Stock Repurchased During Period, Shares	(556,798)				
Stock Repurchased During Period, Value	$ (18,556)	0		(18,556)	
Net income (loss) attributable to IES Holdings, Inc.	34,762		34,762		
Stockholders' Equity Attributable to Parent, Ending Balance at Sep. 30, 2022	$ 361,288	201,871	203,197	(44,000)	220
Common Stock, Shares, Issued	22,049,529				
Treasury Stock, Common, Shares	(1,707,629)				
Issuances under compensation plans	$ 0	2,764		(2,764)	
Issuances under compensation plans, shares	105,755				
Options exercised	$ (22)	58		(80)	
Options exercised, shares	3,000				
Non-cash compensation	$ 4,372	4,372			
Decrease (increase) in noncontrolling interest	15,701		15,701		
Net Income (Loss) Attributable to Noncontrolling Interest	$ 11,499				
Stock Repurchased During Period, Shares	(256,437)				
Stock Repurchased During Period, Value	$ (8,284)	10		(8,294)	
Net income (loss) attributable to IES Holdings, Inc.	108,288		108,288		
Stockholders' Equity Attributable to Parent, Ending Balance at Sep. 30, 2023	449,985	203,431	$ 295,784	(49,450)	220
Income (Loss) from Continuing Operations, Net of Tax, Attributable to Noncontrolling Interest	$ 108,288				
Common Stock, Shares, Issued	22,049,529				
Treasury Stock, Common, Shares	(1,855,311)				
Noncontrolling interest	$ 49,951				
Issuances under compensation plans	$ 0	3,062		(3,062)	
Issuances under compensation plans, shares	104,600				
Options exercised	$ (19)	72		(91)	
Options exercised, shares	2,500				
Non-cash compensation	$ 5,517	5,517			
Decrease (increase) in noncontrolling interest	17,140		17,140		
Net Income (Loss) Attributable to Noncontrolling Interest	$ 13,385				
Stock Repurchased During Period, Shares	(329,648)				
Stock Repurchased During Period, Value	$ (44,028)	0		(44,028)	
Net income (loss) attributable to IES Holdings, Inc.	219,116				
Stockholders' Equity Attributable to Parent, Ending Balance at Sep. 30, 2024	611,113	203,458	$ 497,760	$ (90,325)	$ 220
Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent	$ (2,356)	$ (2,356)			
Common Stock, Shares, Issued	22,049,529				
Treasury Stock, Common, Shares	(2,077,859)				
Noncontrolling interest	$ 40,996				

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Consolidated Statements of Cash Flows - USD ($) $ in Thousands	12 Months Ended		
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022
Statement of Cash Flows [Abstract]			
Bad debt expense	$ 1,481	$ (120)	$ 3,141
Deferred financing cost amortization	287	268	199
Depreciation and amortization	37,103	29,407	25,468
Loss (gain) on sale of assets	1,684	14,139	69
Non-cash compensation	5,532	4,372	3,775
Deferred income taxes	(1,126)	5,185	(31)
Accounts receivable	(93,507)	2,917	(87,160)
Inventories	(3,522)	(1,142)	(27,760)
Costs and estimated earnings in excess of billings	(3,979)	3,456	(8,688)
Prepaid expenses and other current assets	(16,720)	(7,322)	(18,609)
Other non-current assets	174	2,067	(3,006)
Accounts payable and accrued expenses	57,894	(10,047)	67,128
Billings in excess of costs and estimated earnings	54,550	19,051	22,450
Other non-current liabilities	423	162	(762)
Net cash provided by operating activities	234,404	153,902	16,262
Purchases of property and equipment	45,159	17,667	29,255
Proceeds from sale of assets	3,694	20,602	219
Payments to Acquire Equity Method Investments	(380)	(165)	(500)
Cash received (paid) in conjunction with business combinations	(67,002)	0	0
Net cash used in investing activities	(108,847)	2,770	(29,536)
Borrowings of debt	2,896,346	2,381,562	1,924,469
Repayments of debt	(2,896,346)	(2,464,221)	(1,882,148)
Finance lease payment	(4,257)	(3,338)	(1,801)
Payments for Repurchase of Redeemable Noncontrolling Interest	(32,000)	0	0
Distribution to noncontrolling interests	(16,155)	(11,491)	(7,000)
Purchase of treasury stock	(44,028)	(8,284)	(18,556)
Issuance of shares	19	22	53
Net cash used in financing activities	(100,495)	(105,750)	15,017
NET INCREASE (DECREASE) IN CASH AND CASH EQUIVALENTS	25,062	50,922	1,743
CASH, CASH EQUIVALENTS and RESTRICTED CASH, beginning of period	75,770	24,848	23,105
CASH, CASH EQUIVALENTS and RESTRICTED CASH, end of period	100,832	75,770	24,848
Cash paid for interest	536	2,089	3,068
Cash paid for income taxes (net)	61,614	12,056	3,953
Bad debt expense	1,481	(120)	3,141
Issuance of shares	19	22	53
Cash and cash equivalents	100,832	75,770	24,848
Depreciation and amortization	37,103	29,407	25,468
Loss (gain) on sale of assets	1,684	14,139	69
Operating income (loss)	300,876	159,776	56,008
Deferred financing cost amortization	287	268	199

Non-cash compensation	5,532	4,372	3,775
Contingent consideration	714	277	277
Net income (loss)	$ 232,501	$ 119,787	$ 40,186
Earnings (loss) per share, basic	$ 10.02	$ 4.58	$ 1.45
Earnings (loss) per share, diluted	$ 9.89	$ 4.54	$ 1.44
Weighted Average Number of Shares Outstanding, Basic	20,160,143	20,196,850	20,667,745
Weighted Average Number of Shares Outstanding, Diluted	20,414,932	20,413,032	20,894,625
Gross profit	$ 696,590	$ 444,539	$ 318,930
Cost of services	2,187,768	1,932,688	1,847,878
Revenues	2,884,358	2,377,227	2,166,808
Provision for income taxes	72,165	38,761	12,815
Selling, general and administrative expenses	396,684	298,625	262,714
Other (income) expense, net	(5,128)	(1,794)	37
Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest	304,666	158,548	53,001
Cash paid for income taxes (net)	61,614	12,056	3,953
Fair Value of Assets Acquired	0	4,712	0
Noncash or Part Noncash Acquisition, Other Liabilities Assumed	2,790		
Increase (Decrease) in Accounts Receivable	93,507	(2,917)	87,160
Increase (Decrease) in Debt Securities, Trading, and Equity Securities, FV-NI	33,214	0	0
Deferred income taxes	(1,126)	5,185	(31)
Unrealized Gain (Loss) on Investments	(1,789)	0	0
Payments for Repurchase of Redeemable Noncontrolling Interest	32,000	0	0
Payment for Contingent Consideration Liability, Financing Activities	$ 4,074	$ 0	$ 0

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Business

12 Months Ended
Sep. 30, 2024

Accounting Policies [Abstract]

Business Description and Basis of Presentation [Text Block]

1. BUSINESS

Description of the Business

IES Holdings, Inc. designs and installs integrated electrical and technology systems and provides infrastructure products and services to a variety of end markets, including data centers, residential housing and commercial and industrial facilities. Our operations are organized into four business segments, based upon the nature of our services:

- Communications – Nationwide provider of technology infrastructure services, including the design, build, and maintenance of the communications infrastructure within data centers for co-location and managed hosting customers, for both large corporations and independent businesses.
- Residential – Regional provider of electrical installation services for single-family housing and multi-family apartment complexes, as well as heating, ventilation and air conditioning (HVAC) and plumbing installation services in certain markets.
- Infrastructure Solutions – Provider of electro-mechanical solutions for industrial operations, including apparatus repair and custom-engineered products such as generator enclosures used in data centers and other industrial applications.
- Commercial & Industrial – Provider of electrical and mechanical design, construction, and maintenance services to the commercial and industrial markets in various regional markets and nationwide in certain areas of expertise, such as the power infrastructure market and data centers.

The words “IES”, the “Company”, “we”, “our”, and “us” refer to IES Holdings, Inc. and, except as otherwise specified herein, to our consolidated subsidiaries.

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Summary of Significant Accounting Policies (Notes)

12 Months Ended

	Sep. 30, 2024	Sep. 30, 2023

Accounting Policies [Abstract]

Basis of Presentation and Significant Accounting Policies [Text Block]

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Principles of Consolidation

The accompanying Consolidated Financial Statements include the accounts of IES Holdings, Inc. and its consolidated subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (“GAAP”) requires the use of estimates and assumptions by management in determining the reported amounts of assets and liabilities, disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are primarily used in our revenue recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits.

Cash and Cash Equivalents

We consider all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents.

Marketable Securities

Marketable securities consist of highly liquid equity securities and debt securities with original maturities over three months. All of our marketable debt securities are classified as trading securities and mature after one year and before five years at September 30, 2024. Our marketable securities with readily determinable fair values are carried at fair value, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income.

Inventories

Inventories consist of raw materials, work in process, finished goods, and parts and supplies held for use in the ordinary course of business. Inventory is valued at the lower of cost or net realizable value generally using the first-in, first-out (FIFO) method. When circumstances dictate, we write down inventory to its estimated net realizable value based on assumptions about future demand, market conditions, plans for disposal, and physical condition of the product. Where shipping and handling costs on inventory purchases are borne by us, these charges are included in inventory and charged to cost of services upon use in our projects or the providing of services.

Property and Equipment

Additions of property and equipment are recorded at cost, and depreciation is computed using the straight-line method over the estimated useful life of the related asset. Leasehold improvements are capitalized and depreciated over the lesser of the life of the lease or the estimated useful life of the asset. Costs associated with software developed or obtained for internal use, including third party development fees incurred during the application development stage and software licenses, are capitalized and amortized on a straight-line basis over the estimated useful life of the software.

Expenditures for repairs and maintenance are charged to expense when incurred. Expenditures for major renewals and betterments, which extend the useful lives of existing property and equipment, are capitalized and depreciated. Upon retirement or disposition of property and equipment, the capitalized cost and related accumulated depreciation are removed from the accounts and any resulting gain or loss is recognized in the statements of comprehensive income in the caption (gain) loss on sale of assets.

Goodwill

Goodwill attributable to each reporting unit is tested for impairment either by comparing the fair value of each reporting unit with its carrying value or by a qualitative assessment. These impairment tests are required to be performed at least annually. On an ongoing basis (absent any impairment indicators), we perform an impairment test annually using a measurement date of September 30. In evaluating goodwill for impairment, we have the option to first assess qualitative factors to determine whether it is more likely than not that the fair value of a reporting unit is greater than its carrying value. If we determine that it is more likely than not that the carrying value of a reporting unit is greater than its fair value, then we perform an impairment test by calculating the fair value of the reporting unit and comparing this calculated fair value with the carrying value of the reporting unit.

We estimate the fair value of the reporting unit based on both a market approach and an income approach, using discounted estimated future cash flows. The market approach uses market multiples of enterprise value to earnings before interest, taxes, depreciation and amortization for comparable publicly traded companies. The income approach relies on significant estimates for future cash flows, projected long-term growth rates, and the weighted average cost of capital.

Intangible Assets

Intangible assets with definite lives are amortized over their estimated useful lives based on expected economic benefit with no residual value.

Debt Issuance Costs

Debt issuance costs are included as a reduction of our debt outstanding, or alternately classified within other non-current assets if we have no borrowings drawn on our credit facility at the balance sheet date, and are amortized to interest expense over the scheduled maturity of the debt. Amortization expense of debt issuance costs was $287, $268 and $199, respectively, for the years ended September 30, 2024, 2023 and 2022. Remaining unamortized capitalized debt issuance costs were $598 and $836 at September 30, 2024, and 2023, respectively.

Revenue Recognition

Revenue is recognized from a contract with a customer when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed.

We recognize revenue on project contracts over time using the percentage of completion method. Project contracts generally provide that customers accept completion of progress to date and compensate us for services rendered measured in terms of units installed, hours expended or some other measure of progress. We recognize revenue on both signed contracts and change orders. A discussion of our treatment of claims and unapproved change orders is described later in this section. Percentage of completion for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total cost for each contract at completion. We generally consider contracts to be substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material, labor and insurance costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements can result in change orders under which the customer agrees to pay additional contract price. Revisions can also result in claims we might make against the customer to recover additional costs that have not been resolved through change orders with the customer. We recognize revenue from change orders or claims when recovery of such amounts is probable. The amount of revenue associated with unapproved change orders and claims was immaterial for the years ended September 30, 2024, 2023 and 2022. Provisions for total estimated losses on uncompleted contracts are
made in the period in which such losses are determined. The balances billed but not paid by customers pursuant to retainage provisions in project contracts are typically due upon completion of the contracts and acceptance by the customer. Based on our experience, the retention balance at each balance sheet date will be collected within the subsequent fiscal year.

Certain divisions in our operating segments recognize revenue at the completion of the contract ("completed contract") under the right to invoice practical expedient because the duration of their contracts is short in nature. We recognize revenue on completed contracts when the project is complete and billable to the customer.

Accounts Receivable and Allowance for Credit Losses

We record accounts receivable for all amounts billed and not collected and amounts for which we have an unconditional right to bill our customers. Additionally, we provide an allowance for credit losses based on historical company-specific uncollectable accounts, as well as current and expected market conditions. From time to time, we establish additional allowance for credit losses for financial asset balances with specific customers where collectability has been determined to be improbable based on specific facts and circumstances. Such allowances are established as deemed necessary in the period such determination is made. As is common in our industry, some of these receivables are in litigation or require us to exercise our contractual lien rights in order to collect. Our allowance for credit losses at September 30, 2024 and 2023 was $1,818 and $1,649, respectively.

In calculating our expected credit losses, we consider trade receivables, retainage, and costs and estimated earnings in excess of billings, all of which constitute a homogenous portfolio, and therefore, to measure the expected credit loss, they are grouped together.

We have elected to calculate an expected credit loss based on loss rates from historical data. Each segment groups financial assets with similar risk characteristics and collectively assesses the expected credit losses. If an individual asset experiences credit deterioration to the extent the credit risk is no longer characteristic of the other assets in the group, it will be analyzed individually. The loss rates for our portfolios include our history of credit loss expense, the aging of our receivables, our expectation of payments and adjustment for forward-looking factors specific to the macroeconomic trends in the markets we serve.

Comprehensive Income (Loss)

Comprehensive income (loss) includes all changes in equity during a period except those resulting from investments by and distributions to stockholders.

Income Taxes

We follow the liability method of accounting for income taxes. Under this method, deferred income tax assets and liabilities are recorded for the future income tax consequences of temporary differences between the financial reporting and income tax bases of assets and liabilities, and are measured using enacted tax rates and laws.

We evaluate valuation allowances established for deferred tax assets for which future realization is uncertain on a quarterly basis. In assessing the realizability of deferred tax assets, we must consider whether it is more likely than not some portion, or all, of the deferred tax assets will not be realized. We consider all available evidence, both positive and negative, in determining whether a valuation allowance is required. At September 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize net deferred tax assets of $22,458. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment. If actual future taxable income is different from these estimates, our results could be affected.

We record reserves for income taxes related to certain tax positions when management considers it more likely than not that additional taxes may be due in excess of amounts reflected on income tax returns filed. When recording these reserves, we assume that taxing authorities have full knowledge of the position and all relevant facts. We continually review exposure to additional tax obligations, and as further information is known or events occur, changes in tax reserves may be recorded. To the extent interest and penalties may be assessed by taxing authorities on any underpayment of income tax, such amounts have been accrued and included in the provision for income taxes.

Fair Value of Financial Instruments

Our financial instruments consist of cash and cash equivalents, marketable securities, accounts receivable, accounts payable, and a loan agreement. We believe that the carrying value of financial instruments approximates their fair value due to their short-term nature. The carrying value of our debt approximates fair value, as debt incurs interest at a variable rate.

Noncontrolling Interest

In connection with our acquisitions of Edmonson Electric, LLC (“Edmonson”) and Bayonet Plumbing, Heating & Air-Conditioning, LLC (“Bayonet”) in fiscal 2021, and NEXT Electric, LLC (“NEXT”) in fiscal 2017, we acquired an 80 percent interest in each of the entities, with the remaining 20 percent interest in each such entity being retained by the respective third party sellers. The interests retained by those third party sellers are identified on our Consolidated Balance Sheets as noncontrolling interest, classified outside of permanent equity. Under the terms of each entity’s operating agreement, after five years from the date of the acquisition, we may elect to purchase, or the third party seller may require us to purchase, part or all of the remaining 20 percent interest in the applicable entity. The purchase price is variable, based on a multiple of earnings as defined in the operating agreements. Therefore, this noncontrolling interest is carried at the greater of the balance determined under Accounting Standards Codification (“ASC”) 810 and the redemption amounts assuming the noncontrolling interests were redeemable at the balance sheet date.

On June 28, 2024, we purchased the remaining 20 percent noncontrolling interest in Bayonet for $32,000. As we retained our controlling interest in Bayonet, the change in ownership interest was accounted for as an equity transaction. The difference between the balance of the noncontrolling interest at the date of redemption of the remaining interests and the consideration paid was recognized in Additional Paid-In Capital in the accompanying Consolidated Balance Sheets and was not reflected in earnings.

If all of the noncontrolling interests remaining outstanding at September 30, 2024 had been redeemable at that date, the redemption amount would have been $40,996.

The activity in redeemable noncontrolling interest is summarized in the table below.

	Year Ended September 30,		
	2024	2023	2022
Balance at beginning of period	$ 49,951	$ 29,193	$ 24,594
Net income attributable to noncontrolling interests	13,385	11,499	5,424
Distributions to noncontrolling interests	(16,155)	(11,491)	(7,000)
Adjustments to record noncontrolling interests at redemption value	22,695	20,750	6,175
Adjustment to record noncontrolling interests at value of consideration paid to acquire ownership interest	3,120	—	—
Purchase of ownership interest from noncontrolling interests	(32,000)	—	—
Balance at end of period	$ 40,996	$ 49,951	$ 29,193

Leases

We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. We evaluate whether each of these arrangements contains a lease and classify all identified leases as either operating or finance. If the arrangement is subsequently modified, we re-evaluate our classification. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.

Upon commencement of the lease, we recognize a lease liability and corresponding right-of-use (“ROU”) asset for all leases with an initial term greater than twelve months. Lease liabilities represent the present value of our future lease payments over the expected lease term. As most of our leases do not provide an implicit rate, we generally use our incremental borrowing rate as the discount rate in calculating the present value of the lease payments. The incremental borrowing rate is determined by identifying a synthetic credit rating for the consolidated company, where treasury functions are centrally managed, and adjusting the interest rates from associated indexes for differences in credit risk and interest rate risk. We have elected to combine the lease and nonlease components in the recognition of our lease liabilities across all classes of underlying assets. ROU assets represent our right to control the use of the leased asset during the lease and are recognized in an amount equal to the lease liability with adjustments for prepaid or accrued rent, lease incentives or unamortized initial direct costs. Costs associated with ROU assets are recognized on a straight-line basis over the term of the lease. Our lease assets are tested for impairment in the same manner as long-lived assets used in operations.

Certain lease contracts include obligations to pay for other services, such as operations and maintenance. Where the costs of these services can be identified as fixed or fixed-in-substance, the costs are included as part of the future lease payments. If the cost is not fixed at the inception of the lease, the cost is recorded as a variable cost in the period incurred.

Accounting Standards Recently Adopted

In October 2021, the Financial Accounting Standards Board (“FASB”) issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers (“ASU 2021-08”). This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on

October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption.

In December 2019, the FASB issued Accounting Standard Update No. 2019-12, “Income Taxes (Topic 740): Simplifying the Accounting for Income Taxes.” This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements.

Accounting Standards Update and Change in Accounting Principle

In October 2021, the Financial Accounting Standards Board (“FASB”) issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers (“ASU 2021-08”).
This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption.

In December 2019, the FASB issued Accounting Standard Update No. 2019-12, “Income Taxes (Topic 740): Simplifying the Accounting for Income Taxes.” This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements.

Significant Accounting Policies [Text Block]

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Principles of Consolidation

The accompanying Consolidated Financial Statements include the accounts of IES Holdings, Inc. and its consolidated subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (“GAAP”) requires the use of estimates and assumptions by management in determining the reported amounts of assets and liabilities, disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are primarily used in our revenue recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits.

Cash and Cash Equivalents

We consider all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents.

Marketable Securities

Marketable securities consist of highly liquid equity securities and debt securities with original maturities over three months. All of our marketable debt securities are classified as trading securities and mature after one year and before five years at September 30, 2024. Our marketable securities with readily determinable fair values are carried at fair value, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income.

Inventories

Inventories consist of raw materials, work in process, finished goods, and parts and supplies held for use in the ordinary course of business. Inventory is valued at the lower of cost or net realizable value generally using the first-in, first-out (FIFO) method. When circumstances dictate, we write down inventory to its estimated net realizable value based on assumptions about future demand, market conditions, plans for disposal, and physical condition of the product. Where shipping and handling costs on inventory purchases are borne by us, these charges are included in inventory and charged to cost of services upon use in our projects or the providing of services.

Property and Equipment

Additions of property and equipment are recorded at cost, and depreciation is computed using the straight-line method over the estimated useful life of the related asset. Leasehold improvements are capitalized and depreciated over the lesser of the life of the lease or the estimated useful life of the asset. Costs associated with software developed or obtained for internal use, including third party development fees incurred during the application development stage and software licenses, are capitalized and amortized on a straight-line basis over the estimated useful life of the software.

Expenditures for repairs and maintenance are charged to expense when incurred. Expenditures for major renewals and betterments, which extend the useful lives of existing property and equipment, are capitalized and depreciated. Upon retirement or disposition of property and equipment, the capitalized cost and related accumulated depreciation are removed from the accounts and any resulting gain or loss is recognized in the statements of comprehensive income in the caption (gain) loss on sale of assets.

Goodwill

Goodwill attributable to each reporting unit is tested for impairment either by comparing the fair value of each reporting unit with its carrying value or by a qualitative assessment. These impairment tests are required to be performed at least annually. On an ongoing basis (absent any impairment indicators), we perform an impairment test annually using a measurement date of September 30. In evaluating goodwill for impairment, we have the option to first assess qualitative factors to determine whether it is more likely than not that the fair value of a reporting unit is greater than its carrying value. If we determine that it is more likely than not that the carrying value of a reporting unit is greater than its fair value, then we perform an impairment test by calculating the fair value of the reporting unit and comparing this calculated fair value with the carrying value of the reporting unit.

We estimate the fair value of the reporting unit based on both a market approach and an income approach, using discounted estimated future cash flows. The market approach uses market multiples of enterprise value to earnings before interest, taxes, depreciation and amortization for comparable publicly traded companies. The income approach relies on significant estimates for future cash flows, projected long-term growth rates, and the weighted average cost of capital.

Intangible Assets

Intangible assets with definite lives are amortized over their estimated useful lives based on expected economic benefit with no residual value.

Debt Issuance Costs

Debt issuance costs are included as a reduction of our debt outstanding, or alternately classified within other non-current assets if we have no borrowings drawn on our credit facility at the balance sheet date, and are amortized to interest expense over the scheduled maturity of the debt. Amortization expense of debt issuance costs was $287, $268 and $199, respectively, for the years ended September 30, 2024, 2023 and 2022. Remaining unamortized capitalized debt issuance costs were $598 and $836 at September 30, 2024, and 2023, respectively.

Revenue Recognition

Revenue is recognized from a contract with a customer when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed.

We recognize revenue on project contracts over time using the percentage of completion method. Project contracts generally provide that customers accept completion of progress to date and compensate us for services rendered measured in terms of units installed, hours expended or some other measure of progress. We recognize revenue on both signed contracts and change orders. A discussion of our treatment of claims and unapproved change orders is described later in this section. Percentage of completion for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total cost for each contract at completion. We generally consider contracts to be substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material, labor and insurance costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements can result in change orders under which the customer agrees to pay additional contract price. Revisions can also result in claims we might make against the customer to recover additional costs that have not been resolved through change orders with the customer. We recognize revenue from change orders or claims when recovery of such amounts is probable. The amount of revenue associated with unapproved change orders and claims was immaterial for the years ended September 30, 2024, 2023 and 2022. Provisions for total estimated losses on uncompleted contracts are
made in the period in which such losses are determined. The balances billed but not paid by customers pursuant to retainage provisions in project contracts are typically due upon completion of the contracts and acceptance by the customer. Based on our experience, the retention balance at each balance sheet date will be collected within the subsequent fiscal year.

Certain divisions in our operating segments recognize revenue at the completion of the contract ("completed contract") under the right

to invoice practical expedient because the duration of their contracts is short in nature. We recognize revenue on completed contracts when the project is complete and billable to the customer.

Accounts Receivable and Allowance for Credit Losses

We record accounts receivable for all amounts billed and not collected and amounts for which we have an unconditional right to bill our customers. Additionally, we provide an allowance for credit losses based on historical company-specific uncollectable accounts, as well as current and expected market conditions. From time to time, we establish additional allowance for credit losses for financial asset balances with specific customers where collectability has been determined to be improbable based on specific facts and circumstances. Such allowances are established as deemed necessary in the period such determination is made. As is common in our industry, some of these receivables are in litigation or require us to exercise our contractual lien rights in order to collect. Our allowance for credit losses at September 30, 2024 and 2023 was $1,818 and $1,649, respectively.

In calculating our expected credit losses, we consider trade receivables, retainage, and costs and estimated earnings in excess of billings, all of which constitute a homogenous portfolio, and therefore, to measure the expected credit loss, they are grouped together.

We have elected to calculate an expected credit loss based on loss rates from historical data. Each segment groups financial assets with similar risk characteristics and collectively assesses the expected credit losses. If an individual asset experiences credit deterioration to the extent the credit risk is no longer characteristic of the other assets in the group, it will be analyzed individually. The loss rates for our portfolios include our history of credit loss expense, the aging of our receivables, our expectation of payments and adjustment for forward-looking factors specific to the macroeconomic trends in the markets we serve.

Comprehensive Income (Loss)

Comprehensive income (loss) includes all changes in equity during a period except those resulting from investments by and distributions to stockholders.

Income Taxes

We follow the liability method of accounting for income taxes. Under this method, deferred income tax assets and liabilities are recorded for the future income tax consequences of temporary differences between the financial reporting and income tax bases of assets and liabilities, and are measured using enacted tax rates and laws.

We evaluate valuation allowances established for deferred tax assets for which future realization is uncertain on a quarterly basis. In assessing the realizability of deferred tax assets, we must consider whether it is more likely than not some portion, or all, of the deferred tax assets will not be realized. We consider all available evidence, both positive and negative, in determining whether a valuation allowance is required. At September 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize net deferred tax assets of $22,458. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment. If actual future taxable income is different from these estimates, our results could be affected.

We record reserves for income taxes related to certain tax positions when management considers it more likely than not that additional taxes may be due in excess of amounts reflected on income tax returns filed. When recording these reserves, we assume that taxing authorities have full knowledge of the position and all relevant facts. We continually review exposure to additional tax obligations, and as further information is known or events occur, changes in tax reserves may be recorded. To the extent interest and penalties may be assessed by taxing authorities on any underpayment of income tax, such amounts have been accrued and included in the provision for income taxes.

Fair Value of Financial Instruments

Our financial instruments consist of cash and cash equivalents, marketable securities, accounts receivable, accounts payable, and a loan agreement. We believe that the carrying value of financial instruments approximates their fair value due to their short-term nature. The carrying value of our debt approximates fair value, as debt incurs interest at a variable rate.

Noncontrolling Interest

In connection with our acquisitions of Edmonson Electric, LLC (“Edmonson”) and Bayonet Plumbing, Heating & Air-Conditioning, LLC (“Bayonet”) in fiscal 2021, and NEXT Electric, LLC (“NEXT”) in fiscal 2017, we acquired an 80 percent interest in each of the entities, with the remaining 20 percent interest in each such entity being retained by the respective third party sellers. The interests retained by those third party sellers are identified on our Consolidated Balance Sheets as noncontrolling interest, classified outside of permanent equity. Under the terms of each entity’s operating agreement, after five years from the date of the acquisition, we may elect to purchase, or the third party seller may require us to purchase, part or all of the remaining 20 percent interest in the applicable entity. The purchase price is variable, based on a multiple of earnings as defined in the operating agreements. Therefore, this noncontrolling interest is carried at the greater of the balance determined under Accounting Standards Codification (“ASC”) 810 and the redemption amounts assuming the noncontrolling interests were redeemable at the balance sheet date.

On June 28, 2024, we purchased the remaining 20 percent noncontrolling interest in Bayonet for $32,000. As we retained our controlling interest in Bayonet, the change in ownership interest was accounted for as an equity transaction. The difference between the balance of the noncontrolling interest at the date of redemption of the remaining interests and the consideration paid was recognized in Additional Paid-In Capital in the accompanying Consolidated Balance Sheets and was not reflected in earnings.

If all of the noncontrolling interests remaining outstanding at September 30, 2024 had been redeemable at that date, the redemption amount would have been $40,996.

The activity in redeemable noncontrolling interest is summarized in the table below.

	Year Ended September 30,		
	2024	2023	2022
Balance at beginning of period	$ 49,951	$ 29,193	$ 24,594
Net income attributable to noncontrolling interests	13,385	11,499	5,424
Distributions to noncontrolling interests	(16,155)	(11,491)	(7,000)
Adjustments to record noncontrolling interests at redemption value	22,695	20,750	6,175
Adjustment to record noncontrolling interests at value of consideration paid to acquire ownership interest	3,120	—	—
Purchase of ownership interest from noncontrolling interests	(32,000)	—	—
Balance at end of period	$ 40,996	$ 49,951	$ 29,193

Leases

We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. We evaluate whether each of these arrangements contains a lease and classify all identified leases as either operating or finance. If the arrangement is subsequently modified, we re-evaluate our classification. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.

Upon commencement of the lease, we recognize a lease liability and corresponding right-of-use (“ROU”) asset for all leases with an initial term greater than twelve months. Lease liabilities represent the present value of our future lease payments over the expected lease term. As most of our leases do not provide an implicit rate, we generally use our incremental borrowing rate as the discount rate in calculating the present value of the lease payments. The incremental borrowing rate is determined by identifying a synthetic credit rating for the consolidated company, where treasury functions are centrally managed, and adjusting the interest rates from associated indexes for differences in credit risk and interest rate risk. We have elected to combine the lease and nonlease components in the recognition of our lease liabilities across all classes of underlying assets. ROU assets represent our right to control the use of the leased asset during the lease and are recognized in an amount equal to the lease liability with adjustments for prepaid or accrued rent, lease incentives or unamortized initial direct costs. Costs associated with ROU assets are recognized on a straight-line basis over the term of the lease. Our lease assets are tested for impairment in the same manner as long-lived assets used in operations.

Certain lease contracts include obligations to pay for other services, such as operations and maintenance. Where the costs of these services can be identified as fixed or fixed-in-substance, the costs are included as part of the future lease payments. If the cost is not fixed at the inception of the lease, the cost is recorded as a variable cost in the period incurred.

Accounting Standards Recently Adopted

In October 2021, the Financial Accounting Standards Board (“FASB”) issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers (“ASU 2021-08”). This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption.

In December 2019, the FASB issued Accounting Standard Update No. 2019-12, “Income Taxes (Topic 740): Simplifying the Accounting for Income Taxes.” This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements.

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Controlling Shareholder	12 Months Ended Sep. 30, 2024
Risks and Uncertainties [Abstract]	
Controlling Shareholder [Text Block]	**3. CONTROLLING SHAREHOLDER**

Tontine Associates, L.L.C. (“Tontine Associates”), together with its affiliates (collectively, “Tontine”) is the Company's controlling stockholder, owning approximately 55 percent of the Company’s outstanding common stock based on a Form 4 filed by Tontine with the SEC on September 16, 2024 and the Company's shares outstanding as of November 18, 2024. Accordingly, Tontine has the ability to exercise

significant control over our affairs, including the election of directors and most actions requiring the approval of shareholders.

While Tontine is subject to certain restrictions under federal securities laws on sales of its shares as an affiliate, the Company has filed a resale shelf registration statement to register for resale a majority of the shares of IES common stock owned by Tontine. As long as the resale shelf registration statement remains effective and the Company remains eligible to use it, Tontine has the ability to resell any or all of its registered shares from time to time in one or more offerings, as described in the resale shelf registration statement and in any prospectus supplement filed in connection with an offering pursuant to the resale shelf registration statement.

Should Tontine, or its underlying individual owners, sell or otherwise dispose of all or a significant portion of its position in IES, a change in ownership of IES could occur. A change of control would trigger the change of control provisions in a number of our material agreements, including our credit agreement, bonding agreements with our sureties and our executive severance plan.
Jeffrey L. Gendell was appointed as Chief Executive Officer of the Company effective October 1, 2020, having served as the Company's Interim Chief Executive Officer since July 31, 2020. Mr. Gendell also serves as Chairman of the Board of Directors, a position he has held since November 2016. He is the managing member and founder of Tontine, and the brother of David B. Gendell, who has served as a member of our Board of Directors since February 2012, and who previously served as Interim Director of Operations from November 2017 to January 2019, as Vice Chairman of the Board from November 2016 to November 2017 and as Chairman of the Board from January 2015 to November 2016. David B. Gendell was an employee of Tontine from 2004 until January 2018.

The Company is a party to a sublease agreement with Tontine Associates, for corporate office space in Greenwich, Connecticut. In December 2022, the Company entered into an amendment of the sublease agreement, which was set to terminate on February 28, 2023, to extend the term of the agreement through August 31, 2024 and to increase the monthly payments from approximately $8 to approximately $9 effective March 1, 2023. On August 1, 2024, the Company entered into an amendment of the sublease agreement to extend the term of the agreement through September 30, 2025, effective September 1, 2024. Payments by the Company are at a rate consistent with that paid by Tontine Associates to its landlord.

On December 6, 2018, the Company entered into a Board Observer Letter Agreement (the "Observer Agreement") with Tontine Associates, in order to assist Tontine in managing its investment in the Company. Subject to the terms and conditions set forth in the Observer Agreement, the Company granted Tontine the right, at any time that Tontine holds at least 20% of the outstanding common stock of the Company, to appoint a representative to serve as an observer to the Board (the "Board Observer"). The Board Observer, who must be reasonably acceptable to those members of the Board who are not affiliates of Tontine, shall have no voting rights or other decision making authority. Subject to the terms and conditions set forth in the Observer Agreement, so long as Tontine has the right to appoint a Board Observer, the Board Observer will have the right to attend and participate in meetings of the Board and the committees thereof, subject to confidentiality requirements, and to receive reimbursement for reasonable out-of-pocket expenses incurred in his or her capacity as a Board Observer and such rights to coverage under the Company's directors' and officers' liability insurance policy as are available to the Company's directors.

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Revenue Recognition

[Revenue Recognition and Deferred Revenue [Abstract]]

[Revenue from External Customers by Products and Services [Table Text Block]]

12 Months Ended
Sep. 30, 2024

4. REVENUE RECOGNITION

Contracts

Our revenue is derived from contracts with customers, and we determine the appropriate accounting treatment for each contract at its inception. Our contracts primarily relate to electrical and mechanical contracting services, technology infrastructure products and services, and electro-mechanical solutions for industrial operations. Revenue is earned based upon an agreed fixed price or actual costs incurred plus an agreed upon percentage.

We account for a contract when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed.

Performance Obligations

A performance obligation is a promise in a contract to transfer a distinct good or service to the customer. A contract's transaction price is allocated to each distinct performance obligation and recognized as revenue when, or as, the performance obligation is satisfied.

In our Residential Single-family business and our Infrastructure Solutions Industrial Services business, our contracts are generally in the form of purchase orders issued to us by the customer. We recognize revenue upon completion of the services specified in the purchase order.

We recognize revenue over time for the majority of the services we perform, other than the Residential Single-family and Infrastructure Solutions Industrial Services businesses, as (i) control continuously transfers to the customer as work progresses at a project location controlled by the customer and (ii) we have the right to bill the customer as costs are incurred. Within our Infrastructure Solutions Custom Engineered Solutions business, we often perform work inside our own facilities, where control does not continuously transfer to the customer as work progresses. In such cases, we evaluate whether the work performed creates an asset with alternative use to the Company and whether we have the right to bill the customer as costs are incurred. Such assessment involves an evaluation of contractual termination clauses. Where we are creating an asset with no alternative use and we have a contractual right to payment for work performed to date, we recognize revenue over time. If we do not have such a right, we recognize revenue upon completion of the contract, when control of the work transfers to the customer.

For arrangements where we recognize revenue over time, we generally use the percentage of completion method of accounting under which revenue recognized is measured principally by the costs incurred and accrued to date for each contract as a percentage of the
estimated total cost for each contract at completion. Contract costs include all direct material, labor and indirect costs related to contract performance. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements may result in revisions to costs and income, and the effects of these revisions are recognized in the period in which the revisions are determined. Provisions for estimated losses on uncompleted contracts are made in the period in which such losses are determined. This measurement and comparison process requires updates to the estimate of total costs to complete the contract, and these updates may include subjective assessments and judgments. Revenue for arrangements whose durations are short in nature is recognized when the project is complete and billable to the customer under the right to invoice practical expedient.

Variable Consideration

The transaction price for our contracts may include variable consideration, which includes changes to transaction price for approved and unapproved change orders, claims and incentives. Change orders, claims and incentives are generally not distinct from the existing contract due to the significant integration service provided in the context of the contract and are accounted for as a modification of the existing contract. We estimate variable consideration at the probability weighted value we expect to receive (or the most probable amount we expect to incur in the case of liquidated damages, if any), utilizing estimation methods that best predict the amount of consideration to which we will be entitled (or will be incurred in the case of liquidated damages, if any). We include variable consideration in the estimated transaction price to the extent it is probable that a significant reversal of cumulative revenue recognized will not occur or when the uncertainty associated with the variable consideration is resolved. Our estimates of variable consideration and determination of whether to include estimated amounts in transaction price are based largely on an assessment of our anticipated performance and all information (historical, current and forecasted) that is reasonably available to us. The effect of variable consideration on the transaction price of a performance obligation is recognized as an adjustment to revenue on a cumulative catch-up basis. To the extent unapproved change orders and claims reflected in transaction price (or accounted for as a reduction of the transaction price in the case of liquidated damages) are not resolved in our favor, or to the extent incentives reflected in transaction price are not earned, there could be reductions in, or reversals of, previously recognized revenue.

Disaggregation of Revenue

We disaggregate our revenue from contracts with customers by activity and contract type, as these categories reflect how the nature, amount, timing and uncertainty of our revenue and cash flows are affected by economic factors. During the year ended September 30, 2024, we began to disaggregate the revenue from our Residential operating segment's single-family electrical and single-family plumbing & HVAC businesses, which was aggregated under our Residential single-family business in prior periods, to provide more detail about the major product lines significant to our Residential business. Our consolidated revenue for the years ended September 30, 2024, 2023 and 2022 was derived from the following activities. Prior period amounts have been reclassified to conform with the current period presentation, where applicable. See details in the following tables:

	Year Ended September 30,		
	2024	2023	2022
Communications	$ 776,474	$ 600,776	$ 559,777
Residential			
Single-family Electrical	732,334	717,386	660,602
Single-family Plumbing & HVAC	324,911	243,885	164,903
Multi-family and Other	331,595	318,233	305,909
Total Residential	1,388,840	1,279,504	1,131,414
Infrastructure Solutions			
Industrial Services	53,291	46,091	65,686
Custom Engineered Solutions	297,805	171,262	101,427
Total Infrastructure Solutions	351,096	217,353	167,113
Commercial & Industrial	367,948	279,594	308,504
Total Revenue	$ 2,884,358	$ 2,377,227	$ 2,166,808

	Year Ended September 30, 2024				
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Total
Fixed-price	$ 554,160	$ 1,388,840	$ 336,786	$ 316,365	$ 2,596,151
Time-and-material	222,314	—	14,310	51,583	288,207
Total revenue	$ 776,474	$ 1,388,840	$ 351,096	$ 367,948	$ 2,884,358

	Year Ended September 30, 2023				
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Total
Fixed-price	$ 404,684	$ 1,279,504	$ 210,547	$ 241,159	$ 2,135,894
Time-and-material	196,092	—	6,806	38,435	241,333
Total revenue	$ 600,776	$ 1,279,504	$ 217,353	$ 279,594	$ 2,377,227

	Year Ended September 30, 2022				
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Total
Fixed-price	$ 367,513	$ 1,131,414	$ 159,994	$ 282,522	$ 1,941,443
Time-and-material	192,264	—	7,119	25,982	225,365
Total revenue	$ 559,777	$ 1,131,414	$ 167,113	$ 308,504	$ 2,166,808

Accounts Receivable

Accounts receivable include amounts which we have billed or have an unconditional right to bill our customers. As of September 30, 2024, accounts receivable included $13,660 of unbilled receivables for which we have an unconditional right to bill.

Contract Assets and Liabilities

Project contracts typically provide for a schedule of billings on percentage of completion of specific tasks inherent in the fulfillment of our performance obligation(s). The schedules for such billings usually do not precisely match the schedule on which costs are incurred. As a result, contract revenue recognized in the statement of operations can and usually does differ from amounts that can be billed to the customer at any point during the contract. Amounts by which cumulative contract revenue recognized on a contract as of a given date exceeds cumulative billings and unbilled receivables to the customer under the contract are reflected as a current asset in our Consolidated Balance Sheets under the caption "Costs and estimated earnings in excess of billings". Amounts by which cumulative billings to the customer under a contract as of a given date exceed cumulative contract revenue recognized are reflected as a current liability in our Consolidated Balance Sheets under the caption "Billings in excess of costs and estimated earnings".

During the years ended September 30, 2024 and 2023, we recognized revenue of $98,564 and $82,520 related to our contract liabilities at October 1, 2023 and 2022, respectively.

We did not have any impairment losses recognized on our receivables or contract assets for the years ended September 30, 2024, 2023 and 2022.

Remaining Performance Obligations

Remaining performance obligations represent the unrecognized revenue value of our contract commitments. New awards represent the total expected revenue value of new contract commitments undertaken during a given period, as well as additions to the scope of existing contract commitments. Our new performance obligations vary significantly each reporting period based on the timing of our major new contract commitments. At September 30, 2024, we had remaining performance obligations of $1,175,695. The Company expects to recognize revenue on approximately $1,011,974 of the remaining performance obligations over the next 12 months, with the remaining recognized thereafter.

For the year ended September 30, 2024, net revenue recognized from our performance obligations satisfied in previous periods was not material.

~~*XML 33 R11.htm IDEA: XBRL DOCUMENT*~~

Property and Equipment (Notes)

12 Months Ended
Sep. 30, 2024

Property, Plant and Equipment [Abstract]

Property, Plant and Equipment Disclosure [Text Block]

5. PROPERTY AND EQUIPMENT

Property and equipment consists of the following:

	Estimated Useful Lives in Years	Year Ended September 30, 2024	2023
Land	N/A	$ 9,482	$ 4,181
Buildings and improvements	5 - 20	55,805	33,753
Machinery and equipment	3 - 10	117,774	65,787
Information systems	2 - 8	14,968	14,508
Furniture and fixtures	5 - 7	2,976	2,507
Construction in progress		6,578	1,367
Property and equipment, gross		$ 207,583	$ 122,103
Less-Accumulated depreciation		(73,386)	(58,693)
Property and equipment, net		$ 134,197	$ 63,410

Depreciation expense, including amortization of internal-use software, was $19,533, $12,121 and $10,073, respectively, for the years ended September 30, 2024, 2023 and 2022.

~~*XML 34 R12.htm IDEA: XBRL DOCUMENT*~~

Per Share Information

12 Months Ended
Sep. 30, 2024

Earnings Per Share [Abstract]

Earnings Per Share [Text Block]

6. PER SHARE INFORMATION

Basic earnings per share is calculated as income (loss) available to common stockholders, divided by the weighted average number of common shares outstanding during the period. If the effect is dilutive, participating securities are included in the computation of basic earnings per share. Our participating securities do not have a contractual obligation to share in the losses in any given period. As a result, these participating securities will not be allocated any losses in the periods of net losses, but will be allocated income in the periods of net income using the two-class method.

The following table reconciles the components of the basic and diluted earnings per share for the years ended September 30, 2024, 2023 and 2022:

	Year Ended September 30, 2024	2023	2022
Numerator:			
Net income attributable to IES Holdings, Inc.	$ 219,116	$ 108,288	$ 34,762
Increase in noncontrolling interest	(17,140)	(15,701)	(4,695)
Net income attributable to restricted shareholders of IES Holdings, Inc.	—	(11)	(21)
Net income attributable to common shareholders of IES Holdings, Inc.	$ 201,976	$ 92,576	$ 30,046
Denominator:			
Weighted average common shares outstanding — basic	20,160,143	20,196,850	20,667,745
Effect of dilutive stock options and non-vested securities	254,789	216,182	226,880
Weighted average common and common equivalent shares outstanding — diluted	20,414,932	20,413,032	20,894,625
Earnings per share attributable to common shareholders of IES Holdings, Inc.:			
Basic	$ 10.02	$ 4.58	$ 1.45
Diluted	$ 9.89	$ 4.54	$ 1.44

For the years ended September 30, 2024, 2023 and 2022, the average price of our common stock exceeded the exercise price of outstanding stock options; therefore, all of our outstanding stock options were included in the computation of diluted earnings per share. For the years ended September 30, 2024, 2023 and 2022, there were no other unvested performance awards excluded from the calculation of diluted earnings per share because the inclusion of such instruments would have been anti-dilutive.

~~*XML 35 R13.htm IDEA: XBRL DOCUMENT*~~

Detail of Certain Balance Sheet Accounts (Notes)

12 Months Ended
Sep. 30, 2024

Detail of Certain Balance Sheet Accounts [Abstract]

Detail Of Certain Balance Sheet Accounts [Text Block]

7. DETAIL OF CERTAIN BALANCE SHEET ACCOUNTS

Accounts payable and accrued expenses consist of the following:

	September 30, 2024	2023
Accounts payable, trade	$ 149,381	$ 138,591
Accrued compensation and benefits	116,465	90,667
Accrued insurance liabilities	11,158	7,726
Current operating lease liabilities	21,981	19,496
Income taxes payable	22,778	10,414
Other accrued expenses	41,819	29,903
	$ 363,582	$ 296,797

~~*XML 36 R14.htm IDEA: XBRL DOCUMENT*~~

Debt

12 Months Ended
Sep. 30, 2024

Debt Disclosure [Abstract]

Debt Disclosure [Text Block]

8. DEBT

We had no outstanding borrowings as of September 30, 2024 or 2023. At September 30, 2024, we had $4,756 in outstanding letters of credit and $143,381 of availability under our revolving credit facility. Any amounts outstanding under our revolving credit facility are due and payable in September 2026, upon expiration of our revolving credit facility, and all amounts described as available are available without triggering our financial covenants under the Amended Credit Agreement (as defined below).

The interest rate under our revolving credit facility was 6.33% at September 30, 2024. For the years ended September 30, 2024, 2023 and 2022, we incurred interest expense of $1,338, $3,022 and $2,970, respectively.

The Revolving Credit Facility

On April 28, 2022 we entered into the Third Amended and Restated Credit and Security Agreement (the "Amended Credit Agreement"), which, among other things, increased the maximum borrowing amount under our revolving credit facility from $125,000 to $150,000. The Amended Credit Agreement also removed the aggregate cap on Company investments in certain securities and the cap on the Company's ability to make stock repurchases, in each case subject to the satisfaction of certain liquidity requirements. The Amended Credit Agreement, which matures on September 30, 2026, contains customary affirmative, negative and financial covenants. As of September 30, 2024, the Company was in compliance with the financial covenants under the Amended Credit Agreement, requiring that we maintain:

- a Fixed Charge Coverage Ratio (as defined in the Amended Credit Agreement), measured quarterly on a trailing four-quarter basis at the end of each quarter, of at least 1.1 to 1.0; and

- minimum Liquidity of at least ten percent (10%) of the Maximum Revolver Amount, or $15,000; with, for purposes of this covenant, at least fifty percent (50%) of our Liquidity comprised of Excess Availability (as defined in the Amended Credit Agreement).

At September 30, 2024, our Liquidity was $244,213, our Excess Availability was $143,381 (or greater than 50% of minimum Liquidity), and our Fixed Charge Coverage Ratio was 3.4:1.0.

~~*XML 37 R15.htm IDEA: XBRL DOCUMENT*~~

Leases (Notes)

12 Months Ended
Sep. 30, 2024

Leases [Abstract]

Lessee, Finance Leases

9. LEASES

We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.

Current operating lease liabilities were $21,981 and $19,496, respectively, as of September 30, 2024 and 2023, and current finance lease liabilities were $4,563 and $4,301, respectively, as of September 30, 2024 and 2023. Current operating and finance lease liabilities were included in "Accounts payable and accrued expenses" in the Consolidated Balance Sheets as of September 30, 2024 and 2023. Non-current finance lease liabilities and finance lease right-of-use assets were included in the "Other non-current liabilities" and "Other non-current assets", respectively, in the Consolidated Balance Sheets.

The maturities of our lease liabilities as of September 30, 2024, are as follows:

	Operating Leases	Finance Leases	Total
2025	$ 22,487	$ 4,701	$ 27,188
2026	18,512	3,916	22,428
2027	13,526	2,148	15,674
2028	7,848	379	8,227
2029	3,591	46	3,637
Thereafter	3,467	—	3,467
Total undiscounted lease payments	$ 69,431	$ 11,190	$ 80,621
Less: imputed interest	7,005	896	7,901
Present value of lease liabilities	$ 62,426	$ 10,294	$ 72,720

The total future undiscounted cash flows related to lease agreements committed to but not yet commenced as of September 30, 2024, is $8,542.

Lease cost recognized in our Consolidated Statements of Comprehensive Income is summarized as follows:

	Year Ended September 30,		
	2024	2023	2022
Operating lease cost	$ 21,933	$ 18,501	$ 16,000
Finance lease cost			
Amortization of lease assets	4,370	3,603	1,729
Interest on lease liabilities	553	746	269
Finance lease cost	4,923	4,349	1,998
Short-term lease cost	1,558	1,883	2,426
Variable lease cost	4,518	2,805	1,900
Total lease cost	$ 32,932	$ 27,538	$ 22,324

Other information about lease amounts recognized in our Consolidated Financial Statements is summarized as follows:

	Year Ended September 30,		
	2024	2023	2022
Operating cash flows used for operating leases	$ 24,381	$ 22,022	$ 20,799
Operating cash flows used for finance leases	553	746	269
Right-of-use assets obtained in exchange for new operating lease liabilities	21,795	27,491	31,422
Right-of-use assets obtained in exchange for new finance lease liabilities	1,678	5,973	7,950

	Year Ended September 30,	
	2024	2023
Weighted-average remaining lease term - operating leases	3.8 years	4.5 years
Weighted-average remaining lease term - finance leases	2.7 years	3.4 years
Weighted-average discount rate - operating leases	5.5 %	5.1 %
Weighted-average discount rate - finance leases	6.2 %	6.0 %

For a discussion of leases with certain related parties which are included above, see Note 13, “Related-Party Transactions.”

Rent expense was $23,491, $20,384 and $18,426 for the years ended September 30, 2024, 2023 and 2022, respectively.

Lessee, Operating Leases

9. LEASES

We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.

Current operating lease liabilities were $21,981 and $19,496, respectively, as of September 30, 2024 and 2023, and current finance lease liabilities were $4,563 and $4,301, respectively, as of September 30, 2024 and 2023. Current operating and finance lease liabilities were included in "Accounts payable and accrued expenses" in the Consolidated Balance Sheets as of September 30, 2024 and 2023. Non-current finance lease liabilities and finance lease right-of-use assets were included in the "Other non-current liabilities" and "Other non-current assets", respectively, in the Consolidated Balance Sheets.

The maturities of our lease liabilities as of September 30, 2024, are as follows:

	Operating Leases	Finance Leases	Total
2025	$ 22,487	$ 4,701	$ 27,188
2026	18,512	3,916	22,428
2027	13,526	2,148	15,674
2028	7,848	379	8,227
2029	3,591	46	3,637
Thereafter	3,467	—	3,467
Total undiscounted lease payments	$ 69,431	$ 11,190	$ 80,621
Less: imputed interest	7,005	896	7,901
Present value of lease liabilities	$ 62,426	$ 10,294	$ 72,720

The total future undiscounted cash flows related to lease agreements committed to but not yet commenced as of September 30, 2024, is $8,542.

Lease cost recognized in our Consolidated Statements of Comprehensive Income is summarized as follows:

	Year Ended September 30,		
	2024	2023	2022
Operating lease cost	$ 21,933	$ 18,501	$ 16,000
Finance lease cost			
Amortization of lease assets	4,370	3,603	1,729
Interest on lease liabilities	553	746	269
Finance lease cost	4,923	4,349	1,998
Short-term lease cost	1,558	1,883	2,426
Variable lease cost	4,518	2,805	1,900
Total lease cost	$ 32,932	$ 27,538	$ 22,324

Other information about lease amounts recognized in our Consolidated Financial Statements is summarized as follows:

	Year Ended September 30,		
	2024	2023	2022
Operating cash flows used for operating leases	$ 24,381	$ 22,022	$ 20,799
Operating cash flows used for finance leases	553	746	269
Right-of-use assets obtained in exchange for new operating lease liabilities	21,795	27,491	31,422
Right-of-use assets obtained in exchange for new finance lease liabilities	1,678	5,973	7,950

	Year Ended September 30,	
	2024	2023
Weighted-average remaining lease term - operating leases	3.8 years	4.5 years
Weighted-average remaining lease term - finance leases	2.7 years	3.4 years
Weighted-average discount rate - operating leases	5.5 %	5.1 %
Weighted-average discount rate - finance leases	6.2 %	6.0 %

For a discussion of leases with certain related parties which are included above, see Note 13, “Related-Party Transactions.”

Rent expense was $23,491, $20,384 and $18,426 for the years ended September 30, 2024, 2023 and 2022, respectively.

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Income Taxes (Notes)

Income Tax Disclosure [Abstract]

12 Months Ended
Sep. 30, 2024

Income Tax Disclosure [Text Block]

10. INCOME TAXES

Federal and state income tax provisions are as follows:

	Year Ended September 30,		
	2024	2023	2022
Federal:			
Current	$ 53,318	$ 27,205	$ 9,401
Deferred	2,672	4,300	3
State:			
Current	14,603	6,370	3,445
Deferred	1,572	886	(34)
Total provision for income taxes	$ 72,165	$ 38,761	$ 12,815

Actual income tax expense differs from income tax expense computed by applying the U.S. federal statutory corporate rate to income (loss) before income taxes as follows:

	Year Ended September 30,		
	2024	2023	2022
Provision at the federal statutory rate	$ 63,980	$ 33,295	$ 11,130
Increase resulting from:			
Non-deductible expenses	4,285	2,017	1,610
State income taxes, net of federal deduction	11,952	6,338	2,114
Contingent tax liabilities	—	396	—
Change in valuation allowance	138	—	283
Other	743	—	427
Decrease resulting from:			
Share-based compensation	(601)	(332)	(665)
Noncontrolling interest	(2,811)	(2,415)	(1,139)
Change in valuation allowance	—	(52)	—
Contingent tax liabilities	(5,521)	—	(133)
Component 2 goodwill utilization	—	—	(812)
Other	—	(486)	—
Total provision for income taxes	$ 72,165	$ 38,761	$ 12,815

Deferred income tax provisions result from temporary differences in the recognition of income and expenses for financial reporting purposes and for income tax purposes. The income tax effects of these temporary differences, representing deferred income tax assets and liabilities, result principally from the following:

	September 30,	
	2024	2023
Deferred income tax assets:		
Allowance for credit losses	$ 371	$ 349
Accrued expenses	19,415	18,167
Net operating loss carryforward	2,701	4,224
Various reserves	2,073	1,718
Intangible assets	390	—
Partnerships	7,200	7,539
Share-based compensation	1,364	1,298
Lease asset	15,630	14,207
Other	1,068	1,057
Subtotal	50,212	48,559
Less valuation allowance	961	823
Total deferred income tax assets	49,251	47,736
Deferred income tax liabilities:		
Property and equipment	10,319	2,231
Intangible assets	—	9,984
Lease liability	15,475	14,102
Other	999	1,036
Total deferred income tax liabilities	26,793	27,353
Net deferred income tax assets	$ 22,458	$ 20,383

In fiscal 2024 and 2023, the valuation allowance on our deferred tax assets increased by $138 and decreased by $52, respectively, which is included in “Provision for income taxes” in our Consolidated Statements of Comprehensive Income.

As of September 30, 2024, we had available approximately $4,493 of federal net tax operating loss carry forward for federal income tax purposes. This carry forward, which may provide future tax benefits, is subject to an annual limitation of $709 under Section 382 of the Internal Revenue Code and will begin to expire in 2029. As of September 30, 2024, we had available approximately $40,085 state net tax operating loss carry forwards, including $1,665 from net operating losses on which no tax benefit has been recognized and has not been recorded as a deferred tax asset. The significant majority of these carry forwards, which may provide future tax benefits, will not begin to expire until 2026. We have provided valuation allowances on all net operating losses where it is determined it is more likely than not that they will expire without being utilized.

In assessing the realizability of deferred tax assets at September 30, 2024, we considered whether it was more likely than not that some portion or all of the deferred tax assets will not be realized. Our realization of deferred tax assets is dependent upon the generation of future taxable income during the periods in which these temporary differences become deductible. As a result, we have recorded a net deferred tax asset of $22,458 on our Consolidated Balance Sheets. We will continue to evaluate the appropriateness of our remaining deferred tax assets and need for valuation allowances on a quarterly basis.

GAAP requires financial statement reporting of the expected future tax consequences of uncertain tax return reporting positions on the presumption that all relevant tax authorities possess full knowledge of those tax reporting positions, as well as all of the pertinent facts and circumstances, but it prohibits discounting of any of the related tax effects for the time value of money. The evaluation of a tax position is a two-step process. The first step is the recognition process to determine if it is more likely than not that a tax position will be sustained upon examination by the appropriate taxing authority, based on the technical merits of the position. The second step is a measurement process whereby a tax position that meets the more likely than not recognition threshold is calculated to determine the amount of benefit/expense to recognize in the financial statements. The tax position is measured at the largest amount of benefit/expense that is more likely than not of being realized upon ultimate settlement.

A reconciliation of the beginning and ending balances of unrecognized tax benefit is as follows:

	Year Ended September 30,	
	2024	2023
Balance at beginning of period	$ 22,347	$ 21,746
Additions for positions of prior years	1,655	819
Reduction resulting from the lapse of the applicable statutes of limitations	(7,121)	(218)
Balance at end of period	$ 16,881	$ 22,347

As of September 30, 2024 and 2023, $16,881 and $22,347, respectively, of unrecognized tax benefits would result in a decrease in the provision for income tax expense. We anticipate that approximately $10,792 in liabilities for unrecognized tax benefits, including accrued interest, primarily from net operating losses on which no tax benefit has been recognized, may be reversed in the next twelve months. The reversal is predominantly due to the expiration of the statutes of limitation for unrecognized tax benefits.

We had approximately $1,452 and $697 accrued for the payment of interest and penalties at September 30, 2024 and 2023, respectively. We recognize interest and penalties related to unrecognized tax benefits as part of the provision for income taxes.

The tax years ended September 30, 2021, and forward are subject to federal audit as are tax years prior to September 30, 2021, to the extent of unutilized net operating losses generated in those years. The tax years ended September 30, 2020, and forward are subject to state audits as are tax years prior to September 30, 2020, to the extent of unutilized net operating losses generated in those years.

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Operating Segments

Segment Reporting [Abstract]

Segment Reporting Disclosure [Text Block]

12 Months Ended
Sep. 30, 2024

11. OPERATING SEGMENTS

We manage and measure performance of our business in four distinct operating segments: Communications, Residential, Infrastructure Solutions and Commercial & Industrial. These segments are reflective of how the Company’s CODM reviews operating results for the purposes of allocating resources and assessing performance. The Company’s CODM is its Chief Executive Officer.

Transactions between segments, if any, are eliminated in consolidation. Our corporate office provides general and administrative services, as well as support services, to our four operating segments. Management allocates certain shared costs among segments for selling, general and administrative expenses and depreciation expense.

Segment information for the years ended September 30, 2024, 2023 and 2022 is as follows:

	Year Ended September 30, 2024					
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Corporate	Total
Revenues	$ 776,474	$ 1,388,840	$ 351,096	$ 367,948	$ —	$ 2,884,358
Cost of services	623,844	1,024,440	245,743	293,741	—	2,187,768
Gross profit	152,630	364,400	105,353	74,207	—	696,590
Selling, general and administrative	65,752	228,371	37,394	32,925	32,242	396,684
Contingent consideration	—	36	678	—	—	714
Gain on sale of assets	(18)	(1,354)	(184)	(114)	(14)	(1,684)
Income (loss) from operations	$ 86,896	$ 137,347	$ 67,465	$ 41,396	$ (32,228)	$ 300,876
Other data:						
Depreciation and amortization expense	$ 3,627	$ 20,752	$ 9,783	$ 2,028	$ 913	$ 37,103
Capital expenditures	$ 13,493	$ 15,620	$ 8,916	$ 5,205	$ 1,925	$ 45,159
Total assets	$ 285,478	$ 395,682	$ 288,765	$ 89,023	$ 185,078	$ 1,244,026

	Year Ended September 30, 2023					
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Corporate	Total
Revenues	$ 600,776	$ 1,279,504	$ 217,353	$ 279,594	$ —	$ 2,377,227
Cost of services	494,964	1,026,524	162,905	248,295	—	1,932,688
Gross profit	105,812	252,980	54,448	31,299	—	444,539
Selling, general and administrative	54,344	169,737	26,260	25,225	23,059	298,625
Contingent consideration	—	277	—	—	—	277
Loss (gain) on sale of assets	12	69	(1,029)	(13,198)	7	(14,139)
Income (loss) from operations	$ 51,456	$ 82,897	$ 29,217	$ 19,272	$ (23,066)	$ 159,776
Other data:						
Depreciation and amortization expense	$ 2,215	$ 19,281	$ 5,198	$ 1,640	$ 1,073	$ 29,407
Capital expenditures	$ 2,203	$ 9,114	$ 2,767	$ 2,525	$ 1,058	$ 17,667
Total assets	$ 205,924	$ 386,829	$ 180,871	$ 87,677	$ 120,299	$ 981,600

	Year Ended September 30, 2022					
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Corporate	Total
Revenues	$ 559,777	$ 1,131,414	$ 167,113	$ 308,504	$ —	$ 2,166,808
Cost of services	490,959	928,161	138,444	290,314	—	1,847,878
Gross profit	68,818	203,253	28,669	18,190	—	318,930
Selling, general and administrative	46,717	144,100	25,129	30,557	16,211	262,714
Contingent consideration	—	277	—	—	—	277
Loss (gain) on sale of assets	12	20	(46)	(55)	—	(69)
Income (loss) from operations	$ 22,089	$ 58,856	$ 3,586	$ (12,312)	$ (16,211)	$ 56,008
Other data:						
Depreciation and amortization expense	$ 1,550	$ 15,617	$ 5,575	$ 2,561	$ 165	$ 25,468
Capital expenditures	$ 2,004	$ 10,054	$ 14,729	$ 1,890	$ 578	$ 29,255
Total assets	$ 210,875	$ 394,757	$ 161,828	$ 114,529	$ 52,720	$ 934,709

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Stockholders' Equity

12 Months Ended
Sep. 30, 2024

Equity [Abstract]

Stockholders' Equity Note Disclosure

12. STOCKHOLDERS' EQUITY

Equity Incentive Plan

The Company's 2006 Equity Incentive Plan, as amended and restated (the "Equity Incentive Plan"), provides for grants of stock options as well as grants of stock, including restricted stock. Approximately 3.0 million shares of common stock are authorized for issuance under the Equity Incentive Plan, of which approximately 581,169 shares were available for issuance at September 30, 2024.

We measure and record compensation expense for all share-based payment awards based on the fair value of the awards granted at the date of grant. The fair value of restricted stock awards and phantom stock unit awards is determined based on the number of shares granted and the closing price of IES's common stock on the date of grant. For awards vesting upon achievement of a market condition, the likelihood of achieving that market condition is considered in determining the fair value of the grant, which we expense ratably over the vesting period. For awards vesting upon achievement of a performance condition, we record expense based on the grant date fair value when it becomes probable the performance condition will be achieved. Forfeitures are recorded in the period in which they occur. The resulting compensation expense is recognized on a straight-line basis over the requisite service period, which is generally the vesting period.

Stock Repurchase Program

In 2015, our Board authorized a stock repurchase program for the purchase from time to time of up to 1.5 million shares of the Company's common stock, and in 2019, our Board authorized the repurchase from time to time of an additional 1.0 million shares of the Company's common stock under the stock repurchase program. In December 2022, our Board of Directors terminated our previous stock repurchase program and authorized a new $40,000 stock repurchase program. On July 31, 2024, the Board authorized a new $200,000 stock repurchase program after the $40,000 stock repurchase program was fully utilized. Share purchases are made for cash
in open market transactions at prevailing market prices or in privately negotiated transactions or otherwise. The timing and amount of purchases under the program are determined based upon prevailing market conditions, our liquidity requirements, contractual restrictions and other factors. All or part of the repurchases may be implemented under a Rule 10b5-1 trading plan, which allows repurchases under predetermined terms at times when the Company might otherwise be prevented from purchasing under insider trading laws or because of self-imposed blackout periods. The program does not require the Company to purchase any specific number of shares and may be modified, suspended or reinstated at any time at the Company's discretion and without notice.

We repurchased 289,284 and 224,013 shares of our common stock in open market transactions at an average price of $136.34 and $31.06 per share during the years ended September 30, 2024 and 2023, respectively.

Treasury Stock

During the year ended September 30, 2024, we issued 104,600 shares of treasury stock to employees and repurchased 40,308 shares of common stock from our employees to satisfy statutory tax withholding requirements upon the vesting of certain performance phantom stock units under the Equity Incentive Plan. We also repurchased 289,284 shares of common stock on the open market pursuant to our stock repurchase program. During the year ended September 30, 2024, we issued 2,500 shares of treasury stock to satisfy the exercise of outstanding options, of which 56 shares were repurchased to pay the exercise price of options. We had no outstanding unexercised stock options remaining as of September 30, 2024.

During the year ended September 30, 2023, we issued 105,755 shares of treasury stock to employees and repurchased 32,158 shares of common stock from our employees to satisfy statutory tax withholding requirements upon the vesting of certain performance phantom stock units under the Equity Incentive Plan. We also repurchased 224,013 shares of common stock on the open market pursuant to our stock repurchase program, and 266 shares of restricted stock awards were forfeited by former employees and returned to treasury stock. During the year ended September 30, 2023, we issued 3,000 unrestricted shares to satisfy the exercise of outstanding options.

Restricted Stock

We did not have any unvested restricted stock awards outstanding or related activity during the year ended September 30, 2024. A summary of restricted stock awards for the years ended September 30, 2023 and 2022 is provided in the table below:

	Year Ended September 30,	
	2023	2022
Unvested at beginning of year	13,639	16,757
Granted	—	—
Vested	(13,373)	(3,118)
Forfeited	(266)	—
Unvested at end of year	—	13,639

The fair value of shares vesting during the years ended September 30, 2023 and 2022 was $461 and $150, respectively. Fair value was calculated as the number of shares vested times the market price of shares on the date of vesting.

All the restricted shares granted under the Equity Incentive Plan (vested or unvested) participate in dividends issued to common shareholders, if any.

Director Phantom Stock Units

Director phantom stock units ("Director PSUs") are primarily granted to the members of the Board of Directors as part of their overall compensation. These Director PSUs are contractual rights to receive one share of the Company's common stock and are paid via unrestricted stock grants to each director upon their departure from the Board of Directors. We record compensation expense for the full value of the grant on the date of grant.

Employee Phantom Stock Units

An employee phantom stock unit (an "Employee PSU") is a contractual right to receive one share of the Company's common stock. Depending on the terms of each grant, Employee PSUs may vest upon the achievement of certain specified performance objectives and continued performance of services, or may vest based on continued performance of services through the vesting date.
The vesting of these awards is subject to either the achievement of specified levels of cumulative net income before taxes (a performance condition) or specified stock price levels (a market condition) and continued performance of services, or based on continued performance of services through the vesting date alone. For stock awards where vesting depends on achievement of a performance condition, we record expense when we conclude it is probable that the performance condition will be met. At September 30, 2024, it is deemed probable that the portion of the awards that vest based on performance conditions will vest.

A summary of Employee PSU activity for the year ended September 30, 2024, which are subject to the achievement of certain performance metrics, is provided in the table below:

Unvested at September 30, 2023	325,813
Granted	86,563
Vested	(99,579)
Forfeited	(12,496)
Unvested at September 30, 2024	300,301

A summary of the compensation expense related to our stock awards recognized during the years ended September 30, 2024, 2023 and 2022 is provided in the table below:

	Year Ended September 30,		
	2024	2023	2022
Restricted stock awards	$ —	$ 23	$ 137
Director PSUs	$ 495	$ 386	$ 386
Employee PSUs	$ 5,037	$ 3,963	$ 3,251

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Related Party Transactions (Notes)

12 Months Ended
Sep. 30, 2024

Related Party Transactions [Abstract]

Related Party Transactions Disclosure [Text Block]

13. RELATED-PARTY TRANSACTIONS

The Company is a party to a sublease agreement with Tontine Associates, for corporate office space in Greenwich, Connecticut. In December 2022, the Company entered into an amendment of the sublease agreement, which was set to terminate on February 28, 2023, to extend the term of the agreement through August 31, 2024 and to increase the monthly payments from approximately $8 to approximately $9 effective March 1, 2023. On August 1, 2024, the Company entered into an amendment of the sublease agreement to extend the term of the agreement through September 30, 2025, effective September 1, 2024. Payments by the Company are at a rate consistent with that paid by Tontine Associates to its landlord. See Note 3, "Controlling Shareholder" for additional information regarding Tontine.

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Employee Benefit Plans (Notes)

12 Months Ended
Sep. 30, 2024

Retirement Benefits [Abstract]

Compensation and Employee Benefit Plans [Text Block]

14. EMPLOYEE BENEFIT PLANS

401(k) Plan

In November 1998, we established the IES Holdings, Inc. 401(k) Retirement Savings Plan. All full-time IES employees are eligible to participate on the first day of the month subsequent to completing sixty days of service and attaining age twenty-one. Participants become vested in our matching contributions following three years of service. We also maintain several subsidiary retirement savings plans. We recognized $6,163, $5,309, and $4,494 in matching expenses in fiscal years 2024, 2023 and 2022, respectively.

Executive Savings Plan

Under the Executive Deferred Compensation Plan adopted on July 1, 2004 (the "Executive Savings Plan"), certain employees are permitted to defer a portion (up to 75%) of their base salary and/or bonus for a plan year. The Human Resources and Compensation Committee of the Board of Directors may, in its sole discretion, credit one or more participants with an employer deferral (contribution) in such amount as the Committee may choose ("Employer Contribution"). The Employer Contribution, if any, may be a fixed dollar amount, a fixed percentage of the participant's compensation, base salary, or bonus, or a "matching" amount with respect to all or part of the participant's elective deferrals for such plan year, and/or any combination of the foregoing as the Committee may choose. No compensation earned during the years ended September 30, 2024, 2023 and 2022 was deferred under this plan.

Multiemployer Pension Plan

The Infrastructure Solutions segment participates in a multiemployer direct benefit pension plan for employees covered under one of our collective bargaining agreements. We do not administer the plan. We do not significantly participate in this plan. As of December 31, 2023, this plan was funded at 92.57%.

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Fair Value Measurements

12 Months Ended Sep. 30, 2024

Fair Value Disclosures [Abstract]

Fair Value Disclosures [Text Block]

15. FAIR VALUE MEASUREMENTS

Fair value is considered the price to sell an asset, or transfer a liability, between market participants on the measurement date. Fair value measurements assume that (1) the asset or liability is exchanged in an orderly manner, (2) the exchange is in the principal market for that asset or liability, and (3) the market participants are independent, knowledgeable, able and willing to transact an exchange. Fair value accounting and reporting establishes a framework for measuring fair value by creating a hierarchy for observable independent market inputs and unobservable market assumptions and expands disclosures about fair value measurements. Judgment is required to interpret the market data used to develop fair value estimates. As such, the estimates presented herein are not necessarily indicative of the amounts that could be realized in a current exchange. The use of different market assumptions and/or estimation methods could have a material effect on the estimated fair value.

At September 30, 2024, financial assets and liabilities measured at fair value on a recurring basis were limited to investments in equity securities and debt securities classified as trading securities, our Executive Savings Plan, under which certain employees are permitted to defer a portion of their base salary and/or bonus for a Plan Year (as defined in the plan), and contingent consideration liabilities related to certain of our acquisitions.

Financial assets (liabilities) measured at fair value on a recurring basis as of September 30, 2024 and 2023, are summarized in the following tables by the type of inputs applicable to the fair value measurements:

	September 30, 2024		
	Total Fair Value	Quoted Prices (Level 1)	Significant Unobservable (Level 3)
Equity securities	$ 31,639	$ 31,639	$ —
Debt securities classified as trading securities	3,364	3,364	—
Executive savings plan assets	986	986	—
Executive savings plan liabilities	(852)	(852)	—
Contingent consideration liability	(3,468)	—	(3,468)
Total	$ 31,669	$ 35,137	$ (3,468)

	September 30, 2023		
	Total Fair Value	Quoted Prices (Level 1)	Significant Unobservable (Level 3)
Executive savings plan assets	$ 783	$ 783	$ —
Executive savings plan liabilities	(657)	(657)	—
Contingent consideration liability	(4,465)	—	(4,465)
Total	$ (4,339)	$ 126	$ (4,465)

Investments in equity securities and debt securities, all of which are classified as trading securities and mature after one year and before five years at September 30, 2024, were included in "Marketable securities" in our Consolidated Balance Sheets. Gains and losses to measure our investments in equity and debt securities at fair value were included in Other (income) expense, net in our Consolidated Statements of Comprehensive Income. Our unrealized net gains (losses), which are calculated as total net gains (losses) recognized during the period less net gains (losses) recognized on securities sold during the period, were as follows:

	Year Ended September 30,		
	2024	2023	2022
Unrealized gain on equity securities	$ 1,492	$ —	$ —
Unrealized gain on debt securities	297	—	—
Total unrealized gain on trading securities	$ 1,789	$ —	$ —

On April 1, 2024, we entered into a contingent consideration arrangement valued at $2,790 in connection with the acquisition of Greiner Industries, Inc. For more information, refer to Note 19, "Business Combinations and Divestitures." The contingent consideration obligation related to Bayonet, which was acquired in fiscal year 2021, was settled in cash for $4,500 in December 2023. Net adjustments to fair value of such liabilities were included in Contingent consideration in our Consolidated Statements of Comprehensive Income. The table below presents the fair value of this obligation, which used significant unobservable inputs (Level 3).

	Contingent Consideration Agreement
Fair value at September 30, 2022	$ (4,323)
Net adjustments to fair value	(142)
Fair value at September 30, 2023	$ (4,465)
Acquisitions	(2,790)
Net adjustments to fair value	(713)
Settlements	4,500
Fair value at September 30, 2024	$ (3,468)

Below is a description of the inputs used to value the assets summarized in the preceding tables:

Level 1 — Inputs represent unadjusted quoted prices for identical assets exchanged in active markets.

Level 2 — Inputs include directly or indirectly observable inputs other than Level 1 inputs such as quoted prices for similar assets exchanged in active or inactive markets; quoted prices for identical assets exchanged in inactive markets; and other inputs that are considered in fair value determinations of the assets.

Level 3 — Inputs include unobservable inputs used in the measurement of assets. Management is required to use its own assumptions regarding unobservable inputs because there is little, if any, market activity in the assets or related observable inputs that can be corroborated at the measurement date.

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Inventory

12 Months Ended Sep. 30, 2024

Inventory Disclosure [Abstract]

Inventory Disclosure [Text Block]

16. INVENTORY

Inventories consist of the following components:

	September 30,	
	2024	2023
Raw materials	$ 14,078	$14,334
Work in process	12,494	12,939
Finished goods	4,389	3,399
Parts and supplies	70,767	64,983
Total inventories	$101,728	$95,655

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Goodwill and Intangible Assets

12 Months Ended Sep. 30, 2024

Goodwill and Intangible Assets Disclosure [Abstract]

Goodwill and Intangible Assets Disclosure [Text Block]

17. GOODWILL AND INTANGIBLE ASSETS

Goodwill

The following summarizes changes in the carrying value of goodwill by segment during the year ended September 30, 2024. The carrying value of goodwill was unchanged during the year ended September 30, 2023.

	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Total
Balance at September 30, 2023	2,816	51,370	38,209	—	92,395
Acquisitions (Note 19)	—	—	1,565	—	1,565
Balance at September 30, 2024	$ 2,816	$ 51,370	$ 39,774	$ —	$ 93,960

Based on the results of our annual goodwill impairment assessment at September 30, 2024, we concluded the fair value of each of our reporting units exceeded its book value, and therefore we recorded no impairment charges for the year ended September 30, 2024.

As of September 30, 2024 and 2023, we had accumulated impairment losses of $6,976 related to our Commercial & Industrial segment.

Intangible Assets

Intangible assets consist of the following:

		September 30, 2024		
	Estimated Useful Lives (in Years)	Gross Carrying Amount	Accumulated Amortization	Net
Trademarks/trade names	5 - 20	$ 13,821	$ (6,964)	$ 6,857
Technical library	20	400	(221)	179
Customer relationships	1 - 15	92,796	(54,478)	38,318
Backlog and construction contracts	1 - 2	750	(214)	536
Total		$ 107,767	$ (61,877)	$ 45,890

		September 30, 2023		
	Estimated Useful Lives (in Years)	Gross Carrying Amount	Accumulated Amortization	Net
Trademarks/trade names	5 - 20	$ 14,621	$ (6,973)	$ 7,648
Technical library	20	400	(201)	199
Customer relationships	6 - 15	91,426	(43,065)	48,361
Non-competition arrangements	5	40	(40)	—
Backlog and construction contracts	1	4,958	(4,958)	—
Total		$ 111,445	$ (55,237)	$ 56,208

For the years ended September 30, 2024, 2023 and 2022, amortization expense of intangible assets was $13,200, $13,684 and $13,666, respectively. Our estimated future amortization expense for years ending September 30 is as follows:

Year Ending September 30,	
2025	$ 13,284
2026	11,942
2027	8,466
2028	5,491
2029	2,823
Thereafter	3,884
Total	$ 45,890

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Commitments and Contingencies

12 Months Ended
Sep. 30, 2024

Commitments and Contingencies Disclosure [Abstract]

Commitments and Contingencies Disclosure [Text Block]

18. COMMITMENTS AND CONTINGENCIES

Legal Matters

From time to time we are a party to various claims, lawsuits and other legal proceedings that arise in the ordinary course of business. We maintain various insurance coverages to minimize financial risk associated with these proceedings. None of these proceedings, separately or in the aggregate, are expected to have a material adverse effect on our financial position, results of operations or cash flows. With respect to all such proceedings, we record reserves when it is probable that a liability has been incurred and the amount of loss can be reasonably estimated. We expense routine legal costs related to these proceedings as they are incurred.

In the course of performing work as a subcontractor, from time to time we may be involved in projects which are the subject of contractual disputes between the general contractor and project owner, or between us and the general contractor. In such cases,
payment of amounts owed to us by the general contractor may be delayed as contractual disputes are resolved through mediation, arbitration, or litigation. Such disputes may cause us to incur legal fees and other expenses to enforce our contractual rights, and we may not prevail in recovering all amounts to which we believe we are contractually entitled.

Risk Management

We retain the risk for workers' compensation, employer's liability, automobile liability, construction defects, general liability and employee group health claims, as well as pollution coverage, resulting from uninsured deductibles per accident or occurrence which are generally subject to annual aggregate limits. Our general liability program provides coverage for bodily injury and property damage. In many cases, we insure third parties, including general contractors, as additional insured parties under our insurance policies. Losses are accrued based upon our known claims incurred and an estimate of claims incurred but not reported. As a result, many of our claims are effectively self-insured. Many claims against our insurance are in the form of litigation. At September 30, 2024 and 2023, we had $11,158 and $7,726, respectively, accrued for self-insurance liabilities. We are also subject to construction defect liabilities, primarily within our Residential segment. Because these accruals are based on judgment and estimates, and involve variables that are inherently uncertain, such as the outcome of litigation and an assessment of insurance coverage, there can be no assurance that the ultimate liability will not be higher or lower than such estimates.

Some of the underwriters of our casualty insurance program require us to post letters of credit as collateral. This is common in the insurance industry. To date, we have not had a situation where an underwriter has had reasonable cause to effect payment under a letter of credit. At September 30, 2024 and 2023, we utilized $4,756 and $4,166, respectively, of our outstanding letters of credit to collateralize our insurance program.

Surety

As of September 30, 2024, the estimated cost to complete our bonded projects was approximately $133,863. We evaluate our bonding requirements on a regular basis, including the terms offered by our sureties. We believe the bonding capacity presently provided by our current sureties is adequate for our current operations and will be adequate for our operations for the foreseeable future. Posting letters of credit in favor of our sureties reduces the borrowing availability under our revolving credit facility.

Other Commitments and Contingencies

Some of our customers and vendors require us to post letters of credit, or provide intercompany guarantees, as a means of guaranteeing performance under our contracts and ensuring payment by us to subcontractors and vendors. If our customer has reasonable cause to effect payment under a letter of credit, we would be required to reimburse our creditor for the letter of credit.
From time to time, we may enter into firm purchase commitments for materials, such as copper or aluminum wire, which we expect to use in the ordinary course of business. These commitments are typically for terms of less than one year and require us to buy minimum quantities of materials at specific intervals at a fixed price over the term. As of September 30, 2024, we did not have any such firm commitments to purchase materials.

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Business Combinations and Divestitures

12 Months Ended
Sep. 30, 2023

Business Combinations [Abstract]

Business Combination Disclosure [Text Block]

19. BUSINESS COMBINATIONS AND DIVESTITURES

Business combinations

On April 1, 2024, the Company acquired 100% of the equity interests of Greiner Industries, Inc. ("Greiner"), a Mount Joy, Pennsylvania-based structural steel fabrication and services company for an aggregate total purchase price of $70,334. Greiner is part of our Infrastructure Solutions segment and continues to operate under the Greiner name. The acquisition of Greiner expands our geographic footprint, adds custom structural steel fabrication to our product offerings, and provides additional capacity for our existing custom engineered product offerings. In addition to cash consideration, net of cash acquired, of $67,544, the aggregate purchase price also includes contingent consideration of up to $5,000 upon achievement of certain future earnings targets, which was valued at $2,790 as of the date of the acquisition. The fair value of the total consideration for this transaction remains subject to post-closing adjustments as of the date of this Annual Report on Form 10-K.
The Company accounted for the transaction under the acquisition method of accounting, which requires recording assets and liabilities at fair value (Level 3). The total purchase price, and the allocation thereof to the assets acquired and liabilities assumed, is preliminary and subject to change pending the finalization of post-closing working capital adjustments. The preliminary valuation of the assets acquired and liabilities assumed is as follows:

Trade receivables	$ 13,971
Other current assets	10,115
Property and equipment	48,209
Intangible assets	2,900
Goodwill	1,565
Current liabilities	(6,426)
Net assets acquired	$ 70,334

In connection with this acquisition, we acquired goodwill of $1,565, all of which is tax deductible, attributable to an assembled workforce and other intangibles that do not qualify for separate recognition. The intangible assets acquired primarily consisted of customer relationships, backlog and trade name with a total weighted-average amortization period of 3.5 years.

Greiner contributed $34,038 in revenue and $2,489 in operating income during the year ended September 30, 2024.

We completed no acquisitions in fiscal years 2023 and 2022.

Divestitures
On October 7, 2022, we sold 100% of the membership interests of STR Mechanical, LLC and its subsidiary Technical Services II, LLC (collectively, "STR"). As a result,

we recognized a pre-tax gain of $13,045, which was included in “Gain on sale of assets” within our Consolidated Statements of Comprehensive Income for the year ended September 30, 2023. The disposition of STR, which had operated as part of our Commercial & Industrial segment, will not have a material impact on our ongoing results of operations or financial position.

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Subsequent Events	12 Months Ended Sep. 30, 2024
Subsequent Events [Abstract]	
Subsequent Events	**20. SUBSEQUENT EVENTS** On October 4, 2024, we entered into a funding commitment to join a consortium led by Mason Capital Management LLC to acquire the CB&I storage solutions business, a designer and builder of storage facilities, tanks and terminals for energy and industrial markets, from McDermott International, Ltd. Upon close of the transaction, which we expect to occur by the end of calendar year 2024, we expect to make a cash payment of approximately $45 million, subject to customary closing adjustments.

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Pay vs Performance Disclosure - USD ($) $ in Thousands	12 Months Ended		
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022
Pay vs Performance Disclosure			
Net income (loss) attributable to IES Holdings, Inc.	$ 219,116	$ 108,288	$ 34,762

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Insider Trading Arrangements	3 Months Ended Sep. 30, 2024
Trading Arrangements, by Individual	
Rule 10b5-1 Arrangement Adopted	false
Non-Rule 10b5-1 Arrangement Adopted	false
Rule 10b5-1 Arrangement Terminated	false
Non-Rule 10b5-1 Arrangement Terminated	false

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Summary of Significant Accounting Policies (Policies)	12 Months Ended Sep. 30, 2024
Accounting Policies [Abstract]	
Significant Accounting Policies [Text Block]	**2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES** *Principles of Consolidation* The accompanying Consolidated Financial Statements include the accounts of IES Holdings, Inc. and its consolidated subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation. *Use of Estimates* The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (“GAAP”) requires the use of estimates and assumptions by management in determining the reported amounts of assets and liabilities, disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are primarily used in our revenue recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits. *Cash and Cash Equivalents* We consider all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents. *Marketable Securities* Marketable securities consist of highly liquid equity securities and debt securities with original maturities over three months. All of our marketable debt securities are classified as trading securities and mature after one year and before five years at September 30, 2024. Our marketable securities with readily determinable fair values are carried at fair value, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income. *Inventories* Inventories consist of raw materials, work in process, finished goods, and parts and supplies held for use in the ordinary course of business. Inventory is valued at the lower of cost or net realizable value generally using the first-in, first-out (FIFO) method. When circumstances dictate, we write down inventory to its estimated net realizable value based on assumptions about future demand, market conditions, plans for disposal, and physical condition of the product. Where shipping and handling costs on inventory purchases are borne by us, these charges are included in inventory and charged to cost of services upon use in our projects or the providing of services. *Property and Equipment* Additions of property and equipment are recorded at cost, and depreciation is computed using the straight-line method over the estimated useful life of the related asset. Leasehold improvements are capitalized and depreciated over the lesser of the life of the lease or the estimated useful life of the asset. Costs associated with software developed or obtained for internal use, including third party development fees incurred during the application development stage and software licenses, are capitalized and amortized on a straight-line basis over the estimated useful life of the software. Expenditures for repairs and maintenance are charged to expense when incurred. Expenditures for major renewals and betterments, which extend the useful lives of existing property and equipment, are capitalized and depreciated. Upon retirement or disposition of property and equipment, the capitalized cost and related accumulated depreciation are removed from the accounts and any resulting gain or loss is recognized in the statements of comprehensive income in the caption (gain) loss on sale of assets. *Goodwill* Goodwill attributable to each reporting unit is tested for impairment either by comparing the fair value of each reporting unit with its carrying value or by a qualitative assessment. These impairment tests are required to be performed at least annually. On an ongoing basis (absent any impairment indicators), we perform an impairment test annually using a measurement date of September 30. In evaluating goodwill for impairment, we have the option to first assess qualitative factors to determine whether it is more likely than not that the fair value of a reporting unit is greater than its carrying value. If we determine that it is more likely than not that the carrying value of a reporting unit is greater than its fair value, then we perform an impairment test by calculating the fair value of the reporting unit and comparing this calculated fair value with the carrying value of the reporting unit. We estimate the fair value of the reporting unit based on both a market approach and an income approach, using discounted estimated future cash flows. The market approach uses market multiples of enterprise value to earnings before interest, taxes, depreciation and amortization for comparable publicly traded companies. The income approach relies on significant estimates for future cash flows, projected long-term growth rates, and the weighted average cost of capital. *Intangible Assets* Intangible assets with definite lives are amortized over their estimated useful lives based on expected economic benefit with no residual value. *Debt Issuance Costs* Debt issuance costs are included as a reduction of our debt outstanding, or alternately classified within other non-current assets if we have no borrowings drawn on our credit facility at the balance sheet date, and are amortized to interest expense over the scheduled maturity of the debt. Amortization expense of debt issuance costs was $287, $268 and $199, respectively, for the years ended September 30, 2024, 2023 and 2022. Remaining unamortized capitalized debt issuance costs were $598 and $836 at September 30, 2024, and 2023, respectively. *Revenue Recognition* Revenue is recognized from a contract with a customer when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed. We recognize revenue on project contracts over time using the percentage of completion method. Project contracts generally provide that customers accept completion of progress to date and compensate us for services rendered measured in terms of units installed, hours expended or some other measure of progress. We recognize revenue on both signed contracts and change orders. A discussion of our treatment of claims and unapproved change orders is described later in this section. Percentage of completion for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total cost for each contract at completion. We generally consider contracts to be substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material, labor and insurance costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements can result in change orders under which the customer agrees to pay additional contract price. Revisions can also result in claims we might make against the customer to recover additional costs that have not been resolved through change orders with the customer. We recognize revenue from change orders or claims when recovery of such amounts is probable. The amount of revenue associated with unapproved change orders and claims was immaterial for the years ended September 30, 2024, 2023 and 2022. Provisions for total estimated losses on uncompleted contracts are made in the period in which such losses are determined. The balances billed but not paid by customers pursuant to retainage provisions in project contracts are typically due upon completion of the contracts and acceptance by the customer. Based on our experience, the retention balance at each balance sheet date will be collected within the subsequent fiscal year. Certain divisions in our operating segments recognize revenue at the completion of the contract ("completed contract") under the right to invoice practical expedient because the duration of their contracts is short in nature. We recognize revenue on completed contracts when the project is complete and billable to the customer. *Accounts Receivable and Allowance for Credit Losses* We record accounts receivable for all amounts billed and not collected and amounts for which we have an unconditional right to bill our customers. Additionally, we provide an allowance for credit losses based on historical company-specific uncollectable accounts, as well as current and expected market conditions. From time to time, we establish additional allowance for credit losses for financial asset balances with specific customers where collectability has been determined to be improbable based on specific facts and circumstances. Such allowances are established as deemed necessary in the period such determination is made. As is common in our industry, some of these receivables are in litigation or require us to exercise our contractual lien rights in order to collect. Our allowance for credit losses at September 30, 2024 and 2023 was $1,818 and $1,649, respectively. In calculating our expected credit losses, we consider trade receivables, retainage, and costs and estimated earnings in excess of billings, all of which constitute a homogenous portfolio, and therefore, to measure the expected credit loss, they are grouped together. We have elected to calculate an expected credit loss based on loss rates from historical data. Each segment groups financial assets with similar risk characteristics and collectively assesses the expected credit losses. If an individual asset experiences credit deterioration to the extent the credit risk is no longer characteristic of the other assets in the group, it will be analyzed individually. The loss rates for our portfolios include our history of credit loss expense, the aging of our receivables, our expectation of payments and adjustment for forward-looking factors specific to the macroeconomic trends in the markets we serve.

Comprehensive Income (Loss)

Comprehensive income (loss) includes all changes in equity during a period except those resulting from investments by and distributions to stockholders.

Income Taxes

We follow the liability method of accounting for income taxes. Under this method, deferred income tax assets and liabilities are recorded for the future income tax consequences of temporary differences between the financial reporting and income tax bases of assets and liabilities, and are measured using enacted tax rates and laws.

We evaluate valuation allowances established for deferred tax assets for which future realization is uncertain on a quarterly basis. In assessing the realizability of deferred tax assets, we must consider whether it is more likely than not some portion, or all, of the deferred tax assets will not be realized. We consider all available evidence, both positive and negative, in determining whether a valuation allowance is required. At September 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize net deferred tax assets of $22,458. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment. If actual future taxable income is different from these estimates, our results could be affected.

We record reserves for income taxes related to certain tax positions when management considers it more likely than not that additional taxes may be due in excess of amounts reflected on income tax returns filed. When recording these reserves, we assume that taxing authorities have full knowledge of the position and all relevant facts. We continually review exposure to additional tax obligations, and as further information is known or events occur, changes in tax reserves may be recorded. To the extent interest and penalties may be assessed by taxing authorities on any underpayment of income tax, such amounts have been accrued and included in the provision for income taxes.

Fair Value of Financial Instruments

Our financial instruments consist of cash and cash equivalents, marketable securities, accounts receivable, accounts payable, and a loan agreement. We believe that the carrying value of financial instruments approximates their fair value due to their short-term nature. The carrying value of our debt approximates fair value, as debt incurs interest at a variable rate.

Noncontrolling Interest

In connection with our acquisitions of Edmonson Electric, LLC (“Edmonson”) and Bayonet Plumbing, Heating & Air-Conditioning, LLC (“Bayonet”) in fiscal 2021, and NEXT Electric, LLC (“NEXT”) in fiscal 2017, we acquired an 80 percent interest in each of the entities, with the remaining 20 percent interest in each such entity being retained by the respective third party sellers. The interests retained by those third party sellers are identified on our Consolidated Balance Sheets as noncontrolling interest, classified outside of permanent equity. Under the terms of each entity’s operating agreement, after five years from the date of the acquisition, we may elect to purchase, or the third party seller may require us to purchase, part or all of the remaining 20 percent interest in the applicable entity. The purchase price is variable, based on a multiple of earnings as defined in the operating agreements. Therefore, this noncontrolling interest is carried at the greater of the balance determined under Accounting Standards Codification (“ASC”) 810 and the redemption amounts assuming the noncontrolling interests were redeemable at the balance sheet date.

On June 28, 2024, we purchased the remaining 20 percent noncontrolling interest in Bayonet for $32,000. As we retained our controlling interest in Bayonet, the change in ownership interest was accounted for as an equity transaction. The difference between the balance of the noncontrolling interest at the date of redemption of the remaining interests and the consideration paid was recognized in Additional Paid-In Capital in the accompanying Consolidated Balance Sheets and was not reflected in earnings.

If all of the noncontrolling interests remaining outstanding at September 30, 2024 had been redeemable at that date, the redemption amount would have been $40,996.

The activity in redeemable noncontrolling interest is summarized in the table below.

	Year Ended September 30,		
	2024	2023	2022
Balance at beginning of period	$ 49,951	$ 29,193	$ 24,594
Net income attributable to noncontrolling interests	13,385	11,499	5,424
Distributions to noncontrolling interests	(16,155)	(11,491)	(7,000)
Adjustments to record noncontrolling interests at redemption value	22,695	20,750	6,175
Adjustment to record noncontrolling interests at value of consideration paid to acquire ownership interest	3,120	—	—
Purchase of ownership interest from noncontrolling interests	(32,000)	—	—
Balance at end of period	$ 40,996	$ 49,951	$ 29,193

Leases

We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. We evaluate whether each of these arrangements contains a lease and classify all identified leases as either operating or finance. If the arrangement is subsequently modified, we re-evaluate our classification. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.

Upon commencement of the lease, we recognize a lease liability and corresponding right-of-use (“ROU”) asset for all leases with an initial term greater than twelve months. Lease liabilities represent the present value of our future lease payments over the expected lease term. As most of our leases do not provide an implicit rate, we generally use our incremental borrowing rate as the discount rate in calculating the present value of the lease payments. The incremental borrowing rate is determined by identifying a synthetic credit rating for the consolidated company, where treasury functions are centrally managed, and adjusting the interest rates from associated indexes for differences in credit risk and interest rate risk. We have elected to combine the lease and nonlease components in the recognition of our lease liabilities across all classes of underlying assets. ROU assets represent our right to control the use of the leased asset during the lease and are recognized in an amount equal to the lease liability with adjustments for prepaid or accrued rent, lease incentives or unamortized initial direct costs. Costs associated with ROU assets are recognized on a straight-line basis over the term of the lease. Our lease assets are tested for impairment in the same manner as long-lived assets used in operations.

Certain lease contracts include obligations to pay for other services, such as operations and maintenance. Where the costs of these services can be identified as fixed or fixed-in-substance, the costs are included as part of the future lease payments. If the cost is not fixed at the inception of the lease, the cost is recorded as a variable cost in the period incurred.

Accounting Standards Recently Adopted

In October 2021, the Financial Accounting Standards Board (“FASB”) issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers (“ASU 2021-08”).
This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption.

In December 2019, the FASB issued Accounting Standard Update No. 2019-12, “Income Taxes (Topic 740): Simplifying the Accounting for Income Taxes.” This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements.

Fair Value of Financial Instruments, Policy

Fair Value of Financial Instruments

Our financial instruments consist of cash and cash equivalents, marketable securities, accounts receivable, accounts payable, and a loan agreement. We believe that the carrying value of financial instruments approximates their fair value due to their short-term nature. The carrying value of our debt approximates fair value, as debt incurs interest at a variable rate.

Lessee, Leases

Leases

We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. We evaluate whether each of these arrangements contains a lease and classify all identified leases as either operating or finance. If the arrangement is subsequently modified, we re-evaluate our classification. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.

Upon commencement of the lease, we recognize a lease liability and corresponding right-of-use (“ROU”) asset for all leases with an initial term greater than twelve months. Lease liabilities represent the present value of our future lease payments over the expected lease term. As most of our leases do not provide an implicit rate, we generally use our incremental borrowing rate as the discount rate in calculating the present value of the lease payments. The incremental borrowing rate is determined by identifying a synthetic credit rating for the consolidated company, where treasury functions are centrally managed, and adjusting the interest rates from associated indexes for differences in credit risk and interest rate risk. We have elected to combine the lease and nonlease components in the recognition of our lease liabilities across all classes of underlying assets. ROU assets represent our right to control the use of the leased asset during the lease and are recognized in an amount equal to the lease liability with adjustments for prepaid or accrued rent, lease incentives or unamortized initial direct costs. Costs associated with ROU assets are recognized on a straight-line basis over the term of the lease. Our lease assets are tested for impairment in the same manner as long-lived assets used in operations.

Certain lease contracts include obligations to pay for other services, such as operations and maintenance. Where the costs of these services can be identified as fixed or fixed-in-substance, the costs are included as part of the future lease payments. If the cost is not fixed at the inception of the lease, the cost is recorded as a variable cost in the period incurred.

Noncontrolling Interest Policy

Noncontrolling Interest

In connection with our acquisitions of Edmonson Electric, LLC (“Edmonson”) and Bayonet Plumbing, Heating & Air-Conditioning, LLC (“Bayonet”) in fiscal 2021, and NEXT Electric, LLC (“NEXT”) in fiscal 2017, we acquired an 80 percent interest in each of the entities, with the remaining 20 percent interest in each such entity being retained by the respective third party sellers. The interests retained by those third party sellers are identified on our Consolidated Balance Sheets as noncontrolling interest, classified outside of permanent equity. Under the terms of each entity’s operating agreement, after five years from the date of the acquisition, we may elect to purchase, or the third party seller may require us to purchase, part or all of the remaining 20 percent interest in the applicable entity. The purchase price is variable, based on a multiple of earnings as defined in the operating agreements. Therefore, this noncontrolling interest is carried at the greater of the balance determined under Accounting Standards Codification (“ASC”) 810 and the redemption amounts assuming the noncontrolling interests were redeemable at the balance sheet date.

On June 28, 2024, we purchased the remaining 20 percent noncontrolling interest in Bayonet for $32,000. As we retained our controlling interest in Bayonet, the change in ownership interest was accounted for as an equity transaction. The difference between the balance of the noncontrolling interest at the date of redemption of the remaining interests and the consideration paid was recognized in Additional Paid-In Capital in the accompanying Consolidated Balance Sheets and was not reflected in earnings.

If all of the noncontrolling interests remaining outstanding at September 30, 2024 had been redeemable at that date, the redemption amount would have been $40,996.

The activity in redeemable noncontrolling interest is summarized in the table below.

	Year Ended September 30,		
	2024	2023	2022
Balance at beginning of period	$ 49,951	$ 29,193	$ 24,594
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Adjustment to record noncontrolling interests at value of consideration paid to acquire ownership interest	3,120	—	—
Purchase of ownership interest from noncontrolling interests	(32,000)	—	—
Balance at end of period	$ 40,996	$ 49,951	$ 29,193

Receivables, Trade and Other Accounts Receivable, Allowance for Doubtful Accounts, Policy

Accounts Receivable and Allowance for Credit Losses

We record accounts receivable for all amounts billed and not collected and amounts for which we have an unconditional right to bill our customers. Additionally, we provide an allowance for credit losses based on historical company-specific uncollectable accounts, as well as current and expected market conditions. From time to time, we establish additional allowance for credit losses for financial asset balances with specific customers where collectability has been determined to be improbable based on specific facts and circumstances. Such allowances are established as deemed necessary in the period such determination is made. As is common in our industry, some of these receivables are in litigation or require us to exercise our contractual lien rights in order to collect. Our allowance for credit losses at September 30, 2024 and 2023 was $1,818 and $1,649, respectively.

In calculating our expected credit losses, we consider trade receivables, retainage, and costs and estimated earnings in excess of billings, all of which constitute a homogenous portfolio, and therefore, to measure the expected credit loss, they are grouped together.

We have elected to calculate an expected credit loss based on loss rates from historical data. Each segment groups financial assets with similar risk characteristics and collectively assesses the expected credit losses. If an individual asset experiences credit deterioration to the extent the credit risk is no longer characteristic of the other assets in the group, it will be analyzed individually. The loss rates for our portfolios include our history of credit loss expense, the aging of our receivables, our expectation of payments and adjustment for forward-looking factors specific to the macroeconomic trends in the markets we serve.

Revenue from Contract with Customer

Revenue Recognition

Revenue is recognized from a contract with a customer when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed.

We recognize revenue on project contracts over time using the percentage of completion method. Project contracts generally provide that customers accept completion of progress to date and compensate us for services rendered measured in terms of units installed, hours expended or some other measure of progress. We recognize revenue on both signed contracts and change orders. A discussion of our treatment of claims and unapproved change orders is described later in this section. Percentage of completion for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total cost for each contract at completion. We generally consider contracts to be substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material, labor and insurance costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements can result in change orders under which the customer agrees to pay additional contract price. Revisions can also result in claims we might make against the customer to recover additional costs that have not been resolved through change orders with the customer. We recognize revenue from change orders or claims when recovery of such amounts is probable. The amount of revenue associated with unapproved change orders and claims was immaterial for the years ended September 30, 2024, 2023 and 2022. Provisions for total estimated losses on uncompleted contracts are
made in the period in which such losses are determined. The balances billed but not paid by customers pursuant to retainage provisions in project contracts are typically due upon completion of the contracts and acceptance by the customer. Based on our experience, the retention balance at each balance sheet date will be collected within the subsequent fiscal year.

Certain divisions in our operating segments recognize revenue at the completion of the contract ("completed contract") under the right to invoice practical expedient because the duration of their contracts is short in nature. We recognize revenue on completed contracts when the project is complete and billable to the customer.

Intangible Assets, Finite-Lived, Policy

Intangible Assets

Intangible assets with definite lives are amortized over their estimated useful lives based on expected economic benefit with no residual value.

Goodwill and Intangible Assets, Goodwill, Policy

Goodwill

Goodwill attributable to each reporting unit is tested for impairment either by comparing the fair value of each reporting unit with its carrying value or by a qualitative assessment. These impairment tests are required to be performed at least annually. On an ongoing basis (absent any impairment indicators), we perform an impairment test annually using a measurement date of September 30. In evaluating goodwill for impairment, we have the option to first assess qualitative factors to determine whether it is more likely than not that the fair value of a reporting unit is greater than its carrying value. If we determine that it is more likely than not that the carrying value of a reporting unit is greater than its fair value, then we perform an impairment test by calculating the fair value of the reporting unit and comparing this calculated fair value with the carrying value of the reporting unit.

We estimate the fair value of the reporting unit based on both a market approach and an income approach, using discounted estimated future cash flows. The market approach uses market multiples of enterprise value to earnings before interest, taxes, depreciation and amortization for comparable publicly traded companies. The income approach relies on significant estimates for future cash flows, projected long-term growth rates, and the weighted average cost of capital.

Deferred Charges, Policy

Debt Issuance Costs

Debt issuance costs are included as a reduction of our debt outstanding, or alternately classified within other non-current assets if we have no borrowings drawn on our credit facility at the balance sheet date, and are amortized to interest expense over the scheduled maturity of the debt. Amortization expense of debt issuance costs was $287, $268 and $199, respectively, for the years ended September 30, 2024, 2023 and 2022. Remaining unamortized capitalized debt issuance costs were $598 and $836 at September 30, 2024, and 2023, respectively.

Income Tax, Policy

Income Taxes

We follow the liability method of accounting for income taxes. Under this method, deferred income tax assets and liabilities are recorded for the future income tax consequences of temporary differences between the financial reporting and income tax bases of assets and liabilities, and are measured using enacted tax rates and laws.

We evaluate valuation allowances established for deferred tax assets for which future realization is uncertain on a quarterly basis. In assessing the realizability of deferred tax assets, we must consider whether it is more likely than not some portion, or all, of the deferred tax assets will not be realized. We consider all available evidence, both positive and negative, in determining whether a valuation allowance is required. At September 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize net deferred tax assets of $22,458. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment. If actual future taxable income is different from these estimates, our results could be affected.

We record reserves for income taxes related to certain tax positions when management considers it more likely than not that additional taxes may be due in excess of amounts reflected on income tax returns filed. When recording these reserves, we assume that taxing authorities have full knowledge of the position and all relevant facts. We continually review exposure to additional tax obligations, and as further information is known or events occur, changes in tax reserves may be recorded. To the extent interest and penalties may be assessed by taxing authorities on any underpayment of income tax, such amounts have been accrued and included in the provision for income taxes.

Comprehensive Income, Policy

Comprehensive Income (Loss)

Comprehensive income (loss) includes all changes in equity during a period except those resulting from investments by and distributions to stockholders.

Inventory, Policy

Inventories

Inventories consist of raw materials, work in process, finished goods, and parts and supplies held for use in the ordinary course of business. Inventory is valued at the lower of cost or net realizable value generally using the first-in, first-out (FIFO) method. When circumstances dictate, we write down inventory to its estimated net realizable value based on assumptions about future demand, market conditions, plans for disposal, and physical condition of the product. Where shipping and handling costs on inventory purchases are borne by us, these charges are included in inventory and charged to cost of services upon use in our projects or the providing of services.

Property, Plant and Equipment, Policy

Property and Equipment

Additions of property and equipment are recorded at cost, and depreciation is computed using the straight-line method over the estimated useful life of the related asset. Leasehold improvements are capitalized and depreciated over the lesser of the life of the lease or the estimated useful life of the asset. Costs associated with software developed or obtained for internal use, including third party development fees incurred during the application development stage and software licenses, are capitalized and amortized on a straight-line basis over the estimated useful life of the software.

Expenditures for repairs and maintenance are charged to expense when incurred. Expenditures for major renewals and betterments, which extend the useful lives of existing property and equipment, are capitalized and depreciated. Upon retirement or disposition of property and equipment, the capitalized cost and related accumulated depreciation are removed from the accounts and any resulting gain or loss is recognized in the statements of comprehensive income in the caption (gain) loss on sale of assets.

Cash and Cash Equivalents, Policy

Cash and Cash Equivalents

We consider all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents.

Use of Estimates, Policy

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (“GAAP”) requires the use of estimates and assumptions by management in determining the reported amounts of assets and liabilities, disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are primarily used in our revenue recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits.

Consolidation, Subsidiaries or Other Investments, Consolidated Entities, Policy

Principles of Consolidation

The accompanying Consolidated Financial Statements include the accounts of IES Holdings, Inc. and its consolidated subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation.

Marketable Securities, Policy

Marketable Securities

Marketable securities consist of highly liquid equity securities and debt securities with original maturities over three months. All of our marketable debt securities are classified as trading securities and mature after one year and before five years at September 30, 2024. Our marketable securities with readily determinable fair values are carried at fair value, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income.

~~*XML 52 R30.htm IDEA: XBRL DOCUMENT*~~

Summary of Significant Accounting Policies (Tables)	**12 Months Ended Sep. 30, 2024**
Accounting Policies [Abstract]	

Redeemable Noncontrolling Interest The activity in redeemable noncontrolling interest is summarized in the table below.

	Year Ended September 30,		
	2024	2023	2022
Balance at beginning of period	$ 49,951	$ 29,193	$ 24,594
Net income attributable to noncontrolling interests	13,385	11,499	5,424
Distributions to noncontrolling interests	(16,155)	(11,491)	(7,000)
Adjustments to record noncontrolling interests at redemption value	22,695	20,750	6,175
Adjustment to record noncontrolling interests at value of consideration paid to acquire ownership interest	3,120	—	—
Purchase of ownership interest from noncontrolling interests	(32,000)	—	—
Balance at end of period	$ 40,996	$ 49,951	$ 29,193

~~*XML 53 R31.htm IDEA: XBRL DOCUMENT*~~

Revenue Recognition (Tables)	**12 Months Ended Sep. 30, 2024**
Revenue Recognition and Deferred Revenue [Abstract]	

Disaggregation of Revenue [Table Text Block]

	Year Ended September 30,		
	2024	2023	2022
Communications	$ 776,474	$ 600,776	$ 559,777
Residential			
Single-family Electrical	732,334	717,386	660,602
Single-family Plumbing & HVAC	324,911	243,885	164,903
Multi-family and Other	331,595	318,233	305,909
Total Residential	1,388,840	1,279,504	1,131,414
Infrastructure Solutions			
Industrial Services	53,291	46,091	65,686
Custom Engineered Solutions	297,805	171,262	101,427
Total Infrastructure Solutions	351,096	217,353	167,113
Commercial & Industrial	367,948	279,594	308,504
Total Revenue	$ 2,884,358	$ 2,377,227	$ 2,166,808

	Year Ended September 30, 2024				
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Total
Fixed-price	$ 554,160	$ 1,388,840	$ 336,786	$ 316,365	$ 2,596,151
Time-and-material	222,314	—	14,310	51,583	288,207
Total revenue	$ 776,474	$ 1,388,840	$ 351,096	$ 367,948	$ 2,884,358

	Year Ended September 30, 2023				
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Total
Fixed-price	$ 404,684	$ 1,279,504	$ 210,547	$ 241,159	$ 2,135,894
Time-and-material	196,092	—	6,806	38,435	241,333
Total revenue	$ 600,776	$ 1,279,504	$ 217,353	$ 279,594	$ 2,377,227

	Year Ended September 30, 2022				
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Total
Fixed-price	$ 367,513	$ 1,131,414	$ 159,994	$ 282,522	$ 1,941,443
Time-and-material	192,264	—	7,119	25,982	225,365
Total revenue	$ 559,777	$ 1,131,414	$ 167,113	$ 308,504	$ 2,166,808

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Property and Equipment (Tables)

12 Months Ended
Sep. 30, 2024

Property, Plant and Equipment [Abstract]

Property, Plant and Equipment [Table Text Block]

	Estimated Useful Lives in Years	Year Ended September 30, 2024	2023
Land	N/A	$ 9,482	$ 4,181
Buildings and improvements	5 - 20	55,805	33,753
Machinery and equipment	3 - 10	117,774	65,787
Information systems	2 - 8	14,968	14,508
Furniture and fixtures	5 - 7	2,976	2,507
Construction in progress		6,578	1,367
Property and equipment, gross		$207,583	$122,103
Less-Accumulated depreciation		(73,386)	(58,693)
Property and equipment, net		$134,197	$ 63,410

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Per Share Information (Tables)

12 Months Ended
Sep. 30, 2024

Earnings Per Share [Abstract]

Schedule of Earnings Per Share, Basic and Diluted [Table Text Block]

	Year Ended September 30, 2024	2023	2022
Numerator:			
Net income attributable to IES Holdings, Inc.	$ 219,116	$ 108,288	$ 34,762
Increase in noncontrolling interest	(17,140)	(15,701)	(4,695)
Net income attributable to restricted shareholders of IES Holdings, Inc.	—	(11)	(21)
Net income attributable to common shareholders of IES Holdings, Inc.	$ 201,976	$ 92,576	$ 30,046
Denominator:			
Weighted average common shares outstanding — basic	20,160,143	20,196,850	20,667,745
Effect of dilutive stock options and non-vested securities	254,789	216,182	226,880
Weighted average common and common equivalent shares outstanding — diluted	20,414,932	20,413,032	20,894,625
Earnings per share attributable to common shareholders of IES Holdings, Inc.:			
Basic	$ 10.02	$ 4.58	$ 1.45
Diluted	$ 9.89	$ 4.54	$ 1.44

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Detail of Certain Balance Sheet Accounts (Tables)

12 Months Ended
Sep. 30, 2024

Detail of Certain Balance Sheet Accounts [Abstract]

Schedule of Accounts Payable and Accrued Liabilities [Table Text Block]

	September 30, 2024	2023
Accounts payable, trade	$149,381	$138,591
Accrued compensation and benefits	116,465	90,667
Accrued insurance liabilities	11,158	7,726
Current operating lease liabilities	21,981	19,496
Income taxes payable	22,778	10,414
Other accrued expenses	41,819	29,903
	$363,582	$296,797

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Leases (Tables)

12 Months Ended
Sep. 30, 2024

Leases [Abstract]

Lessee, Operating Lease, Liability, Maturity

The maturities of our lease liabilities as of September 30, 2024, are as follows:

	Operating Leases	Finance Leases	Total
2025	$ 22,487	$ 4,701	$ 27,188
2026	18,512	3,916	22,428
2027	13,526	2,148	15,674
2028	7,848	379	8,227
2029	3,591	46	3,637
Thereafter	3,467	—	3,467
Total undiscounted lease payments	$ 69,431	$ 11,190	$ 80,621
Less: imputed interest	7,005	896	7,901
Present value of lease liabilities	$ 62,426	$ 10,294	$ 72,720

Lease, Cost

	Year Ended September 30, 2024	2023	2022
Operating lease cost	$ 21,933	$ 18,501	$ 16,000
Finance lease cost			
Amortization of lease assets	4,370	3,603	1,729
Interest on lease liabilities	553	746	269
Finance lease cost	4,923	4,349	1,998
Short-term lease cost	1,558	1,883	2,426
Variable lease cost	4,518	2,805	1,900
Total lease cost	$ 32,932	$ 27,538	$ 22,324

Schedule of Cash Flow, Supplemental Disclosures

Other information about lease amounts recognized in our Consolidated Financial Statements is summarized as follows:

	Year Ended September 30, 2024	2023	2022
Operating cash flows used for operating leases	$ 24,381	$ 22,022	$ 20,799
Operating cash flows used for finance leases	553	746	269
Right-of-use assets obtained in exchange for new operating lease liabilities	21,795	27,491	31,422
Right-of-use assets obtained in exchange for new finance lease liabilities	1,678	5,973	7,950

	Year Ended September 30, 2024	2023
Weighted-average remaining lease term - operating leases	3.8 years	4.5 years
Weighted-average remaining lease term - finance leases	2.7 years	3.4 years
Weighted-average discount rate - operating leases	5.5 %	5.1 %
Weighted-average discount rate - finance leases	6.2 %	6.0 %

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Income Taxes (Tables)

12 Months Ended Sep. 30, 2024

Income Tax Disclosure [Abstract]

Schedule of Components of Income Tax Expense (Benefit) [Table Text Block]

	Year Ended September 30,		
	2024	2023	2022
Federal:			
Current	$ 53,318	$ 27,205	$ 9,401
Deferred	2,672	4,300	3
State:			
Current	14,603	6,370	3,445
Deferred	1,572	886	(34)
Total provision for income taxes	$ 72,165	$ 38,761	$ 12,815

Schedule of Effective Income Tax Rate Reconciliation [Table Text Block]

	Year Ended September 30,		
	2024	2023	2022
Provision at the federal statutory rate	$ 63,980	$ 33,295	$ 11,130
Increase resulting from:			
Non-deductible expenses	4,285	2,017	1,610
State income taxes, net of federal deduction	11,952	6,338	2,114
Contingent tax liabilities	—	396	—
Change in valuation allowance	138	—	283
Other	743	—	427
Decrease resulting from:			
Share-based compensation	(601)	(332)	(665)
Noncontrolling interest	(2,811)	(2,415)	(1,139)
Change in valuation allowance	—	(52)	—
Contingent tax liabilities	(5,521)	—	(133)
Component 2 goodwill utilization	—	—	(812)
Other	—	(486)	—
Total provision for income taxes	$ 72,165	$ 38,761	$ 12,815

Schedule of Deferred Tax Assets and Liabilities [Table Text Block]

	September 30,	
	2024	2023
Deferred income tax assets:		
Allowance for credit losses	$ 371	$ 349
Accrued expenses	19,415	18,167
Net operating loss carryforward	2,701	4,224
Various reserves	2,073	1,718
Intangible assets	390	—
Partnerships	7,200	7,539
Share-based compensation	1,364	1,298
Lease asset	15,630	14,207
Other	1,068	1,057
Subtotal	50,212	48,559
Less valuation allowance	961	823
Total deferred income tax assets	49,251	47,736
Deferred income tax liabilities:		
Property and equipment	10,319	2,231
Intangible assets	—	9,984
Lease liability	15,475	14,102
Other	999	1,036
Total deferred income tax liabilities	26,793	27,353
Net deferred income tax assets	$ 22,458	$ 20,383

Schedule of Unrecognized Tax Benefits Roll Forward

	Year Ended September 30,	
	2024	2023
Balance at beginning of period	$ 22,347	$ 21,746
Additions for positions of prior years	1,655	819
Reduction resulting from the lapse of the applicable statutes of limitations	(7,121)	(218)
Balance at end of period	$ 16,881	$ 22,347

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Operating Segments (Tables)

12 Months Ended Sep. 30, 2024

Segment Reporting [Abstract]

Schedule of Segment Reporting Information, by Segment [Table Text Block]

	Year Ended September 30, 2024					
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Corporate	Total
Revenues	$ 776,474	$ 1,388,840	$ 351,096	$ 367,948	$ —	$ 2,884,358
Cost of services	623,844	1,024,440	245,743	293,741	—	2,187,768
Gross profit	152,630	364,400	105,353	74,207	—	696,590
Selling, general and administrative	65,752	228,371	37,394	32,925	32,242	396,684
Contingent consideration	—	36	678	—	—	714
Gain on sale of assets	(18)	(1,354)	(184)	(114)	(14)	(1,684)
Income (loss) from operations	$ 86,896	$ 137,347	$ 67,465	$ 41,396	$ (32,228)	$ 300,876
Other data:						
Depreciation and amortization expense	$ 3,627	$ 20,752	$ 9,783	$ 2,028	$ 913	$ 37,103
Capital expenditures	$ 13,493	$ 15,620	$ 8,916	$ 5,205	$ 1,925	$ 45,159
Total assets	$ 285,478	$ 395,682	$ 288,765	$ 89,023	$ 185,078	$ 1,244,026

	Year Ended September 30, 2023					
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Corporate	Total
Revenues	$ 600,776	$ 1,279,504	$ 217,353	$ 279,594	$ —	$ 2,377,227
Cost of services	494,964	1,026,524	162,905	248,295	—	1,932,688
Gross profit	105,812	252,980	54,448	31,299	—	444,539
Selling, general and administrative	54,344	169,737	26,260	25,225	23,059	298,625
Contingent consideration	—	277	—	—	—	277
Loss (gain) on sale of assets	12	69	(1,029)	(13,198)	7	(14,139)
Income (loss) from operations	$ 51,456	$ 82,897	$ 29,217	$ 19,272	$ (23,066)	$ 159,776
Other data:						
Depreciation and amortization expense	$ 2,215	$ 19,281	$ 5,198	$ 1,640	$ 1,073	$ 29,407
Capital expenditures	$ 2,203	$ 9,114	$ 2,767	$ 2,525	$ 1,058	$ 17,667
Total assets	$ 205,924	$ 386,829	$ 180,871	$ 87,677	$ 120,299	$ 981,600

	Year Ended September 30, 2022					
	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Corporate	Total
Revenues	$ 559,777	$ 1,131,414	$ 167,113	$ 308,504	$ —	$ 2,166,808
Cost of services	490,959	928,161	138,444	290,314	—	1,847,878
Gross profit	68,818	203,253	28,669	18,190	—	318,930
Selling, general and administrative	46,717	144,100	25,129	30,557	16,211	262,714
Contingent consideration	—	277	—	—	—	277
Loss (gain) on sale of assets	12	20	(46)	(55)	—	(69)
Income (loss) from operations	$ 22,089	$ 58,856	$ 3,586	$ (12,312)	$ (16,211)	$ 56,008
Other data:						
Depreciation and amortization expense	$ 1,550	$ 15,617	$ 5,575	$ 2,561	$ 165	$ 25,468
Capital expenditures	$ 2,004	$ 10,054	$ 14,729	$ 1,890	$ 578	$ 29,255
Total assets	$ 210,875	$ 394,757	$ 161,828	$ 114,529	$ 52,720	$ 934,709

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Stockholders' Equity (Tables)

12 Months Ended Sep. 30, 2024

Equity [Abstract]

Share-based Payment Arrangement, Restricted Stock and Restricted Stock Unit, Activity [Table Text Block]

	Year Ended September 30,	
	2023	2022
Unvested at beginning of year	13,639	16,757
Granted	—	—
Vested	(13,373)	(3,118)
Forfeited	(266)	—
Unvested at end of year	—	13,639

Share-Based Payment Arrangement, Cost by Plan

A summary of the compensation expense related to our stock awards recognized during the years ended September 30, 2024, 2023 and 2022 is provided in the table below:

	Year Ended September 30,		
	2024	2023	2022
Restricted stock awards	$ —	$ 23	$ 137
Director PSUs	$ 495	$ 386	$ 386
Employee PSUs	$ 5,037	$ 3,963	$ 3,251

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Fair Value Measurements (Tables)

12 Months Ended
Sep. 30, 2024

Fair Value Disclosures [Abstract]

Schedule of Fair Value, Assets and Liabilities Measured on Recurring Basis [Table Text Block]

	September 30, 2024		
	Total Fair Value	Quoted Prices (Level 1)	Significant Unobservable (Level 3)
Equity securities	$ 31,639	$ 31,639	$ —
Debt securities classified as trading securities	3,364	3,364	—
Executive savings plan assets	986	986	—
Executive savings plan liabilities	(852)	(852)	—
Contingent consideration liability	(3,468)	—	(3,468)
Total	$ 31,669	$ 35,137	$ (3,468)

	September 30, 2023		
	Total Fair Value	Quoted Prices (Level 1)	Significant Unobservable (Level 3)
Executive savings plan assets	$ 783	$ 783	$ —
Executive savings plan liabilities	(657)	(657)	—
Contingent consideration liability	(4,465)	—	(4,465)
Total	$ (4,339)	$ 126	$ (4,465)

Fair Value, Assets Measured on Recurring Basis, Unobservable Input Reconciliation [Table Text Block]

	Contingent Consideration Agreement
Fair value at September 30, 2022	$ (4,323)
Net adjustments to fair value	(142)
Fair value at September 30, 2023	$ (4,465)
Acquisitions	(2,790)
Net adjustments to fair value	(713)
Settlements	4,500
Fair value at September 30, 2024	$ (3,468)

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Inventory (Tables)

12 Months Ended
Sep. 30, 2024

Inventory Disclosure [Abstract]

Schedule of Inventory, Current [Table Text Block]

	September 30,	
	2024	2023
Raw materials	$ 14,078	$14,334
Work in process	12,494	12,939
Finished goods	4,389	3,399
Parts and supplies	70,767	64,983
Total inventories	$101,728	$95,655

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Goodwill and Intangible Assets (Tables)

12 Months Ended
Sep. 30, 2024

Goodwill and Intangible Assets Disclosure [Abstract]

Schedule of Goodwill [Table Text Block]

	Communications	Residential	Infrastructure Solutions	Commercial & Industrial	Total
Balance at September 30, 2023	2,816	51,370	38,209	—	92,395
Acquisitions (Note 19)	—	—	1,565	—	1,565
Balance at September 30, 2024	$ 2,816	$ 51,370	$ 39,774	$ —	$ 93,960

Schedule of Finite-Lived Intangible Assets [Table Text Block]

		September 30, 2023		
	Estimated Useful Lives (in Years)	Gross Carrying Amount	Accumulated Amortization	Net
Trademarks/trade names	5 - 20	$ 14,621	$ (6,973)	$ 7,648
Technical library	20	400	(201)	199
Customer relationships	6 - 15	91,426	(43,065)	48,361
Non-competition arrangements	5	40	(40)	—
Backlog and construction contracts	1	4,958	(4,958)	—
Total		$ 111,445	$ (55,237)	$ 56,208

Schedule of Finite-Lived Intangible Assets, Future Amortization Expense [Table Text Block]

Year Ending September 30,	
2025	$ 13,284
2026	11,942
2027	8,466
2028	5,491
2029	2,823
Thereafter	3,884
Total	$ 45,890

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Summary of Significant Accounting Policies (Details) - USD ($) $ in Thousands

12 Months Ended
Sep. 30, 2023

	Oct. 07, 2022	Sep. 30, 2024	Sep. 30, 2022	Sep. 30, 2021
Accounting Policies [Abstract]				
Deferred financing cost amortization		$ 287	$ 268	$ 199
Debt Issuance Costs, Noncurrent, Net		598	836	
Accounts Receivable, Allowance for Credit Loss		(1,818)	(1,649)	
Deferred tax assets		22,458	20,383	
Letters of Credit Outstanding, Amount		4,756		
Redeemable Noncontrolling Interest, Equity, Redemption Value		40,996		
Noncontrolling Interest, Change in Redemption Value		17,140	15,701	4,699
Operating right of use assets		61,956	61,761	
Operating Lease, Liability		62,426		
Stockholders' Equity Attributable to Parent		611,113	449,985	361,288
Redeemable Noncontrolling				$ 345,953

Interest [Line Items]					
Sale of Stock, Percentage of Ownership before Transaction	100.00%				
Noncontrolling Interest [Line Items]					
Income (Loss) from Continuing Operations, Net of Tax, Attributable to Noncontrolling Interest		108,288			
Noncontrolling Interest, Change in Redemption Value	(17,140)	$ (15,701)		(4,699)	
Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent	2,356				
Accounting Standards Update and Change in Accounting Principle		In October 2021, the Financial Accounting Standards Board (“FASB”) issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers (“ASU 2021-08”). This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption. In December 2019, the FASB issued Accounting Standard Update No. 2019-12, “Income Taxes (Topic 740): Simplifying the Accounting for Income Taxes.” This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements.			
Noncontrolling Interest					
Accounting Policies [Abstract]					
Noncontrolling Interest, Change in Redemption Value	(22,695)	$ (20,750)		(6,175)	
Noncontrolling Interest [Line Items]					
Redeemable Noncontrolling Interest, Equity, Carrying Amount	40,996	49,951		29,193	$ 24,594
Income (Loss) from Continuing Operations, Net of Tax, Attributable to Noncontrolling Interest	13,385	11,499		5,424	
Noncontrolling Interest, Decrease from Redemptions or Purchase of Interests		0		0	
Noncontrolling Interest, Decrease from Distributions to Noncontrolling Interest Holders	(16,155)	(11,491)		(7,000)	
Noncontrolling Interest, Change in Redemption Value	22,695	$ 20,750		$ 6,175	
Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent	3,120				
Noncontrolling Interest, Decrease from Deconsolidation	$ (32,000)				
Noncontrolling Owner					
Redeemable Noncontrolling Interest [Line Items]					
Noncontrolling Interest, Ownership Percentage by Noncontrolling Owners	20.00%				
Owner					
Noncontrolling Interest [Line Items]					
Noncontrolling Interest, Ownership Percentage by Parent	80.00%				

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Controlling Shareholder (Details)	**Sep. 30, 2024**
Risks and Uncertainties [Abstract]	
ControllingShareholderOwnershipPercentage	55.00%

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Revenue Recognition (Details) - USD ($) $ in Thousands	**12 Months Ended**		
	Sep. 30, 2024	**Sep. 30, 2023**	**Sep. 30, 2022**
Disaggregation of Revenue [Line Items]			
Revenues	$ 2,884,358	$ 2,377,227	$ 2,166,808
Contract with Customer, Liability, Revenue Recognized	98,564	82,520	
Capitalized Contract Cost, Impairment Loss	0	0	0
Unbilled Receivables, Current	13,660		
Contract with Customer, Liability, Revenue Recognized	98,564	82,520	
Performance Obligation Next 12 Months	1,011,974		
Revenue, Remaining Performance Obligation, Amount	1,175,695		
Communications [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	776,474	600,776	559,777
Residential [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	1,388,840	1,279,504	1,131,414
Infrastructure Solutions [Member]			

Disaggregation of Revenue [Line Items]			
Revenues	351,096	217,353	167,113
Commercial and Industrial [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	367,948	279,594	308,504
Fixed-price Contract [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	2,596,151	2,135,894	1,941,443
Fixed-price Contract [Member] | Communications [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	554,160	404,684	367,513
Fixed-price Contract [Member] | Residential [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	1,388,840	1,279,504	1,131,414
Fixed-price Contract [Member] | Infrastructure Solutions [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	336,786	210,547	159,994
Fixed-price Contract [Member] | Commercial and Industrial [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	316,365	241,159	282,522
Time-and-materials Contract [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	288,207	241,333	225,365
Time-and-materials Contract [Member] | Communications [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	222,314	196,092	192,264
Time-and-materials Contract [Member] | Residential [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	0	0	0
Time-and-materials Contract [Member] | Infrastructure Solutions [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	14,310	6,806	7,119
Time-and-materials Contract [Member] | Commercial and Industrial [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	51,583	38,435	25,982
industrial Services [Member] | Infrastructure Solutions [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	53,291	46,091	65,686
Custom Power Solutions [Member] | Infrastructure Solutions [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	297,805	171,262	101,427
Single Family Contracts [Member] | Residential [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	732,334	717,386	660,602
Multi Family and Other [Member] | Residential [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	331,595	318,233	305,909
Single Family Plumbing HVAC | Residential [Member]			
Disaggregation of Revenue [Line Items]			
Revenues	$ 324,911	$ 243,885	$ 164,903

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Property and Equipment (Details) - USD ($) $ in Thousands	**12 Months Ended**		
	Sep. 30, 2024	**Sep. 30, 2023**	**Sep. 30, 2022**
Property, Plant and Equipment [Line Items]			
Land	$ 9,482	$ 4,181	
Buildings and Improvements, Gross	55,805	33,753	
Machinery and Equipment, Gross	117,774	65,787	
Capitalized Computer Software, Gross	14,968	14,508	
Furniture and Fixtures, Gross	2,976	2,507	
Property, Plant and Equipment, Gross	207,583	122,103	
Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment	(73,386)	(58,693)	
Construction in Progress, Gross	6,578	1,367	
Property and equipment, net	134,197	63,410	
Depreciation	$ 19,533	$ 12,121	$ 10,073
Building and Building Improvements [Member] | Minimum [Member]			
Property, Plant and Equipment [Line Items]			
Property, Plant and Equipment, Useful Life	5 years	5 years	
Building and Building Improvements [Member] | Maximum [Member]			
Property, Plant and Equipment [Line Items]			
Property, Plant and Equipment, Useful Life	20 years	20 years	
Machinery and Equipment [Member] | Minimum [Member]			
Property, Plant and Equipment [Line Items]			
Property, Plant and Equipment, Useful Life	3 years	3 years	
Machinery and Equipment [Member] | Maximum [Member]			
Property, Plant and Equipment [Line Items]			
Property, Plant and Equipment, Useful Life	10 years	10 years	
Software and Software Development Costs [Member] | Minimum [Member]			
Property, Plant and Equipment [Line Items]			
Property, Plant and Equipment, Useful Life	2 years	2 years	
Software and Software Development Costs [Member] | Maximum [Member]			
Property, Plant and Equipment [Line Items]			
Property, Plant and Equipment, Useful Life	8 years	8 years	
Furniture and Fixtures [Member] | Minimum [Member]			
Property, Plant and Equipment [Line Items]			
Property, Plant and Equipment, Useful Life	5 years	5 years	
Furniture and Fixtures [Member] | Maximum [Member]			
Property, Plant and Equipment [Line Items]			
Property, Plant and Equipment, Useful Life	7 years	7 years	

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Per Share Information (Details) - USD ($) $ / shares in Units, $ in Thousands	**12 Months Ended**		
	Sep. 30, 2024	**Sep. 30, 2023**	**Sep. 30, 2022**
Earnings Per Share [Abstract]			
Undistributed Earnings (Loss) Available to Common Shareholders, Basic	$ 201,976	$ 92,576	$ 30,046

Noncontrolling Interest, Period Increase (Decrease)	(17,140)	(15,701)	(4,695)
Undistributed Earnings (Loss) Allocated to Participating Securities, Basic	0	(11)	(21)
Comprehensive income (loss) attributable to IES Holdings, Inc.	$ 219,116	$ 108,288	$ 34,762
Weighted Average Number of Shares Outstanding, Basic	20,160,143	20,196,850	20,667,745
Incremental Common Shares Attributable to Dilutive Effect of Share-based Payment Arrangements	254,789	216,182	226,880
Weighted Average Number of Shares Outstanding, Diluted	20,414,932	20,413,032	20,894,625
Earnings (loss) per share, basic	$ 10.02	$ 4.58	$ 1.45
Earnings (loss) per share, diluted	$ 9.89	$ 4.54	$ 1.44

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Detail of Certain Balance Sheet Accounts (Details) - USD ($) $ in Thousands

	Sep. 30, 2024	Sep. 30, 2023
Detail of Certain Balance Sheet Accounts [Abstract]		
Accounts payable, trade	$ 149,381	$ 138,591
Accrued compensation and benefits	116,465	90,667
Accrued insurance liabilities	11,158	7,726
Current operating lease liabilities	21,981	19,496
Taxes Payable	22,778	10,414
Other accrued expenses	41,819	29,903
Accounts payable and accrued expenses	363,582	296,797
Other non-current assets	$ 13,871	$ 16,147

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Debt (Details) - USD ($)

	12 Months Ended			
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022	Apr. 28, 2022
Debt Disclosure [Abstract]				
Long-term debt	$ 0	$ 0		
Debt Issuance Costs, Noncurrent, Net	598,000	836,000		
Letters of Credit Outstanding, Amount	4,756,000			
Line of Credit Facility, Remaining Borrowing Capacity	$ 143,381,000			
Line of Credit Facility, Interest Rate at Period End	6.33%			
Interest expense	$ 1,338,000	3,022,000	$ 2,970,000	
Line of Credit Facility, Maximum Borrowing Capacity	150,000,000			$ 125,000,000
Loans Payable	$ 0	0		
ControllingShareholderOwnershipPercentage	55.00%			
Liquidity	$ 244,213,000			
Fixed Charge Coverage Ratio, Minimum	(110.00%)			
Line of Credit Facility [Line Items]				
Line of Credit Facility, Covenant Terms, Minimum Liquidity Percentage	10.00%			
Line of Credit Facility, Covenant Terms, Minimum Liquidity Amount	$ 15,000,000			
Line of Credit Facility, Covenant Terms, Minimum Liquidity Excess Availability Percentage	50.00%			
Fixed Charge Coverage Ratio, Minimum	110.00%			
Net income (loss) attributable to IES Holdings, Inc.	$ 219,116,000	108,288,000	$ 34,762,000	
Fixed Charge Coverage Ratio, Maximum	340.00%			
Loans Payable	$ 0	$ 0		

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Leases (Details) - USD ($) $ in Thousands

	12 Months Ended		
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022
Leases [Abstract]			
Current operating lease liabilities	$ 21,981	$ 19,496	
Current finance lease liabilities	4,563	4,301	
Lessee, Operating Lease, Liability, Payments, Due Year One	22,487		
Lessee, Operating Lease, Liability, Payments, Due Year Two	18,512		
Lessee, Operating Lease, Liability, Payments, Due Year Three	13,526		
Lessee, Operating Lease, Liability, Payments, Due Year Four	7,848		
Lessee, Operating Lease, Liability, Payments, Due Year Five	3,591		
Lessee, Operating Lease, Liability, Payments, Due after Year Five	3,467		
Lessee, Operating Lease, Liability, Payments, Due	69,431		
Lessee, Operating Lease, Liability, Undiscounted Excess Amount	7,005		
Operating Lease, Liability	62,426		
Finance Lease, Liability, Payments, Due Year One	4,701		
Finance Lease, Liability, Payments, Due Year Two	3,916		
Finance Lease, Liability, Payments, Due Year Three	2,148		
Finance Lease, Liability, Payments, Due Year Four	379		
Finance Lease, Liability, Payments, Due Year Five	46		
Finance Lease, Liability, Payments, Due after Year Five	0		
Finance Lease, Liability, Payment, Due	11,190		
Finance Lease, Liability, Undiscounted Excess Amount	896		
Finance Lease, Liability	10,294		
Lessee, Total Lease, Liability, Payments, Due Year One	27,188		
Total Lease, Liability, Payments, Year Two	22,428		
Total Lease, Liability, Payments, Year Three	15,674		
Total Lease, Liability, Payments, Year Four	8,227		
Total Lease, Liability, Payments, Year Five	3,637		
Total Lease, Liability, Payments, Due After Year Five	3,467		
Total Lease, Liability, Payments Due	80,621		
Total Lease, Liability, Undiscounted Excess Amount	7,901		
Total Lease, Liability	72,720		
Minimum payments for leases not yet commenced	8,542		
Operating Lease, Cost	21,933	18,501	$ 16,000
Finance Lease, Right-of-Use Asset, Amortization	4,370	3,603	1,729
Finance Lease, Interest Expense	553	746	269
Finance Lease, Cost	4,923	4,349	1,998
Short-term Lease, Cost	1,558	1,883	2,426
Variable Lease, Cost	4,518	2,805	1,900
Lease, Cost	32,932	27,538	22,324
Operating Lease, Payments	24,381	22,022	20,799
Finance Lease, Interest Payment on Liability	553	746	269
Right-of-Use Asset Obtained in Exchange for Operating Lease Liability	21,795	27,491	31,422
Right-of-Use Asset Obtained in Exchange for Finance Lease Liability	$ 1,678	$ 5,973	7,950
Operating Lease, Weighted Average Remaining Lease Term	3 years 9 months 18 days	4 years 6 months	
Finance Lease, Weighted Average Remaining Lease Term	2 years 8 months 12 days	3 years 4 months 24 days	
Operating Lease, Weighted Average Discount Rate, Percent	5.50%	5.10%	
Finance Lease, Weighted Average Discount Rate, Percent	6.20%	6.00%	
Operating Leases, Rent Expense			$ 18,426
Payments for Rent	$ 23,491	$ 20,384	
Operating Lease, Liability, Current, Statement of Financial Position [Extensible List]	Accounts payable and accrued expenses	Accounts payable and accrued expenses	

Finance Lease, Liability, Current, Statement of Financial Position [Extensible List]	Accounts payable and accrued expenses	Accounts payable and accrued expenses
Finance Lease, Liability, Noncurrent, Statement of Financial Position [Extensible Enumeration]	Other non-current liabilities	Other non-current liabilities
Finance Lease, Right-of-Use Asset, Statement of Financial Position [Extensible Enumeration]	Other non-current assets	Other non-current assets

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Income Taxes (Details) - USD ($) $ in Thousands	12 Months Ended		
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022
Income Tax Examination [Line Items]			
Current Federal Tax Expense (Benefit)	$ 53,318	$ 27,205	$ 9,401
Deferred Federal Income Tax Expense (Benefit)	2,672	4,300	3
Current State and Local Tax Expense (Benefit)	14,603	6,370	3,445
Deferred State and Local Income Tax Expense (Benefit)	1,572	886	(34)
Provision for income taxes	72,165	38,761	12,815
Effective Income Tax Rate Reconciliation at Federal Statutory Income Tax Rate, Amount	63,980	33,295	11,130
Effective Income Tax Rate Reconciliation, Nondeductible Expense, Amount	4,285	2,017	1,610
Effective Income Tax Rate Reconciliation, State and Local Income Taxes, Amount	11,952	6,338	2,114
Effective Income Tax Rate Reconciliation, Tax Contingency, Domestic, Amount	0	396	0
Effective Income Tax Rate Reconciliation, Change in Deferred Tax Assets Valuation Allowance, Amount	138	(52)	283
Effective Income Tax Rate Reconciliation, Other Adjustments, Amount	743	0	427
Effective Income Tax Rate Reconciliation, Nondeductible Expense, Share-Based Payment Arrangement, Amount	(601)	(332)	(665)
Noncontrolling interest	2,811	2,415	1,139
Effective Income Tax Rate Reconciliation, Tax Contingency, Amount	(5,521)	0	(133)
Effective Income Tax Rate Reconciliation, Nondeductible Expense, Other, Amount	0	0	(812)
Effective Income Tax Rate Reconciliation, Other Reconciling Items, Amount	0	(486)	0
Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Allowance for Doubtful Accounts	371	349	
Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Accrued Liabilities	19,415	18,167	
Deferred Tax Assets, Operating Loss Carryforwards	2,701	4,224	
Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Other	2,073	1,718	
Deferred Tax Assets, Goodwill and Intangible Assets	390	0	
Deferred Tax Assets, Investment in Subsidiaries	7,200	7,539	
Deferred Tax Assets, Tax Deferred Expense, Compensation and Benefits, Share-based Compensation Cost	1,364	1,298	
Deferred Tax Assets, Leases	15,630	14,207	
Deferred Tax Assets, Other	1,068	1,057	
Deferred Tax Assets, Gross	50,212	48,559	
Deferred Tax Assets, Valuation Allowance	961	823	
Deferred Tax Assets, Net of Valuation Allowance	49,251	47,736	
Deferred Tax Liabilities, Property, Plant and Equipment	10,319	2,231	
Deferred Tax Liabilities, Goodwill and Intangible Assets	0	9,984	
Deferred Tax Liabilities, Leasing Arrangements	15,475	14,102	
Deferred Tax Liabilities, Other	999	1,036	
Deferred Tax Liabilities, Gross	26,793	27,353	
Deferred tax assets	22,458	20,383	
Operating Loss Carryforwards	4,493		
Deferred Tax Assets, Operating Loss Carryforwards, State and Local	40,085		
Unrecognized Tax Benefits	22,347	21,746	
Unrecognized Tax Benefits, Increase Resulting from Prior Period Tax Positions	1,655	819	
Unrecognized Tax Benefits, Reduction Resulting from Lapse of Applicable Statute of Limitations	(7,121)	(218)	
Unrecognized Tax Benefits	16,881	22,347	$ 21,746
Increase in Unrecognized Tax Benefits is Reasonably Possible	10,792		
Unrecognized Tax Benefits, Income Tax Penalties and Interest Accrued	1,452	$ 697	
State and Local Jurisdiction [Member]			
Income Tax Examination [Line Items]			
Operating Loss Carryforwards Attributable To Goodwill Amortization	$ 1,665		
Operating Loss Carryforwards, Limitations on Use	709		

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Operating Segments (Details) - USD ($) $ in Thousands	12 Months Ended		
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022
Segment Reporting Information [Line Items]			
Revenues	$ 2,884,358	$ 2,377,227	$ 2,166,808
Cost of services	2,187,768	1,932,688	1,847,878
Gross profit	696,590	444,539	318,930
Selling, general and administrative expenses	396,684	298,625	262,714
Contingent consideration	714	277	277
Loss (gain) on sale of assets	(1,684)	(14,139)	(69)
Operating income (loss)	300,876	159,776	56,008
Depreciation and amortization	37,103	29,407	25,468
Capital expenditures	45,159	17,667	29,255
Total assets	1,244,026	981,600	934,709
Communications [Member]			
Segment Reporting Information [Line Items]			
Revenues	776,474	600,776	559,777
Cost of services	623,844	494,964	490,959
Gross profit	152,630	105,812	68,818
Selling, general and administrative expenses	65,752	54,344	46,717
Contingent consideration	0	0	0
Loss (gain) on sale of assets	(18)	12	12
Operating income (loss)	86,896	51,456	22,089
Depreciation and amortization	3,627	2,215	1,550
Capital expenditures	13,493	2,203	2,004
Total assets	285,478	205,924	210,875
Residential [Member]			
Segment Reporting Information [Line Items]			
Revenues	1,388,840	1,279,504	1,131,414
Cost of services	1,024,440	1,026,524	928,161
Gross profit	364,400	252,980	203,253
Selling, general and administrative expenses	228,371	169,737	144,100
Contingent consideration	36	277	277
Loss (gain) on sale of assets	(1,354)	69	20
Operating income (loss)	137,347	82,897	58,856
Depreciation and amortization	20,752	19,281	15,617
Capital expenditures	15,620	9,114	10,054
Total assets	395,682	386,829	394,757
Infrastructure Solutions [Member]			
Segment Reporting Information [Line Items]			
Revenues	351,096	217,353	167,113
Cost of services	245,743	162,905	138,444
Gross profit	105,353	54,448	28,669
Selling, general and administrative expenses	37,394	26,260	25,129

Contingent consideration	678	0	0
Loss (gain) on sale of assets	(184)	(1,029)	(46)
Operating income (loss)	67,465	29,217	3,586
Depreciation and amortization	9,783	5,198	5,575
Capital expenditures	8,916	2,767	14,729
Total assets	288,765	180,871	161,828
Commercial and Industrial [Member]			
Segment Reporting Information [Line Items]			
Revenues	367,948	279,594	308,504
Cost of services	293,741	248,295	290,314
Gross profit	74,207	31,299	18,190
Selling, general and administrative expenses	32,925	25,225	30,557
Contingent consideration	0	0	0
Loss (gain) on sale of assets	(114)	(13,198)	(55)
Operating income (loss)	41,396	19,272	(12,312)
Depreciation and amortization	2,028	1,640	2,561
Capital expenditures	5,205	2,525	1,890
Total assets	89,023	87,677	114,529
Corporate Segment [Member]			
Segment Reporting Information [Line Items]			
Revenues	0	0	0
Cost of services	0	0	0
Gross profit	0	0	0
Selling, general and administrative expenses	32,242	23,059	16,211
Contingent consideration	0	0	0
Loss (gain) on sale of assets	(14)	7	0
Operating income (loss)	(32,228)	(23,066)	(16,211)
Depreciation and amortization	913	1,073	165
Capital expenditures	1,925	1,058	578
Total assets	$ 185,078	$ 120,299	$ 52,720

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Stockholders' Equity (Details) - USD ($) $ / shares in Units, $ in Thousands	12 Months Ended						
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022	Jul. 31, 2024	Dec. 01, 2022	Sep. 30, 2021	May 20, 2019
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Common Stock, Shares Authorized	100,000,000	100,000,000					
Common Stock, Capital Shares Reserved for Future Issuance	581,169						
Stock Repurchase Program, Number of Shares Authorized to be Repurchased	1,500,000						1,000,000.0
Share-based Compensation Arrangement by Share-based Payment Award, Shares Issued in Period	104,600	105,755					
Share-based Payment Arrangement, Shares Withheld for Tax Withholding Obligation	40,308	32,158					
Options exercised, shares	2,500	3,000	9,000				
Stock Repurchase Program, Authorized Amount				$ 200,000	$ 40,000		
Common Stock, Shares, Issued	22,049,529	22,049,529	22,049,529			22,049,529	
Revenues	$ 2,884,358	$ 2,377,227	$ 2,166,808				
Residential [Member]							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Revenues	1,388,840	1,279,504	1,131,414				
Single Family Plumbing HVAC | Residential [Member]							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Revenues	324,911	$ 243,885	$ 164,903				
Restricted Stock [Member]							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeited in Period		(266)	0				
Share-based Payment Arrangement, Expense	0	$ 23	$ 137				
Share-based Payment Arrangement, Nonvested Award, Cost Not yet Recognized, Amount	$ 0						
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Number	0	13,639	16,757				
Share-based Compensation Arrangement by Share-based Payment Award, Non-Option Equity Instruments, Granted		0	0				
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Vested in Period		(13,373)	(3,118)				
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Number		0	13,639				
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Vested in Period, Fair Value		$ 461	$ 150				
Phantom Share Units (PSUs) [Member]							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Share-based Payment Arrangement, Expense	$ 495	$ 386	386				
Performance Based Phantom Shares [Member]							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeited in Period	(12,496)						
Shares, Issued	86,563						
Share-based Compensation Arrangement by Share-based Payment Award, Non-Option Equity Instruments, Granted	(99,579)						
Shares, Outstanding	300,301	325,813					
Phantom Share Units, Employee PSUs							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Share-based Payment Arrangement, Expense	$ 5,037	$ 3,963	$ 3,251				
Employee Stock Option							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Treasury Stock, Shares, Acquired	56						
Share-based Compensation Arrangement by Share-based Payment Award, Shares Issued in Period	2,500	3,000					
Share-based Compensation Arrangement by Share-based Payment Award, Options, Outstanding, Number	0						
Equity Incentive Plan [Member]							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Common Stock, Shares Authorized	3,000,000.0						
Repurchase Agreements							
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]							
Treasury Stock, Shares, Acquired	289,284	224,013					
Treasury Stock Acquired, Average Cost Per Share	$ 136.34	$ 31.06					

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Employee Benefit Plans (Details) - USD ($) $ in Thousands	12 Months Ended			
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022	Dec. 31, 2022
Retirement Benefits [Abstract]				

Defined Contribution Plan, Cost	$ 6,163	$ 5,309	$ 4,494	
Defined Contribution Plan, Funded Percentage				92.57%
Defined Benefit Plan Disclosure [Line Items]				
Defined Benefit Plan, Funded Percentage				92.57%

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Fair Value Measurements (Details) - USD ($) $ in Thousands	12 Months Ended		
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]			
Executive Savings Plan assets	$ 986	$ 783	
Financial and Nonfinancial Liabilities, Fair Value Disclosure	(852)	(657)	
Business Combination, Contingent Consideration, Liability, Noncurrent	(3,468)	(4,465)	
Equity Securities	31,639		
Debt Securities, Trading	3,364		
Equity Securities, FV-NI, Unrealized Gain (Loss)	1,492	0	$ 0
Debt Securities, Trading, Unrealized Gain (Loss)	297	0	0
Debt and Equity Securities, Unrealized Gain (Loss)	1,789	0	0
Fair Value, Net Asset (Liability)	31,669	(4,339)	
Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability Value	(3,468)	(4,465)	$ (4,323)
Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Purchases	2,790		
Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Period Increase (Decrease)	$ 713	$ 142	
Fair Value, Liability, Recurring Basis, Unobservable Input Reconciliation, Gain (Loss), Statement of Income or Comprehensive Income [Extensible Enumeration]	Contingent consideration	Contingent consideration	
Fair Value, Measurement with Unobservable Inputs Reconciliation, Recurring Basis, Liability, Settlements	$ (4,500)		
Fair Value, Inputs, Level 1 [Member]			
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]			
Executive Savings Plan assets	986	$ 783	
Financial and Nonfinancial Liabilities, Fair Value Disclosure	(852)	(657)	
Equity Securities	31,639		
Debt Securities, Trading	3,364		
Fair Value, Net Asset (Liability)	35,137	126	
Fair Value, Inputs, Level 3 [Member]			
Fair Value, Assets and Liabilities Measured on Recurring and Nonrecurring Basis [Line Items]			
Business Combination, Contingent Consideration, Liability, Noncurrent	(3,468)	(4,465)	
Fair Value, Net Asset (Liability)	$ (3,468)	$ (4,465)	

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Inventory (Details) - USD ($) $ in Thousands	Sep. 30, 2024	Sep. 30, 2023
Inventory Disclosure [Abstract]		
Inventory, Raw Materials, Gross	$ 14,078	$ 14,334
Inventory, Work in Process, Gross	12,494	12,939
Inventory, Finished Goods, Gross	4,389	3,399
Other Inventory, Gross	70,767	64,983
Inventory, Net	$ 101,728	$ 95,655

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Goodwill and Intangible Assets Goodwill (Details) $ in Thousands	12 Months Ended
	Sep. 30, 2024 USD ($)
Goodwill [Line Items]	
Goodwill, beginning	$ 92,395
Goodwill, ending	93,960
Goodwill, Impaired, Accumulated Impairment Loss	6,976
Communications [Member]	
Goodwill [Line Items]	
Goodwill, ending	2,816
Residential [Member]	
Goodwill [Line Items]	
Goodwill, Acquired During Period	0
Goodwill, ending	51,370
Infrastructure Solutions [Member]	
Goodwill [Line Items]	
Goodwill, beginning	38,209
Goodwill, Acquired During Period	1,565
Goodwill, ending	39,774
Commercial and Industrial [Member]	
Goodwill [Line Items]	
Goodwill, ending	$ 0

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Goodwill and Intangible Assets Intangibles (Details) - USD ($) $ in Thousands	12 Months Ended		
	Sep. 30, 2024	Sep. 30, 2023	Sep. 30, 2022
Finite-Lived Intangible Assets [Line Items]			
Finite-Lived Intangible Assets, Gross	$ 107,767	$ 111,445	
Finite-Lived Intangible Assets, Accumulated Amortization	(61,877)	(55,237)	
Intangible Assets, Net (Excluding Goodwill)	45,890	56,208	
Amortization of Intangible Assets	13,200	13,684	$ 13,666
Finite-Lived Intangible Assets, Amortization Expense, Next Twelve Months	13,284		
Finite-Lived Intangible Assets, Amortization Expense, Year Two	11,942		
Finite-Lived Intangible Assets, Amortization Expense, Year Three	8,466		
Finite-Lived Intangible Assets, Amortization Expense, Year Four	5,491		
Finite-Lived Intangible Assets, Amortization Expense, Year Five	2,823		
Finite-Lived Intangible Assets, Amortization Expense, after Year Five	3,884		
Trademarks and Trade Names [Member]			
Finite-Lived Intangible Assets [Line Items]			
Finite-Lived Intangible Assets, Gross	13,821	14,621	
Finite-Lived Intangible Assets, Accumulated Amortization	(6,964)	(6,973)	
Intangible Assets, Net (Excluding Goodwill)	$ 6,857	$ 7,648	
Trademarks and Trade Names [Member] | Minimum [Member]			
Finite-Lived Intangible Assets [Line Items]			
Finite-Lived Intangible Asset, Useful Life	5 years	5 years	
Trademarks and Trade Names [Member] | Maximum [Member]			
Finite-Lived Intangible Assets [Line Items]			
Finite-Lived Intangible Asset, Useful Life	20 years	20 years	

Finite-Lived Intangible Assets [Line Items]

Finite-Lived Intangible Assets, Gross	$ 400	$ 400
Finite-Lived Intangible Assets, Accumulated Amortization	(221)	(201)
Intangible Assets, Net (Excluding Goodwill)	$ 179	$ 199
Technical Library | Maximum [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Asset, Useful Life	20 years	20 years
Customer Relationships [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Assets, Gross	$ 92,796	$ 91,426
Finite-Lived Intangible Assets, Accumulated Amortization	(54,478)	(43,065)
Intangible Assets, Net (Excluding Goodwill)	$ 38,318	$ 48,361
Customer Relationships [Member] | Minimum [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Asset, Useful Life	1 year	6 years
Customer Relationships [Member] | Maximum [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Asset, Useful Life	15 years	15 years
Noncompete Agreements [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Assets, Gross		$ 40
Finite-Lived Intangible Assets, Accumulated Amortization		(40)
Intangible Assets, Net (Excluding Goodwill)		$ 0
Noncompete Agreements [Member] | Maximum [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Asset, Useful Life		5 years
Construction Contracts [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Assets, Gross	$ 750	$ 4,958
Finite-Lived Intangible Assets, Accumulated Amortization	(214)	(4,958)
Intangible Assets, Net (Excluding Goodwill)	$ 536	$ 0
Construction Contracts [Member] | Minimum [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Asset, Useful Life	1 year	
Construction Contracts [Member] | Maximum [Member]		
Finite-Lived Intangible Assets [Line Items]		
Finite-Lived Intangible Asset, Useful Life	2 years	1 year

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Commitments and Contingencies (Details) - USD ($) $ in Thousands	**Sep. 30, 2024**	**Sep. 30, 2023**
Loss Contingencies [Line Items]		
Loss Contingency, Discounted Amount of Insurance-related Assessment Liability	$ 11,158	$ 7,726
Letters of Credit Outstanding, Amount	4,756	
Estimated cost of completion of bonded projects	133,863	
Purchase Commitment, Remaining Minimum Amount Committed	0	
Insurance Related [Member]		
Loss Contingencies [Line Items]		
Letters of Credit Outstanding, Amount	$ 4,756	$ 4,166

~~XML 81 R59.htm IDEA: XBRL DOCUMENT~~

Business Combinations and Divestitures (Details) - USD ($) $ in Thousands		**12 Months Ended**			
	Oct. 07, 2022	**Sep. 30, 2024**	**Sep. 30, 2023**	**Sep. 30, 2022**	**Apr. 01, 2024**
Business Combinations [Abstract]					
Cash received (paid) in conjunction with business combinations		$ 67,002	$ 0	$ 0	
Sale of Stock, Percentage of Ownership before Transaction	100.00%				
Disposal Group, Not Discontinued Operation, Gain (Loss) on Disposal		$ 13,045			
Disposal Group, Not Discontinued Operation, Gain (Loss) on Disposal, Statement of Income or Comprehensive Income [Extensible Enumeration]		Loss (gain) on sale of assets			
Business Acquisition [Line Items]					
Cash received (paid) in conjunction with business combinations		$ 67,002	0	$ 0	
Goodwill		93,960	$ 92,395		
Acquiree, Greiner					
Business Combinations [Abstract]					
Cash received (paid) in conjunction with business combinations		67,544			
Business Acquisition [Line Items]					
Payments to Acquire Businesses, Gross		70,334			
Business Combination, Contingent Consideration, Liability					$ 2,790
Business Combination, Contingent Consideration Arrangements, Range of Outcomes, Value, High					5,000
Cash received (paid) in conjunction with business combinations		$ 67,544			
Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Finite-Lived Intangibles					2,900
Goodwill					1,565
Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Liabilities					(6,426)
Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Net					70,334
Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Property, Plant, and Equipment					48,209
Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Assets					$ 10,115
Business Acquisition, Date of Acquisition Agreement		Apr. 01, 2024			
Acquired Finite-lived Intangible Assets, Weighted Average Useful Life		3 years 6 months			
Business Combination, Pro Forma Information, Revenue of Acquiree since Acquisition Date, Actual		$ 34,038			
Business Combination, Pro Forma Information, Earnings or Loss of Acquiree since Acquisition Date, Actual		$ 2,489			
Business Acquisition, Percentage of Voting Interests Acquired					100.00%
Business Combination, Recognized Identifiable Assets Acquired and Liabilities Assumed, Current Assets, Receivables					$ 13,971

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Fair Value Measurements (Details) $ in Thousands	**12 Months Ended**
	Sep. 30, 2024 USD ($)
Acquiree, Greiner	
Business Acquisition [Line Items]	
Goodwill, Acquired During Period	$ 1,565

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Subsequent Events (Details) - USD ($) $ in Millions	**2 Months Ended**	**12 Months Ended**	
	Nov. 21, 2024	**Sep. 30, 2024**	**Oct. 04, 2024**

Subsequent Event
[Line Items]

Subsequent Event, Date	Oct. 04, 2024

Subsequent Event
Subsequent Event
[Line Items]

Subsequent Event, Description	On October 4, 2024, we entered into a funding commitment to join a consortium led by Mason Capital Management LLC to acquire the CB&I storage solutions business, a designer and builder of storage facilities, from McDermott International, Ltd. Upon close of the transaction, which we expect to occur by the end of calendar year 2024, we expect to make a cash payment of approximately $45 million, subject to customary closing adjustments.
Equity Method Investment, Aggregate Cost	$ 45

EXCEL 84 Financial_Report.xlsx IDEA: XBRL DOCUMENT begin 644 Financial_Report.xlsx M4$L#!!0 ($T^=ED'04UB@0 +$ 0 9&)C4')O<';O87!P+GAM M;$V./0L"_1!$ \IQQ;=!P4)B0 !2L+ (//>QLOD&1#LD)^OCG!CVX>;QA&WPIG M*N*%1#BV&5(C(I(/ !47BK9.7;=N')=HI6 Y #OGDK7A.YNJQ<&4GPZ4A!0W_J=0U[R;UEA_6\#M!7E!+ P04 M_" !-/G99K.?5G.X K @ $0 &1O8U!R;W!S+V-O&ULS9+/ M3L,P#(=?!>7>NLE@AZCK98@32$A, G&+$F^+;/XH,6KW]K1AZX3@ 3C& N7S M9\FMCE*'A,\I1$QD, =^,KO=9ZKAA1Z(H ,(^HE.YGA)^;NY#'7K*P&L.K)LG MQM/8MW %S##"Y/W 621A'^ 1S80RY8 9]-NI\\U"SI^\Y%1 ^2H. \GS[BYBZ(;E/)X M8 DOV!:MR _>X%#BVR]*+ M41B1%G\@M MNN01 ,+5)#3(3/PB=AIAJ4!P"!
DQE]&& ^+3&K!'@$WVWO@C[WXV(]ZMQFCU7 MH5A)VH3X$$8:XIOSYG/1;/L'I4;1IE6\W* 76!4!EOC?.*HU+, 76>)7 \;V< M;!'T3$LV4"P9!AI@S M&L%&KQMUAVC2/'K^!?
F<-0HACA*FNVB<5@$_9Y>PTG!Z(++9OVX?H;5,VPLCO<'U!=*Y \FIS_LC0' MHY!9';V$5F]?]H,@H%,D>/N5Z> HWEL:\4*Z">P'_T=HWPJOX@L Y M?RY]SZ7ON?0]H=*W-R-
]0\3BUO>1FY;Q/NN,=K7."XH8U=RST$0L$0[=R2 ^]VE+ZU)CA* M]+', <$X>RPP[9SR2';9WH!TU^_0==N0CI3!3ET.X&D*^ VVZG=PZ.)Z8D;D* MTU*0;\/YZ<5X&N(YV02Y?9A7;>?
8T=-[Y\%1L*/O)/8=QXCRHB'NH8;8S\ # MAWE[7YAGE<90 !1M;*PD+$;W8+C7\2P4X&1@+: '@Z]1 O)256 Q6\8#*Y"B M?$R.1>APYV=
<7^/1DN/;!F6U;]\l=QEM(E(YPFF8$V>KRMYEL<%5'<]56 *P MOFH]M!5.S Y9KF4Q9Z;RWRT."2Q;B%D2XDU=[=7GFYRN>B)V^1=W MP6#R_7#)1P_E.^=?]%U#KG[VW>/Z;1.[2$R<><41 71%
B.5' 86%$+D4.Z2 MD 83 >LX=SFW]XPD6L_UC6'ODRWSEPVSK> U[F M$RQ#I'[!?8]*@!&8KGZKT_Y)9P[M'OQ@2", _:,!/;=X Q\U*M;I60K$3]+ M!WP?D@9CC%OT 9_^/%&*MIK&MQMHQ#'F
6/;.H68XWX=%FAHSU8NL,8T*;T'5 M0.4 V]0.:/8-:R1!5XQE;8VH^1."GS<_N\L,+$CN'MB[\!4$L#!!0 (M $T^=ED\Q-UX <.,"&PO=V]R;W-H965T&UL MM9MM;.^*X%L>_BL6.KG:E4O+ 4^>V2
RT.VAFNMS2?9A=[0N3&(@FB5G'*>VW MO\<)$#)R#LG*O&E)R/D3_[="=\[!$0W2]H6NV8/++7[5S 4>>>HX@<1BY. QT2P MU5UK;+ ^?NC1{1O4 M4WH>#Y/L+]GEU_:<%O'21/)H'PQW$
5Q_I^^]D& {M35H*9>9#"S:&A^$*OO?2$%O!M G!Q_MI=DRKT4ODJ\O3M 9O3\^.XG\HX$,7G>\#2AL9 -<+2+0 ^ 4F1.4R%K M.^0+C>4F(?>QS_RR0 ?
N\7BCSN%&/SBHXH)MKXEK71"\3N9GINA=Y]+ /Y1F9Q/G+5"/CK.UQ#9I)%R=\Z MX+E@5R^HIH?WR99Z[*X%XS]AXH6U1Q_YP>Y;]7!.BDV-216-MD]@NQBZJ-C MWWU^VS(=-
CS6):+J0.%*XC1:K# M.T&CFH(R)%8"U3^"ZM<#-6:UR8D?CFT(S)%:"-CQ"&]:.21=C"}>$9K=+\!A"O!!O$ZN(#WQKG7D<)&FZ$RI-ME=F=),!V'7:05BY@+&;)V!592)C-"!=DPM-8BC?
X[^N!XN3>RU -*@O0$-] M98!. =*I_ "9O!*9#]-L]y/*6M'K9G) ?JMM7K.HXUU-)#@OO3,Z16IE<8 M 1M-CP_TOKX/ZC#F]B|\Q@^B?5)#!=TR! X:,&C:UIZ1G_ 4VIE>D7Y:.^Y M.TKO>
<>U!'#)11\(EM^B/="G<;A"8X27| =V81!L/+/ 'N%$'<'$]\OWL18? M+O>1]T4+7>0$CVR,[1)NP2[L@HUG^=]C.SXPYH* !+&G'[BXYO.?6FQ&78.I MM3*VPC?8>+K ,;8Y3R38TC^#:?
43%E<<#*O>T?O-[*$5E2b'&|_WLU$Y M%HQ68\(%!K8V'<;C&D.ZA&&P"\=@X^C^9^Y!7YIO>(Q9AC.BP[!5MGN6?N(W MZAE.]9774PO3X."Y_G.@P5KQ0;&<'+E_D07S4@&J3{?LQ-
$1Q&D>PO)O6]7 M9$L%>:%ARL@[Z]JRR98)DFRHT.I57+DI45.J9:%E7#P9!]\O7).9/$6+7FH M!8D+@/V:."D9]0NFU.J4"K_@X.G)H..1^U=O0^.UJS2K9X0>QXOI^']. 7D8= M@BFU.J_"
{3BU'.+O+ S;WV+(RF"HT@3F.) .DB353W)G.!UF'2$#4Y.[.1+6 MP"FL@5/+&OS&0S#P5.0K24*[EW5&]0*641 @2]T.]S !3BT3.$F%4 N4^.ID M-I5!6IQ]H>&*?YDN:H)'.;9V"0 @%![
J>4!9K.0M_5HO@![12PU7K*P\ M_*84BM3*RR 4\"9.,13, UK;G0?QVXSF2"C*5D8..S M =V'D*XZU!0FX7M7^.1[6N!+A$<.C+6LAYV1]>QA>%OC6)>P M 6YA
]Q:VP,S=!D&'G0K3K4/3%RE<=V+46.P5^ME;JK"[F5D6]V>]Q8/7G1P.M3LJ#:N7\96.]4"8Z(;^D$@9CK)RF%IC90]*%S.@3B\(3=, MK?B^ON4+P-GV/ER.G7HN_G"6)9AU7^;6YXZ(,;4^M:
[(D$"'UQNHC@T$=Z(^#D5DLQFLUP=KB\5_V2RT'JB MBI^T^{LXE,:CY!+6QBVLC5O/VL_W(X#!+/;9* _G$!L.S+F59%HSOH=/7;DOB MP8V17<+:.N(6U<?$C.H;>[&>)N?
*!CPM4A2.>AE3;F5,A9=O:J9!/02)6GO^ MRJB.P>7!+?.9L.H"#RL.,%+N!>W<'JNS2*H!/%}5DU.USNX;N6F%$'8?IM M3*QP.'%7PUV3V
H!6/&ONAT6DL\R+XX]CCKQ3&66U^[[@_XG#%ZH,8D)"MH)0ZWH $[#(.M?S60'TB^S>KHEUQ*'F4O-XS"4UQ=_:^O.)>'__4!Q]]NG/X/4$L#!!0 (M $T^=EG(<"\); (+@% 8 >&PO=V]R;W-
H965T&UL MC53;.;J,P$/T5BY7Z5 5"+ENE@)3THD9*JZC9BU;K?7!@ E;QS=]3DOW[M0UA MLU*"^H(]ISC_KM !.]4!6(,S.3BI.T80] M]W6E@&8.Q$L_#(*ISRD37A*YM;5*
(KG'D@E8*Z+WG%/U9P&EK& OZ!T77EE> MH%WPDZBB.6P QO$3!+O.FP]EB.O-=PC<&M3Z9$^CU+O.FP]EB.O-=PC<&M3Z9$^CU+O.FP]EB.O-=PC<&M3Z9$^CU

MDZT=;9A,6#GT6K8C,S1H1>=^^>/HASV&W"^%(1P90]NW$V2U_(%K?GVI\)YHI M0PTTL["F6FXH)SH3E'NML"O IZ]_)IC4L^__(S7U_[]<;6";G5DY\)K]U _$K M_$'(?
I&=KGOVK]NH>@XP@S(IC<:*M1F_#HXCWM)]RR/=8Z(?O$;OH9V%P\\+C M%O[W9MYKA23XWR$C'41\&,(4OD6_XB5=39#Y/-D'FEQ_]TV0^F^,*!CO%(R/ MH4/!OB?RV(^BXUU)S"E\2,NC.(>U!+*;LYWNA!OZ M5B)XOBL#;QA7BG=+0LGIG]'>F,Z)*9/6#!Q#3VS!2]$(+;CWV /5HFS@6=Y5 MC/X#VA/DD9.7>Y$?_&UQAZPS>U\0/$.(PH)_MV$U9RL%X?L4WB!]9!%Z6:@
%/>)8,%W&A;^$}GN?&O=/NS+78YB!:),MY/V_2!4;"@=A9RP.O3C/_ML(B)$_A\P+\MQOIRS(O01},2**(+64H=W6(!U**2M+>E!4L]!O%XF,)_]0(6)OBD4;9L1BUL#
=)/+B.&/?29.'0?AF?'/[#5TE M>>NMV^-AY]YW!7#&4B1?9+0- B\H?"QRWTO#@)D6>,%$NQ]TC1Z$(.FAEN\G M+'\2K_]8>6?;&F+@[@1^?>EO"#$&IT:((X5%C$46>EGHVY!I[^5B0.#HN;(E
M[VNV.*% LC;5'%I6Q.H8>]4TKE19_ MC8UT&YNQ7-.&,M\DDA^Q .$HH/H89%"_#&.21"Q#ZH5I<4A6[!70'*!Q ;BB MR-E]#>GG]L39HPN\)$&F>WD..VU;._8GV6:P#"T)4"%>CF0#&LQSR?
S,%5$(M5X2NTI(H=$48P8FN18Z.#]4@.OO-4, 7[GIKI'OIC8.\ ML@?J9R>*]YD;90'SC@#@(7O9447Q!.1G??EY]_3-LBY.0*=*^BQ MK,U@8'%P*\)SY"/69&8$.1H35& D(9_7\+KITB
EIBSQ"NRR+2"Z1^S_.TFD(KG3]XXG_2XO;A]'O]]N!F99TO1NDMHUV MQ94[Q#'8U?9@W)WD]*4'S,88D)GYBV*,.'OPA/Z;#X[[_[<&_81$U//[5^] M?FHI@C?'LR'2>
[*;SY*NF\\^/\T/S^5&DTWQ^FL]/_E!/C_.YZ?Y._#?2G^;S MTWQ^FL]/_G+^?R!=YG1DEK;*QO3V&&;N]?8?=W="MVXRY GE] M72X$1-ML*$%6/UIA@%=N6L.]Z+EREZ-S*76LK7+FGA%RA!@?
R%AT_AB!.SNRJ[#U!+ M POA " !,/G99#8(O4AR+#Q'0 &0 'AL+W=O2K*2R&Z(W2^R-+6]^ZQ[.O.1>,XW]7&^4K]K\>,50AZPM3]1)OUL86TN&OO;^L*ZMDQL* #
(,P^EE(75YF<;DNU;T5=5,4TNI>]MQLWYO$)IV#C_1^X^CIY?7K2MZK.^5^]FXM_EWV M4C)=]++6IA16K=^_I) YYUARY+6;MW)OI%9VISYF1^(C*UEDWN M/IKMWU6K3TKR5B;O^2]V?
FR2GHA54SM3WD].!H-"E_9-6Y1K1T&$^;nA@OEQ.R%F MW'XA1OFM=/+ZM35;86DTI-$_]]S 4Z7Y)0[9_%68YZ[2E^N3*$)_FH;G'V-MP0.9A25G{^^>=)2]4X8-S:Y#]35.YL%WF F6GZW;T:IE000?
R5V(&WW,E&!1XF_MS(1\D#]7[,H*W/>HL>< 7G$Z"2;P]Z!(4LTD*XREG>CRCGFNG7"-RO2S.9UI M^KGS(]n\6I'Q<G2=-7:I2K,4#*V%BW2Q_A4FI99'P5EE2OY3K0CO9L>_I+%R(M!LV)A=J^J"?
SN.5*"EUE2TSZ]!Y4V2B8+?:4S;5H]>Z)TPW1CN86B*RU^$MV M#(,0'8GO=/^(#4E3#A%Z?8H>!K6+V;=\P7G("ZCGS5>;H;F J<;]*KOB]\L_"MAM2DYZ5Q^W>60A$/Y4BL^\I3;\Q?
ZY4$#Q3R5V.II_O\QS['W0FF]L#>6KR M\N6*LW\2(7XAVR*:6TG96*:R"62>CYMG"ZZI&OT%3Z;@>^QF*?7X04%=;JX_ MDY\8HMJ]W$-/26A/N6164?Q"MDJ;KN6FYP '4S+?//2F;.
M@A4.A!):MAJ:TGA-9Z8$UJT\!K:F+._&@C+ LC': M9=(H]Y$94>TR*@H_FCE>!BT@V]W/V_N:\Z&E@:ROG8W@\&TR:I]\M!SI8H#2 M3^]I?4Y$V?8H:?
X]]$$L6P/34UM[6,BEU'9B\]QLS!1\%F50[#M+L V2!3K" .:%2R]^CE'/-PWM4(]PGJ2$7O\N33U;ORUAJ)(U MN12Z<8;]1PF!'O1R|SQT2009I_.,6A7?UK8>=VJU*35U3@72MM]U]*NV-0+;
M\'F.5U!$B*3#(XI,3CTF8SIC>];52DHZ5CP]+I#;[D-@G'C\)DQP*$\&OFM:1 M0^NQE@5YG@"W=>>>R.S'!T+XN=KNXD9QIC??LD4M#]3UOK(^N1BH=<:MR>/)!1T;>[?1QI^;"-C6N9SQ@/H8-V"B-
^ZBD"\P%672X;Z]Y.9AZ1FM32!! M(S!L%/2?/MOIB%*ZP;)8PM.Z.[Z3R8ONL.>;3.5.EK4L0OUXU0U;3'Q:(=% M;SJN25.QQS.C8W\>_0 I+5V5:M.;KN0G!2G?&'2E[.24M8BI-9$.5\X!'_MSX?
@8:4GL*.],]\'>_R'>K[!N&TG4./3OVTYWW_$=LC(TR#,&ZWVIKD)]P] M^M$=X8YO#;J'.=SWD9= =.GDC]F/CX(: MDS<.#))G.T_V@,.0FL810QB2%BC$ON"9HY$*^O?H.7H6?S@SG./?3XfU3@G
M1$%W=,_B81_I# ;U,G_T8-R\V=Z-K#=F47=\]'G%M%)'] M-#$48O.P2U*@\JHG?O[$>]9]1)/Q >C+VB>=R\!D.%?]>/S;B+E(1$ E(1$ Z2J
M]\P;_QEO/IQ_#/T!=4R#,7.UQM3P8I:>"L_/H_SE3\46]IG#,%WVZ4A(MI M_ZOC7'=\U[@_\[_5)02P,$% @ 3CYV6>X]#NEM!P #O(.!D !X M;"]W;W)K&ULO5AK;]LX%OTKA*^P]QV.WF(95Y_,9
M&]755$>1G=9VV4S.3OC=Y^[L!%WW5=GXSYT(Z[K.NZ_GOFH?3R=JLGUQ4RZ6 M/.V8GIVL\H6_]?T_5Y\[/$U'E%E9^R:4.2,Z/S^=O%?'YPFMYP7_^OUCV!D+ MBN2^;,_0PZ?
9Z20BAWSEBYX0_(60^@*'&[M_?CEF2X.]ZB_XUC1RSW M>? 7,?5+,>7IQ.W$3_ S]=5?]J, >M7IQ.W$3_ S]=5?]J,^MUOXC&$5[15X*MX'.8F>B*=*>C;>E;. M#^]RR>]YTR8/.P8N>L% ;PP^SULO%Y^R/C\
[*1K'T5:]X%& PZ5K>_ ROFP6XM8OD.P^G$QI[X-+LM-A@G \8^@4.I<55V_3+(*Z;_MF9_]&6 *AT:O]-K<_T]XIU?'8DXDD)'.GD%+QZCC!DO?A&/8Q.W?M5V'.VO M[^]#WX$3]D7I[X"6[$
M7S^4H:C;L,Z\^/7./_7BO&J++WL=?Q5ZO^.*8GKSYY6_.)!LP;Z%'DS$[7/>7^PA1M!4WC1SD6[AB;6 =N$(,I&S.G%K.QPN^A% M.W(K;+AU+*[;NEXW99&3)H-$E*&<8:K,*RD^-
,2.N1UG614^.W:,5FI>Q^V3I MNP(+Q=N\7KW#ZAGTJ>%D:A;(OQ&Y'#&NIFZ3^CPTL4UA4W@WF=$%&N?$6A3VE@^Q<=>W/SFM MTG:!7%Q_N. +2!U+[CL/(#F0=$%#'9]MUMVJ#@=ZZ_N P1%W!P.]8$>C]
M3IK8M_W;EL@9]KA8EGXN+I]\L69OK^?SLO =#+\N\"7DOL#>]X_>V.,4I!P MI?DJ.5A?E6@.>>]G5(8"!FU5SCC)]"Z*4K0(,%1,@A>K+KV-9D/8N$.1%T- M$$@H\EM<;.ZO O"4^_ "NE7OZWO?
C>V'KS%#8Z"I:CFYAD@>0>A_PWCH>WML MG]%]E^:TOD_T5HF-N6\;[ML?SC7_PS1]U0>9G8;@!*KD998&!VBA8>ZL*91%P.M#]V68+P7'U59V70%'8H/UD!U;T:IE000?
!F$Z,3)-8Z"S&78TP M6B]7RM0Z\;%KT0? K'G9"V6TM'&$?6$>14)%!CO%(DVDCM+1VF96FBQ"\KY? M9PL'C!9:.QFG2L2IC+_$Q%IFVM:)\UK$P+,,MG\M0#:GF) >DO1N|OMTXML*F M;GS<7-
@X0:.AXH=X@+HDCH[OBJ^.H7VO<0U2K:VHL#=.QP M*.9=6V]%0<5]\YR5C@NBRADQ0B52.S\($XSQU0.!K;H6Y1)%U]O36HBN.* M0_Y8?.CE.">]IK/BOW\@/=E*]VD#'7'BWHA,IB[FPD>;])
I>H(C*HK%\-XJ MB51L/RN)EH'IE$E&RY0!')*R4R1EP:5-$PX%@#<.U*0;$/ 3-3R=PES.@)N!6 M9T'PFM\Y.(9L7"9)7@=#'LHB7*10RP50[IKGBOU)<%D6 P.;GTDR:B(2&7LZ4 MQKC>0X6%(E3
,>TA>918I06O2!" M877FP #S?6WI/U&6+MS_Z!0#A:0V>$>G2$NFY&>(IV1KF*I,D@A)9U)%6?? MUQB.7F*H6@X=+F,%9!+5HOIAD!(%#R@H.P^9V!E7]\|(##I59H/K%(L"WC)1
M+'=@A)'&@P<)^MX+(@.,%+- T5'X.,'7L-]@Q2"PRC)I*BXGG$@,=,DUV,;47 MG;&>]&^01^C. N-78T0>('IC&P3TTY=<$IO]*@1DN 3N)$[-\G 6%SJB&%A6Y
MC>AV!:8LHHIWVG%Y)%LD.C.UP5"BKT.,%%6$9 &1= /#Q*0#O) M8R!XPT<.M0=COI$5(@D9/KE@6Y8B>%I9\=D*%H"1\^3E.HZ/43$0W M ./TP//3MBC_Y(\N^.VL>+GT.(M$"S, ;MM\^T ;C?
T!G_P-02P,$% @ M3CYV60U0\\P."P GR$!D !X;"]W;W)K&UL MW5I,<^.V%?XK&,63V#.:6]3]EX\LQ>GV,9IMNML,IE.'R 2LM"E" 8 +;N_ MOM\Y "E2IN3-3I[ZHDD<'"NW[E0+S?&?
G8KI;RX7^>%>$58>5\^/SMSZ4]M M13LUI2KP9&GL6GIS48$4,]5ZDG"A)?=^]MRG,B M:!#9^CS0'S9&TL?V[IOX]RPY9%M*IMR;_56=^]6IP,1"96LH[!]Q _Y@<5Y9D1 MO=3DCC_%)]R=G
]$6CEOUG$s.%<CK(G3+^ZB'UH:+T9X-K[AAS4M'@YC+=]++ MJY26;(2EU:!&/UA4W@WF=$%&N?$6A3VE@^Q<=>W/SFM MTG:!7%Q_N. +2!U+[CL/(#F0=$%#'9]MUMVJ#@=ZZ_N P1%W!P.]8$>C]
M3IK8M_W;EL@9]KA8EGXN+I]\L69OK^?SLO =#+\N\"7DOL#>]X_>V.,4I!P MI?DJ.5A?E6@.>>]G5(8"!FU5SCC)]"Z*4K0(,%1,@A>K+KV-9D/8N$.1%T- M$$@H\EM<;.ZO O"4^_ "NE7OZWO?
C>V'KS%#8Z"I:CFYAD@>0>A_PWCH>WML MG]%]E^:TOD_T5HF-N6\;[ML?SC7_PS1]U0>9G8;@!*KD998&!VBA8>ZL*91%P.M#]V68+P7'U59V70%'8H/UD!U;T:IE000?
!F$Z,3)-8Z"S&78TP M6B]7RM0Z\;%KT0? K'G9"V6TM'&$?6$>14)%!CO%(DVDCM+1VF96FBQ"\KY? M9PL'C!9:.QFG2L2IC+_$Q%IFVM:)\UK$P+,,MG\M0#:GF) >DO1N|OMTXML*F M;GS<7-
@X0:.AXH=X@+HDCH[OBJ^.H7VO<0U2K:VHL#=.QP M*.9=6V]%0<5]\YR5C@NBRADQ0B52.S\($XSQU0.!K;H6Y1)%U]O36HBN.* M0_Y8?.CE.">]IK/BOW\@/=E*]VD#'7'BWHA,IB[FPD>;])
I>H(C*HK%\-XJ MB51L/RN)EH'IE$E&RY0!')*R4R1EP:5-$PX%@#<.U*0;$/ 3-3R=PES.@)N!6 M9T'PFM\Y.(9L7"9)7@=#'LHB7*10RP50[IKGBOU)<%D6 P.;GTDR:B(2&7LZ4 MQKC>0X6%(E3
,>TA>918I06O2!" M877FP #S?6WI/U&6+MS_Z!0#A:0V>$>G2$NFY&>(IV1KF*I,D@A)9U)%6?? MUQB.7F*H6@X=+F,%9!+5HOIAD!(%#R@H.P^9V!E7]\|(##I59H/K%(L"WC)1
M+'=@A)'&@P<)^MX+(@.,%+- T5'X.,'7L-]@Q2"PRC)I*BXGG$@,=,DUV,;47 MG;&>]&^01^C. N-78T0>('IC&P3TTY=<$IO]*@1DN 3N)$[-\G 6%SJB&%A6Y
MC>AV!:8LHHIWVG%Y)%LD.C.UP5"BKT.,%%6$9 &1= /#Q*0#O) M8R!XPT<.M0=COI$5(@D9/KE@6Y8B>%I9\=D*%H"1\^3E.HZ/43$0W M ./TP//3MBC_Y(\N^.VL>+GT.(M$"S, ;MM\^T ;C?
T!G_P-02P,$% @ M3CYV60U0\\P."P GR$!D !X;"]W;W)K&UL MW5I,<^.V%?XK&,63V#.:6]3]EX\LQ>GV,9IMNML,IE.'R 2LM"E" 8 +;N_ MOM\Y "E2IN3-3I[ZHDD<'"NW[E0+S?&?
G8KI;RX7^>%>$58>5\^/SMSZ4]M MI3

MS#.+#!.AI_$&KR*8@U[#W%;&YKH*+>'O+$M#5L%,EF9PI5@BGQ$?V (W>Y4: ML6VZC0$]<%E!: EFY=H&.6.2>);+(Z<+$]R>711]W L;,V0Y;&M//!V 6M_WV

MR(WMZ8_&^'8,8.=!GBBVP@6[$JN(S"/+RP :EMA-#_^K*E>WY;G3>H2 M[U5^BY,.1.#+E]3=FB0]+D#L ,.+FAN!"2$U7=%AP^V"TNE.<53Z&TH;7#.M-G6_SG[OW/Y3W0#ZM5A%T08GP[/WIZDC3H;3TfV.R%BB(D+$:,]?:2D]%ND M>.7|CI02ZCR ,,.VS!:0W?=1*F>WJ.WP![6Q&3Y J7+R*% MHGXW.3X>GI\>ITUOK6VC>*

[(<4Y_>M7ARL:=16.UO(F;5[S,'B&LBEV>D[#? M5G0Q0=W5DT YQ/#T..E)*31>W"UIE[WSO'_*G D?2.IWD4HG&Z//=P-E'9<[OVLUOAI}YYWG264PA1^GQ M>BF+#2\[;1/O9A*6(!"0 }'4SH$&G\'0E0WK[=?-MKD3 OR]@IWDVGKC6MLF5Y\!!M9P3V9.I9>3-B>G 8[M;6WL\|>A3PGCW]<@>+N0#Ul,A=AGTU>A[Ff[W3>TZ?4K;'4\?Y.ZU7X ;8'@. MT;/1V?*

M!VJ3;B^A6\F\YB@D9]8)A$V"\#SN7.QO6 #W9?&J_| 4$L#!!0 M ($X^=EE$^?86(@8)'T- 9>&PO=V]R:W.H965T.9 (BD5C./7> _/%Q8=^=KHB#N09IKXHTX=0G/0Z_FBIGT7=N0 MP<{4NID,>'55S$>.9!DOS71OD.<[O9E4IG \&->NW?&A;8-6AJZ=\.UL)MW# M*6FI,.KT.ZN%&U75@#1=ZOX>.K&A,X5-5[?+66Z,4:D;&*WAB^E1YZ1_<#KB M\ _'9T4+O_$L6).)M7?\=7(F1)[*P@2?W.Z(ZT9"#2^+3$[:Y%]Z%)[68\5[<69G$V4DF\H+-4IQ#FOYH$+KR!_V F3QC5ZQ MQ#U-N((OX/8'X],UH?:BO2FI? K0 \DUT\&*Z>G@s5<0O-5TQS#.OR ?#5_"&.M:\V'$6_X0YI_/9GXX! K?*

*[^DW%U.18GE^?8. ,+S^.'MQ>VGF_=CL292,!KNRHB3QBDM^M%#HTR$ MFIAK(\T#DN],JQR5HI_G/PL[C9N$M?.@E D$56YVTF)(*K-4'\81\R<4W&^.<]ET,)=YRAI<#-*

*MD#D2HU('BVF#8>C[!JI M/]*1+Q*>;9GXU.F5?!)C]MD($5BEF(X@NDAC(MY 12X;5)D"!]%%R1K9QL.E5 &1M V 18JL1VJB.O6X6) *5Q MML0A^)D2$"]8ZOEN>.Y*\ 5>9 &.0B+6V8%L.*

[Y+]PH%PU0K>60]L"1V^5/9 M+(@RU!F/AA?0U\5#C(N4,F$HFC5NK2(HBTI8V_39 [PEM;>(KD*W M9?0TVIQB%SP1PWAMPO2VMK,\S_$2NT6M:$[18TRI?$"'$],V>16D,ZR%")5

*M%&"DU>BX7T8BYU"XUE$%N#;'<_%]*O-KYDDLOQ<8F#E%T^ER$=-SSD*WO_DSL'A.YX,R#@HD)/2'R&,*;.3NC4-N212UQo@]/*8HZB-M6ST>"NO*R-[@"UJ?tK>;24G2@.%(R]FNC-*

*7_".%L.WB=Y+V9HB+Y+1J(K+,*1 MCZRT33M+6:OR]$RHO[3"0<=9[D@KM&#.+]FE&/%H.4A%9 I.2U("1ISBHU;_K M$'OB$)Y48]+(1C'Q#0U@>Y=.;G"VA-VF^.V;U8KP5PEHO"._<^O*>*

*(X=^0)C(#UVAHY;6.I2V9]Z7AJ[\/&$!7HR/.Z?R/$!['.7KVP@47V?%_4$L#!!0 ($X^=EFB;&?. M!@(*(@ 9 >&PO=V]R:W.H965T.A4%CH>$].1F>).BUG$C8;F58(JO^L@*LNQ5-*

*\W+AG^IKZC2A+&K]' M':RVLV4G12.E8@*D84HB#;+L4+Z>+U=S[\X<.!1TY62.?2;'4HS> ^52F.O2#@ M4%/]H&XZP UP[D%.QM/ O..5/O!T?:1_'.fE?]JX$;OGZRR=8H_8%3!CK;<*

*MWJON*PSY7'E>]:@)(^IZ7_(1H[(U5HDAV"D03/8S?1Z^PVD >2& # $DZ.XO M"BH_4TNS1*L.:>.M.:X14@W13AR3.]?D5KM3YN)LEK>%@:<6I$7K@QM-$EF'*

MJ8=1.2!6/8\@)@2=*NDK0U:RP][_P&1TS.*(D=1*W*1F$.S0:/X'2(QF5_@ MS<8D9X$W>VV2Z->R.%.[DOA]+M^>.C]AVVR_TM(<6N#PSH_^#L[9OI=?SI M@M;Y]'5^B?ZZ'W(90>*

*()RK>K?/U!N[ff[@=8/.L$/28M.ZD:.WH?N.*A4K:1!=M"8V!8P.N^[K(Y]VWRW5>R8-XK!SH?'D_15&NN^(WK"[^558*.MI.BQK\KB.M\@[N?*>4/1K^@O%9ROX'4$L#!!0 ({$X^=EE/8I0#?@(*H& 9*

*&>PO=V]R:W-H965T.MJ[+)B5,H59^(KLP*K(@<\!]Q/EEQ41&E0[%V92V0Y!94E6[@>3.W!0Y26SW.MYB*)>:.*RG N0#951<3C%$N^G3B^L]NXI>M"F0TH06NJ9NWHN=.,3V++FM*

MD$G*&0A<39P+_.SR-3+Y_^$5Q.?68"99=![O.I&;C.NL!Q!ZIQ!X072@HY)-MM,[8!HK7UBN67&GGLH^K0P((H& 9 >&PO=V]R:W-H965T%IV-D:WD(,2SG6Q(.M[.56"!BDVA*PN1WA*

1BS(^QNV-Z_98V\?Q\HG]UM9M.#EC!&Q"V _.%%['WP M$(§.UTSO1/.<5KIFF6U<*!MP5-9WL$Y*.TEH47;)QJ"DO+WCE<]1SE]7LM314?;!=>%OE\X_2>OOF_.>KWP!+<. M!X%/[J$9H$MRA. BG{O)7^[$\297>)?*O$.'5[3AA!XIJ3&{5'4+G5Z&VN]F.MJ2J<0NR9#T.!(^7O\WG@>?!I2GO?)TB)!L;@9H'!OF]^.S.;.0BHM+_'\#'K.M.PS.,%.P(#;KQ6.#G.^"W]\@-*

*PQ]2V[>R\UO.K4GD.8KPE??]8<29.ZZH$*I]+EN6T6_VC?:.5=M?_H.W7?H1RYORA1AD)C48 M+Q>.+?2BRDF2UBY7L M.B1K?OW&%@%Y%%FDU:.#P3SPQ9.*

*(JLS(R#&^.#+UZL'6?YI%,6WR=5E6S8\' MB[9=??_L63=.F<7E6CS.9*5/3-.+K*52Z_FS9E6.+.>7EN6STY.3Y\^6S5$= MO'[%G]W6KU_9KBV+RM53=2,MEUG]^,.4]N''@_&!^^#78KYH*

<&$SUZl6V=S<.MF?:SZK.FWYIY4?)B:;JFL%52F[#/\U?C[]^.$%)G23%L.D=%_]^:.E"5&(CK^T$$/.)OX.?[9C?Z.%T^+F62-N:;F

M.T7>+GX\>'F0Y&.6=67[JWWXF]$%76"\J2T. C=YT&=./#]IU[1VJ2\3!9TRS3CT^076[6+)GE.Y2;O#_",.;\$GSK"WYSN'/".K$;)V4E: MG)Z>[1G_]K.WZGT_F:YN>WTRR#MNT<_'25W*

*MGW_YY>5 T^X_ODON;G[^2@%X6N3)^.^**]-7LS*Y\.^D# M4O:V26RDBPLM-TNJK'3ZD@2%%6WL$Y*.TEI

*%/6/=GTV@$16>LJC?"Z$$MF_Z7/VQP MV!/(PB,"=" _O=^]{>_E:V!Y(%RK-6AW&K6YA0_52Z-SLG%)N;,:OTJ4L[-W M3:%] 9 X@S P_L3GE3"3\ZE%U>[M-BHN>K5T"_]"(4/]K$K V^:410_*YBB M3X-C=.O8%3VT!4ZT+X&% ="01B?TL2%0YO6Q7P8*KZ4I*F4Z:+>#KY=Q8C:7Q-M!Z&8>XW188V.+E>FY86X&"$?C-#W8C1[_AM)PE$!AF)X43*XB%E\9-3 M!F:O$+!A[*?*
K%@.#6U&HII"5Y!+XM/2UA]PW_MX3=#'!Q"W8E8-%G$ SFH;.* M/X)V?C^-#A 5Y%CKL6$!S!RiA 6&A"Q$' M8A&L=N^)LE++2]S^"C;EZ@ QTB MX8(4?;D:3#7-8DQ[2%+,.84+"/ND_)2N !F<20KGU9Z,(46S>4Q=2;,M1 2 M(44:9]<5#$H#HCM!B*#U$]} RRBAKX#ER;"<2ZS\C/;@GE==GPE>X83B32&MH-KZM90]^.AT9!&;'@;T12K\$C4=RNNQ0LW*TK
>%S,O85Q$(!)EBJC^$R2 M>,(PF]P6E65DY>-%:C-PM@5I3M+!@XC@N;$#.I \PN^M=^,8#0RA'D=F' 'H/:XX-81M!>#]+P+LJ2G>+_B9C)0,SD MR<0<>H'2BXUH^H=,VU
MZ\$IMF0D)OKTA6NI.@,:OXUC:LJ0J2FV\7>-Q1KT?.Y=1&*%0Z9ON+:-T&8E M6P.NW82XC%E^G!0D8F3YIG\[SR:L%$@<)]A9L_S1. !5%@C#)W# .X:Z.
M6U!6<1B@:8BR((YS5(&1'2)'CD65(=9]+99*8OY MGKO(T:7C$>3RFR9!FC,W6C?ROH=[F'XN!6^Q)\+.OPD,T.VCQ7X^^*UIYJL"9-Q=+V32.%>@GIE*]MLL>#1:E;8-E'"5R6R#NL*:-
IV"]SV3D9%'PB$:-FV9O#!EF_G885$ /!S]C M*]X:CXO;\+:M9:%,3C]SA5=:R51:WEL9IP&A?AZ0:++OO,"BVW>:)$&&6D9W_MA](XW:LNU$(O_:4(VX'}&MO?'(:WP[WKLK]N!{{WE[8/7" X!B]O0-
'P98I_M5'1_$>HW5K7^\C%7%]\R?KG"NZ/0[@!^7RAEMQMG8+B-SOX!4$L#!!0 (M $X^=EE0C1_C)@8 /@. 9 >&PO=V]R:W-H965T6QG9DGHK^^Y MGLV00A(0E?BR8_X'M_':=?K@\NV>]]?
I#2P]!J^LJ9O3!LGL3_D#5Z_VZXN!D8!J;S?=*E89:.ZLBW4FH+PNRF:V.,CWGG2+@W8I5&63WG2L MW90!7T\2E5[>3B3L^L7)^7Z8J 7\\?!#EBGTS3\MGG383:%49EG9]^.!0G
MI?/#V3/YY.C0^KS@!S]=!c?&C"(Y:)OW-'FY.IP) M#.7BH&LO64>K@4:#'&]VAG-E0T4Y'3\+6$W+%YO4E<,9:-FIVF-9 \!VWM:.MG%6IWS^8#!B ELV7.["C$4S=.285>]4VPT7/?FI6:?5?
@=#D\[YO3U^>.*PMZ4E$([!*OE;+AD&+#_M:<@GED2_DVH_W-+2."!3G>X0ED1NQ.W6R6"X^6!QD#P A\YU!ZL 4)6DB1D\0U!VOIZ6"0STX%)O!K)5W,?^4A=WL$8-9:)R&/[FSN_<1N!0M:YM6CQ-
MF&"\FT]OI6O=LO,U\6C[>"5\5W;I$ M/:IT#E/QV-L9Z\9[UC@9VDV'<YYRU VY*>7B!JVGJ. &^G[?M<#VA#:.:+[N)? M4$L#!!0 ($X^=EEHF$J410, + ' 9 >&PO=V]R:W-H965T*?
UL"D0+KZ609A(4UE8W86BR M-DMF+E6%DBQKI4MF:.HWH:DTLMP'E2),HF@8EHS+8#KX;PL]':NM%5SB0H/9 MEB73^SD*M9L$<= NW/-8=U".!U7;(-+M(_50M,L[%!R7](T?$G0N)X$L_AF
M/G#^ %N\X9Z?(!)A(/%/"'\ L&M\H@&QK MK"]!;8&)0==:^192F263<=:[4 L T:S Y^GZR9R7#!U MEE:3E5.8-2G"2K"'!+XZL+H*NY M1NY-R7!XT2D?[TEDET/NUNK:W9]81=@TZOP6_H-
7]:kUME*.\]+ 23QP[!)/SQ-M0Y^U3=3E90N$3)74I@WSG0Y2W1BI9PKFCL-J4%MJO'6O}\C.#=DRM9'\?S+G M6^WT<##NB(P[KV-]!AM 7:EY7:F!2JL7[KRY] #65]C*]?H;.%4;_8/Z.*C=
MGSB>=6]= ?F>D6@C^,B)NE4:%LM'Y]*- 'M WO1HVW[NR$F]/V-H'O8BBR-.[M'],^GPSBH[]'!UVT1+WQ;X6AH]U^6S?4,K5[CF9U% .[A7K]EGYFF.C<@<$VA MT>6(--
,U^U/K)*$]3UXI2OW>#PMZ4E$([!*OE;+AD&W0/=+3[U!+ P04 M" !,/G99GI\^*(# "0"0 &0 'AL+W=O6N7!$c:#C=@/?2,,:O2AN)MC"FN?5\G&+R8OI0%.MYOZ6"93S'>)R&/[FSN_<1N!0M:YM6CQ-
0#A/\;\]Z9C]^U!3<>R.(+G^*! EUG&U.L<.MA=Q-O-#:?WCDZXVQ' JSN&!K7*#Y6CPHDOS&2\HSS#67.2A<3:O9>#WO6WVG M\(WC3K2F8)DLI7RVPN=TX@46$ LC/7 Z&^+-
RB$=40POM<^O69+.]B>[[U_M9#BBI7"/,K=.UCS<0 3*:0.85?K!AXDI38RJXT) M0<;SZI^]U"X&8.H H@<[FHCA_*6&38=*[D#9:7)FYTXJLZ:P/'<)F5A%*UR MLC/33XPK^.9$B7"/3)
<**>)&P\436PK4G;%O:!>KZR>UOWGE.?H/CV$$]S(W M&PUW>8K16P<^P6LP1GN.\^BDQP46EQ '78B"]'2"7]OPCIV_ ^#SG6ZX3(20M.B9 'R-
=N>P==VE+YUH7+,&)1[6A46W1FWYX%PZ"CR<.]QK O5/> MIPL]Q;04"'(%! !=F&F-E"N6I_"%LR47W' B4B84G?#$P%S)Y/DKV#!PL#&9+5$U2X$D:)EK8X(]2&D+PH'A"B"Z^X!8%A!U8
M\'7.5SOAN8&ON5S:4#E$M4K<@:OO)3>OH"WRBM!IB,/N(+YJ3SZ\&T5A]!%N M<6G:NHE@6M..M#G30/E.+?F60MR-![UZW#NY>Z%U>SV 9EO2UU (1E=&%=^K
MT<#]SFB+5@HN1OVH4X]LONJ"M*F\H)$]T]V6HF+N9MI(OL)%W.T-1@>3O5R% MMV(_<&'H=\X2).]Q@#)YB?_?G!P,T'L8CN]F_)4P#2K#=\X2)#ZAZ1+K?"E,M M(\-
$'8.M.P;_'A:HCI[$>7Z=WH*L/0?ZCU5*S 25@?K MB[!"9_],N_@0=)@E5,^:6SR4*@[O K.[C$,8WNDC1%U.^!U^T%P;M?>H1Z. MI=IO=C"D&5NJH.9?&V>&[.]RQ[4]F?*/5-K3G0$KL@TN!Q2?E35
M_RO!R,+UW*4TU,'==$-/)E16@=97DDJ0%NP&S2-L^B]02P,$% @-3CYV-M60)>6."2 @ ?04 !D !X;"]W;W)K&ULA51-M;]LP#/TKA#<,&V#4CNU\N$L, .V*]5 @:,+KU4.R@V$PB5)8\28[.?S_*3KP.
M2+.+18GDXR.MIVFC]!O9(EIX+84T.VJK.749!",:8&,G.A;I0DF>M=DL;24F M,)5&5K1)0BB.!P%)>]2RZ:MV4)G4U5;P24N\BZ;+)E^FZ-0S(>#![!9 M6O<09-.*;7")#D>UT+0+>I2"ER@-5QK5?Z7
>U>!RGKCX-N GO\8 Z62GU MXC9WO7=(G']@'!MNV=>EDQ@!=*/"' M;F?>Q(."UZP6]D$UWW'?S!#AY4]8]@M-%SL/<.LRZ9:.:!=-*$YHVVUS29R7+],?LK2:O)SR.'8G=RBM MTF_P^9&M!)HOT]
2KO.&^1YCWF%$%[V _(KA7TFX-2).%%O\"!$2H9Q4=6,VC MLXA+K"X@#GV(DP2W7<8M7OS?+F^XR84RM49XOEH9J^E;_#K5<@>8G 9T M4KDT%PKG#X-1^4,W;2CFYO#SY8DO(
(6"&H-/74?KFNMR8;G M]D_!(IY:F N5OYQLX8&#)TPW0V"V6*]3][-TGA@?6T)VS]#D3!C[^(/'#\;0S MXCB!)Q(>< F55CD: X/(3]+$+6F=I/Z&=@_3/=,;+@T(7%-]>#$>>] [L7<;JZI6
M8"ME2;ZMN:7W$;4+(/L*7O8N_+!BXO].5!+ P04_"L/G998Z"SUAD$ M_"]"0 &0 'AL+W=O92FQ#=AITA98@R!. PS%/M 2;1.A2)>DZG2_?D?)5M+!_X)A7\07.MW3WW!l#'T5,0[-FS.)S+!.09>VMK-
Y>^:\HU]ZFY4!LF\<]2Z9!:7.]5;S;:.MT:!5]H4?!4'FUY1+:S}]^[U9*0:*[AD!QL4]=4_Y@QH.9C+_3V&P]M;9N MPY^. G3%YLQ^V=QK7/D]2L5K)@U7$C1:CKUU>#G+C'PK\%M6_[#BZ2A5)/
M;O&I&GN!>[D^%5O21M@'M2W(=O&D#]14PX1?V.YD P_*QEA5[Y31@VK+,J3/NSK\ M12':*42MWYVAULOWU-+)2*LM:"> .:&[2AMIJHW-R M8M7/ #YZV;L;!5V=14<1YVQS-7% (JBY
A>W(<>MWCQ?POJ\3>E4*,1#+Y, M%\9I]- ?A_+064D.6W&'ZM)L,,G&'IX;P_1WYDU.WX59<'4DAJ2/(3F&/GC M(;T:-=%HMH8_G;ULT>&3/%F9"E4\'W3X*?-CM;U77C>0E=0?*P
.SO&+2TWERA9(6TUFlC45G\$]B@LF1_+6")+:L7 M3_ K'$ $1C"#_"3O(.) XU%0P.F/[JC*R@B$&\LW=VIRR#L\CT M4OLQ)&F6_FUUS'8")SOK)WO[)O_72#AT?_8X!U#$L@"_%+-M*]F^N0]WG+)
M+3O_!>^L0^Q\6XV/FCM5ZJ>L,L[_]^UIAS MQ#W(.K<2-) $+ZR:T?))][%5[>91HH:6^T\-%>U<8""$A19JCGAM>5#0.8X@A M>I*D+L8T0$$]=$&F&5(\A:FK&=3]C^QBI MYLCCNH.CS#*]HY]
(2QB3*$[?*.%FD2"(W'T).DBQSTOQ2DA2AFQ.NK")9'1<, M'R=+ZY!(CMK[;"H5OVM(L"6]!A=#/(*Z>QET"ZLV;3=>*(L<;=K?$POJ03P_U+A ;5;. /] M\VSR%U!+ P04 " !,/G99'2P5#.P+ !\2P &0
'AL+W=O97"64 MIV71U0UCQA[>0B)3G;O#V[=--^$ E1W,"U^ Y^Q1-EX3/965$' I_2O.&M;\\<+1&+6:0T!(4 _7]@]BV..!'+\78&>'<;4'9NO]^BAF3O.9D4ENO?Q'WRM M=F./9F=DS3;TB-5'\?
@+JR8TUGB1B*7YGSO6:9TS$A52B;3J#'(D("W_TJ=*.M$8T.[NA(!Z_J\'4[3(YT*L.?]?#49%&58?12T4:5OW&+ ^TPJ3I.C.Y+91E-.M+ZBB-]>Y>"2Y;@UH^H6AR_0&!?46]92Y?
MAW[J9EE:%!$;LN3;E&]X1%.% M,J-(%*GBZ98\B)A'G$GR:L$4Y;%)32[(Y^6^O/KQ-?F1)\1\VHE"TG0MKZ\4 MB*2!KZ}[^/MR>._(*Y';A6IVDD2I&NV;@-9Q-HN/N299?$=TSWD:7[XN7=?4OWX.7=;
<;*+'^_N#NO2/QB'; _#\(W@V M*.C$=$'AOQ;Y[D]\D1U/1\DW,J.1>WL+8$"R_ L[N_GI!W?B_&QC"A-L M@0D68(*%2& MAD<'AD:=#Z#<++MF%YSM9DPU,:1IKI2$A:%:")RQ^A.OK;>)%I
M/97G$FQLP/1*^.7&FTVQK[XTZ;.TF M*?).R@(TS<@]Z%F>D]]$&A5 0:K@-5.V90^BG[K L$FS24-)XWE'DHM[FYD\Z MRL84*D0"-[$R;. R&62E"G*2?&01XU_H*F;GY#:&+9>A"39OY!X\A"OR7DC;
M$G[B_X I6(@$UN)H>N:IH^K(PI>@3H5(R925B M$.14(J8]%7O>:.PEPM+*%6=^APA.P4(DL;81LP.1LT$BWC.E6"[U=K%RB@^% MD@HV?[!T@-LDVI5LU S"GDK-K*?TT73<"5 +S!$#3+
0":Q%X/U-'L?D.K#*RP]\L MS>]L"U^C^Y-QU%ZZ/[\F7,H"2,K2;. AW\2E&>G^3?I<:A

*1-M];3"HS#U?I]T^%B*7_?]O&\5;"&;'*">%M\4ZGO+KD1SU!<^?^>CF/S]@S_FO MC9X^P;*>P!K4L3UU#$*_F6SRG*<'R>DOCT62/[%E229:)O%CLDQ$PIW]=0O] M5J#EA/A\0W 8X*OO\R%+9A0.6>@UHR*P@F>F[^[3=T]*?YZD<3KEIR6_A?0_MTF*N1[7<+4'4T0B*P.]=E;JW3]T#4__(BX+S"_1YW_+5.+[`^OL7R_072P]M5R917*!HP]&?/[1YY3:./&,=_EA@:^1 M:HZ[#!":O!GK\GSQ^"O"\OF8T\ MWR /!RXF&GE@C;]2UQ-8@[Q@3UXP"'F+G%O[7F#21UVB33,3L$Y=Z>L)K$%? MN*=A1,LT9A#X][JW*S3'XHVZH MKX1PG;H2V!=:D\$#H8M[9C">"YX? X1&;/#)\7I#@FG7FL2>T]B>&2<3$*K&S%X\T)&C0X(5]4S<3VA-8E3 MKR(U9T'<742>Y7]?;$U253"\|*OYT*T',[&;&$8LL _S_# UA#;#NAA:"(^O^X)V1^UAX [#R%1@V%IUH:U'$V/03_1&;^O53_2% MUJ1 -0H,6XINM+5I86QZ"8(,.0+=7I3-Q0Y@)K-PANU)^+.:5# V303U0YVV M7CU$7VA-VI2+P+\"Z$9;FVHSW0,S1FFQY[$OM.:VJ7(/!'8/[|)V@N(EIG-P M.,K@RG2EKB^T)G7*.A#8.AREKE7C$M.,8(O#@ZU>S4%?:$VVE#D@L#EH9ZN; MLB6F/PCT+=@)7)?.S WA#HAR!P1V!VW.6=DO=3]V2,AT?GH5_GVA.?E1PL-MPG_GGKYD(EY^E[@EIBD@/@YTM0'7IS {0\@"HDP!@4W!<=8@Y4M,2'4A]/(769$SY 0+[@5,9-Y.TO/0"V/5)8XSV;@;Z0FMRILP @(:E"PU-7 @>$3?#X*?WOE\P1"Z MGRK=3V'=W\95-QU+30 @A\9&ER5SL0-80&HL@ 4M@!VX]SDF"+?)S[1#1+\ MO,[L#'"SZ<&9'UCF?TK29+59H?5NR.VS?'M^HT!I)M K%VB;K>1W4_W(5$Y:-M[?T#E^F_NL.UZ,S9$-*?*NE/.^[Y3[+'\/MHLRAZ'5#_D8@G#@6L<-MXZCNV4Q';7':,8.^.FIYF=GBPH"HZ>948T?:XYK)*$5(847X>YS+569YO%TLN[XN-E(Q-MHTB@_Z8;6;)PV#8U,"70V+%3'F &S')]@X14G_PM8<1WJ99I9LCE+'6)>1R M8K!R,J;KG:RTI0F*).*H>2,3$K8]AMM,R1+F^&'+'R&=*T[!.VXKI'RS.#&&4I MK'28'GH;GE0+E5K3F M>9*]X]58(ID/JB(tMS&?Z>,3(@$HO>_^@%S?0/3A/# J-+^HVN<'1YFX#P]0G' M$N6&OCVW,E.S2!K;)ARE11BL18RO^D=U44+F??LOY$YW_/RlHAJ[fB]RT; F-M'S^(2F4;YP4*T6I]P`:,!;_VN;$R1$H5D-Y-91-L<(0YYY.5^*=1(YY,* M/X;431[4DD[]3=4KGN0[@(ACJ77"7#&"S*CO29[';HZ#X6Y2K#]KFW M^_/Z4>'\8^G?QAOOPTO&8MZJ,=3!4Q98-_M0Z;D(8/EH=9=*NRRYB4;\"$P8=-+-[VB135.8TD)6D6TJY2G"RO/N\/B/N6 M;F%C-"[04&.9GMC"'!H\WU$<(W.O4*C9*K.4:8>;/+5%VPNT(.00V4K)>,U MT[$2W27%4EU:?&O)]!$>0FRLA)\8; #=:0BM]J5!;EGE#E8^)TAN+I-_(MLFX6N!KG.\LPN!&,>VZS*(_@GG= X0+] ME]!73ED__<@.N$G/>!&,=VZ#*.?BP][E MA'W$7EOCR":MP5Y$+U!13!4US88'URDEF0\51?2"U0.V.TUY?VG^TOO MM]55,:^WS=_AMM+VZKF"V-^D_0Z83DA9HR>:2^_8&R4V.W[X1V;JZKOV8 M"9&MJI<+'L)X7@;(:^=9)G9OR@?L_XN F_\#4&L#!!0 ($X^=$FD7(WU-MG@<D' V 9 >&PO=V]R;W-H965T0E0Y.H6B^7MF7RYX85XOAK@P?:#^_QIH13B=_/FX^QJ$)&6\8)/E:DBT_^^\C$O"E.3 M;LSZ4HIG)$VTKLV]LVL2VOY>6GZ_4%)_6VNRZGK MC^54++#GZG'WC%7HSX2K+B^'!=(&^/$S0FQ]^1#^@O$2?%V)=9>6LNAP[.;.F MZ'"Z^8&.Y@=(QP]@@CZ)4BT]I*&<|=EA!4/=VEV3R;.)\1;XP.?O4.T>(M(M0!C0H/"QO2E0?]\<>)10W<=0.OZZ%IV./KP+=.]G-7SX;=.'8<^*KZL_@N9 MWE3*X$!LGA?K;{IOOKH.%Q^94/KQ_^OP%_X .,V=EDS-5=F.FVYG)?+2!=AE^AG_B.RZS8N*$Y1.7FQM>\GFN?H3L;*H-ZVI.JOQZ'5**D\OAUWV?.MW"@2DR)C#]X42D+"[H0%BX$Q0ZA4WXG&MILYVR@V%SA,"F^FB_Z5%,+'UN M$*.!8,ES@>RBL+=IBX[JM >5*8YTED&W8GI*YT5.BS"+ F)\(T*8XLB,2V(VB21QA2XP,A4E"._HLW)\]+=]*

*(9;B3S.>2?VXO&@HW1P#;8SR[@>K]O&!]GV, MWO 4S22*TC$=EP$*W8]-9 "Z,U?82?PX4]?(Z]01]C"N;I#;)XN3E'@6?.F MA7GX?/.@PCQZOGE5XV.W>7\A=_]JL;7WF6P"8S \H*C N.;?*
RB5T./!WQ4M_MQ%H1F]5$,T;>RP49T!LS+;%!U0F+(&$Q$*SDT?;&HVVG1T,F%UR2!+T5/%O4T0>N]&PJ=58IEF8Z-MTSXN]+ Y5$=0}>(/G=QPI;=6G6UKTRK?.BL]-K?:>SGA!UZSM9:,D%5&D+
9 M"%;R;V?CWY+ ^[>NTYTHJ!?HRJ3Y=:H'5IWPPLRVNL4SLW1 H.OR;!%/94]& M>]2(TFR>TROG8&?3CXT2]WLPO4(G4]U#VS>9#V1$2]!]9H<0LFT1)"P&@I7"
MZ6P33F?/6VGU1$\R)IF==K =Z#)TK4 $5KKY# + D+ 0$A9!PF(@6.G)W8V3 MN!]Y]>6L[!k@/Z#YKJ;5Z]NU8;NUS=I=:0.TN.<'WB]]=S^F&MYR/ERRIG% _= MIL> ^T9RV ;*Z0,>]\SK" +'M-
];%07=G(HY VQ9#TR-PN]-] G~'8%!M")060]"*`B[D(;\)OS+U034@ M4%H(2HM :3$4K>SK0H7RW3+4+7DT7Z,2*8[R"1]M_4 ^EF;KUUUZEOR%UFT%. MVTI;CA<$>TD+]CR!TF(H6MF1A?
CDN]6GJAFXKG\8<6)]] 9]*=EXHU#<,#)D M"5./EQEN<=\GZA$ E. MA>(E%ER@,E)..SVUX)5B$!L12M[.%")/+=*E%U?M_1$0^F[% M].NQSF4V MT4 V0E'?"]WKV7IL_VJ `LT9E>9^ J?
C.HI9RA1]B P6G)U2(#] M2["T$)06@=)B2U\02;$F=]W;E8& ZA> !DH+06D1*"W.:=O!\=-Q.T#T5 (8=BI MOKQ4 `R@M+[H!(:*"T$f46@M#BG'?[<+'N T.;P6QM/(> ?"KZ@0CWJ]X2D MJFZ?
C+35P]SO*P,#5%(#I86@M B4%N-]\;!YAKWN@< H)#7LWG+UPI-$]#? MW] -<[3HZ$$!E.5!:!$]+\)?[N,= S 4.KA4)OPVZ]K4I;K;.0*/N)OBVX]]>" MTH/Y#;]^/=%FN\?
4;C(]O$465)@#I<50M++'"V$.NX6Y31;GCV/)SN=8GKQU M]-5NA]?W^@]4F(V GR6=9(G. FMC %0D>Z)7@3HD1(A41O-[>;MRB 5>9 M.3$4K1P$A8*:?T7!T ,ZL@-
^ANT=`AT=D;#.X.F%YSMB#R@E4;@M!B*5@Z!0L;#;AGO]!"(B$A9.I5F M.Z#=. < 8P%4\,/[@A]NoGS7W0P\;#[P.EQ5"TA]^IMY76@24MX! X4;< M
-,$U4W86@U6^A=4O0.EA;"T")06Y[3]C?/E\S.%=!>XL;O?LM2W0.H>R"$] MU]W(HP E@{J$H+0(E!8'^QOS *#;V8V*QM;1NSD54WM(TOSA)4O5ZN#;IG1S M$+ OCQ NE \\VAUG++
K$YWOB=BRE*)$CK12. ^TH]LD5@&PO=V]R:W-H965T*W$#YZ;8A!]#"#%:N% M>5+# 5^S]\0(S)&=4:;<< MP>D<#>. "SN $N(3OA;I>R9R2T-BL#AMF7899FR$^D&$0P[V2IB#X(G/ R4(
MK=Q>(S5/(N/,BZQNH!A= YQ%(@<3F"TY.S({S#OA=#SSLZP'N5O=9<(Y[# MK49[I <5>Y3"C="$*I,A+ S0[@W&*3OWPTNH\]!(YZ@2///CP@<%;3]1 "!
M5TKZ\^!+UVL\U0;9I;=K'WWOU7'53LS?\;O MW#.]Y!) X,]"HXL/ K5N9[DUC*K\ #PK9Z?1'PN[_F"['N_4LIL#9>@7ZCI M'U!+ P04 " !,/G99U&]OL T$ #-=#0 &0 'AL+W=O$[7Z?
6+82S2<]6^(CV*7 0_LKEH1G* U7$C2N-MIL%5 W]OX>R]P9W.0VF08]%O *C*UC8/2WP3DT*X8@HC <] M9U"Y=."(XW?VWWSNE.N2&9PK\+=/;#H +@(<,4*8;^K]>^XSV?D^&(EG/^%
M;6D[B@*("(V-5M@=3!!F7Y3][V^OP 7#1.P*(]H#H)T! ?0PV ,&/P.&1P## M/6#HE2E3\3HLF&6SB59;T,Z.V-S B^G1E#Z7;ML?K:.GG'!V]E@L#;X6*"W< M,.C7P.<%6L;%^0* PM/C CZ??
8$SX!+NN1"T56826G+LX&&\=W)=.HE..(G@ M7DF;&KB1"28U^'DSOM]$$%!+&5=K1>]K742/C'VK3A;C?@:@7#>L";H8_8MZ% M0>\H?,$_ Q;.+O2&=?"#; ,:5)@X\W^'! ;B+\!?
4<6<&LQ. 4:5=)-ZRG]KW52M4FV:(GL0.9A)>.PB?T _G: 2@KK]&OD M.56 Y]#|6?&'Y>AA:RF.\U&E6:CDS2K4ZN1X52UVB1;M$1VH-RX4F[<;M&. MVY2Q3;)%2V0'.IY7.IZ?
6K1H8LUSUU;4R=A,]TT"59Q:HH,]^[D#6P0B1HT) M?0;M @:K0B9 GWZ -=F!4.)PN1A8%H.B .9#3A(T M?"Tl2B,)1<%%0F.UJE K%G/!+4>RMDR^&&](25 /P80!:A@I*=3KG7 .94*]
MAN84'G5 .+V@)MM(]@ MX01AE+=PZ"21SH3#1@3N;=.$!I[QBH0PZWRY\]YDT MS/=T)%S*X]3+ }Y93G^=257%<:*>),T;R3+B8"1HQ#3NDGQ^;5Z',O: 3EID4 MLVI^ 2N"-KKGI-
C75XFRHE5N6^OEU0D*O/#E.Y?]!T! M/5\!9=\GSD%UHYOI"U!+ P04 " !,/G99YB67"Q\# !($0 #0 4L M+W-T>6QEO@I9\IZ!@*Y$*W 'O&&T."BQC MK'W$+7.&)U#4C.)6E54X MTW35[5V0C8.
[V2 3I7.FVS!=LC: !H(5($?SV1SN1E4Q@:.;HT@YR3F=*4J=A M[=$, +.V4"7$+ ?ZCV.%>%EMUZT#59#N'@IJAI &3X]F\]S;:M)\U7|\485?U#F M\\)N1{HY "B[T:S@2S=2%]T C+V+L1,I$]M/@L]DR?
SF7QOP-*!KOVBN '^T MT:!5IM; (D>F#9\NFWYI6EUQY9FW4|+ M?<>X.: VZ>9TPR3<6V:-O[AYSE M5RMN#IA H=G]6]E7'!297!Z^QN90/'21Z5L0>9CECIMC9^MLVSG96FL$;O!#
M)AW>1\0F.#19<&&X,&9SGN=./CG@++VA$ N:N,.OU^>LH MA[EIP2#;C;RSG MBS)K5]U (II5F .%7V%XW;5]?;"N=<[9D^,B9ZMG8#2,[L%&;"OSVD6MWA1', MQV-A!# L#]8
|.%>6)S .3]]=#|>P[3U@?2]>FC/MXKA(S=!XL3]LGL%=YI MEB5)FF(9'8^#"L98WM(4OF$V3!MX8'$@TI_E&.I\VWB'/]P%6T^!G@KI) E4%=.&/<$XDF48 KT8[M$T M1;*3PB=<'^PI29(L"R.
A14D"8; TX@CF +0@"%)XL[!O?.H7[!3\>;WD]%O M4$L#!!0 ($X^=EF7BKL*

-8?20$3;8T.P6BP^0"X99K>] M9!:G

*IY/)=-QPJ48?WA^OM33C<$,[M43JI%33ZACLI'NW ^ TF>Y!6KF4MW6$VZOZOO8@U4LE& A+5;#09:,O3CW]K M(W]IY7B]*HVNZ]DHZ7?<"> D^:OYY2%O^=IV+8ZO;SB S$;3"5QP(XUUW1'=
M]3DP/@@XN-]JG?XH.R?,G#OQR>AV+]767P;N8AS<1MR@E^OV"6ON2H%ZP;8!H 9 IB] M(.#*0 @3+ ,;=]6;20"9(Y#*)T]T&NG"X#R *!+%ZO)[G=!9!3!')*"WG96]F$ M.#1 ^ ^.PC-
&UI.5=LTW!RZ<91;)>$TKAR[*$0=*B<#R+ <(Y%OR<74^@.LA9G+ MC=GINA(F@'N"]+VCA:L1#T*U@MV(4D.'/@E!R00+R!:..)#L'A1X8%O5[/I' M* ?^'\Y%=QK_PPJ46T0>V.I3#^.?])IR18/)
(B.TQ%X[+NHL@T).0T P5$F)B M"DF('3{7ZP$+9HJ$6!62!;.?"OIXR3 T)L1L6JM2 8+:?\9YP;.T)"K(1O.$NA MU4V4%9)A=DBH]0!NO^^CK?VC"R'N$+)A4DB(K7#C&T'T2^Y#W*WARO*N MHNC'
\3$]) 0^^&ZV=?ZI 2[%$IL($ >0OR(/8(IIHJ46!4?N33LCM<@LB\P M?ULCGCZ'*>.(E.@1"P62==[$#U^*%A7$7OBD=?4HZ[I3ZP]]3[7U!.S"VF%A
MD6):,2,F+BZ.1KD^'\;A!T#.'%5*.8#$?)$2 ^^*8$/MJ9RU5?T"' X?2>X") M"20E%LB]75OQH_4)U/7#T[F!V2,EML>2']B#99!&=.:]W&0N;5EK/XM#2$PD M*;%
(%LI*D(@/FY47W86!>+U]'F0PH;3$0D%KH>]IB(D))246"HZ9A8L:F%$R M8L$ZB)V=LL!8F"]#_*1EUZG"B0(IB8;#)BV40KI"@ENHQ%7H.@I=)@^2F28 M;K(7*D\BO8?
I)7O1^B0"ARDF> $")8[("29[A4HE"HD9)B.VS(DL^\@98F*& MR8@-\U^V>O ')*3BP5/.UF(2;FE9S8*[BB\Q.3\TI. VHDM[[*SOI0'F)B M8LF)Q1+)'K&X9.)OA\AULJI5.)?SA 3TTQ.K)D3J42L-
S'AY,3"P7.),;?- M,>GDQ +QRZ[QSL,LDQ-,YiCAQ+@PK>3D6@E3G A=@:FE(%9++,>),6)>*:B] M$DUR8I285@IBK9Q:\?P>"@M.*P6Q5DXF8\ L5V!B*8C%$B1GL8%&7[<3RP3-
MQ@857X'}!""6"8X9RJ3 9%(0RP1=K&5G(29FEX+8+NAR[7#0,=D4Q+)!9 _< MKRM%9/L6D, ^V /CM^\KI<&N;]" 3\!* M#MNT=7T%;= 49\VKXQ=LQZ O/OP#4$L#!!0 ($X^=EGU29+, 0(
%XD M . >&PO7WE;'.O=V]R:V)O:VLN>&UL+G)E;'/-VDMNHT 4A>&M6"P@ MY?LB22Q,[">01MD @'O0DJC "!>+RB\$G!#P\YT.W M[?M3V>V'LO@X'DYEU>RF:?B54EGO\K$K_V03^5\WX]"I-
]AVD$*3U@PR^K'Z00Y#7#PH(BO! M+02U!8>BV?M =!W5#[]'H/OZ0:)$&9<$23.L":06Y%H(O!8&PC$%B1. M",P61%LU!9D6PC<%H1,";.06!%L(!:,$6PCT5M1,"216U%L)],:9PS:.!WHIZ
M*X'>BGHK@=Z*>BN!WHIZ*X'>BGHK@=Z*>BN!WHIZ*X'>AGH;@=Z&>AN!WH9Z M&X'>GM90["WH=Y&H+>AWD;@MZ'>1["WH=Y&H+>AWD;@MZ'>1["WH]Y.H+>C
MWDZ@MZ/>3["WH]Y.H+?/7G83Z.VHMQ/H[:BW$^C^M]+<3Z.VHMQ/H[:BW$^@= M]'<0Z!VH=Q#H':,AW$.@=['<0Z!VH=Q#H':,/E01Z!^H='!H'ZAT$>@?[*01Z
M!^H='!WJ'=+!H'>+>K<]7>9/@^Y'!N^UGC\GZ1Z,I^,KY> ++!)VSF["'>< $ MOQ.] @502P,$% @ 3CYV6=9,P)+@ 0 XR. !, !.0V!N=&5N=%]4 M>?!E&ULS=K+3L,P$
*707XFR18WK5WF(L@&VT 4_8)0C9K$EFV@ #U. M"I5 I.(]$C?3[!+4]=^*1S!]7#V^.0K;NVC[.\V6,[H*Q4"ZI,Z&PCOJT4EO? MF9B^^B?F3+DR3\3$=#!CI>TC]7$2AQKYU>4-
U>;YC=GM.OT<&MQ/^7#PH(BO! M+02U!8>BV?M =!W5#[]'H/OZ0:)$&9<$23.L":06Y%H(O!8&PC$%B1. M",P61%LU!9D6PC<%H1,";.06!%L(!:,$6PCT5M1,"216U%L)],:9PS:.!WHIZ
M*X'>BGHK@=Z*>BN!WHIZ*X'>BGHK@=Z*>BN!WHIZ*X'>AGH;@=Z&>AN!WH9Z M&X'>GM90

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and payable to vendors for goods and services received, taxes, interest, rent and utilities, accrued salaries and bonuses, payroll taxes and fringe benefits." } } }, "auth_ref": [ "r77", "r78" ] },
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within the normal operating cycle if longer)." } } }, "auth_ref": [ "r78" ] }, "us-gaap_AccruedInsuranceCurrentAndNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-
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Accounting policies describe all significant accounting policies of the reporting entity." } } }, "auth_ref": [ "r113" ] }, "us-gaap_BuildingAndBuildingImprovementsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BuildingAndBuildingImprovementsMember", "presentation": [ "http://www.ies-co.com/role/PropertyandEquipmentDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Building and Building Improvements [Member]", "label": "Building and Building Improvements [Member]", "documentation": "Facility held for productive use including, but not limited to, office, production, storage and distribution facilities and any addition, improvement, or renovation to the structure, for example, but not limited to, interior masonry, interior flooring, electrical, and plumbing." } } }, "auth_ref": [] }, "us-gaap_BuildingsAndImprovementsGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BuildingsAndImprovementsGross", "crdr": "debit", "presentation": [ "http://www.ies-co.com/role/PropertyandEquipmentDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Buildings and Improvements, Gross", "label": "Buildings and Improvements, Gross", "documentation": "Amount before accumulated depreciation of building structures held for productive use including addition, improvement, or renovation to the structure, including, but not limited to, interior masonry, interior flooring, electrical, and plumbing." } } }, "auth_ref": [ "r118" ] }, "us-gaap_BusinessAcquisitionAcquireeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BusinessAcquisitionAcquireeDomain", "presentation": [ "http://www.ies-co.com/role/BusinessCombinationsandDivestituresDetails", "http://www.ies-co.com/role/FairValueMeasurementsDetails_1" ], "lang": { "en-us": { "role": { "terseLabel": "Business Acquisition, Acquiree [Domain]", "label": "Business Acquisition, Acquiree [Domain]", "documentation": "Identification of the acquiree in a material business combination (or series of individually immaterial business combinations), which may include the name or other type of identification of the acquiree." } } }, "auth_ref": [ "r375", "r376", "r377", "r378", "r379", "r566", "r880", "r881" ] }, "us-gaap_BusinessAcquisitionAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BusinessAcquisitionAxis", "presentation": [ "http://www.ies-co.com/role/BusinessCombinationsandDivestituresDetails", "http://www.ies-co.com/role/FairValueMeasurementsDetails_1" ], "lang": { "en-us": { "role": { "terseLabel": "Business Acquisition [Axis]", "label": "Business Acquisition [Axis]", "documentation": "Information by business combination or series of individually immaterial business combinations." } } }, "auth_ref": [ "r53", "r56", "r375", "r376", "r377", "r378", "r379", "r566", "r880", "r881" ] }, "us-gaap_BusinessAcquisitionDateOfAcquisitionAgreement1": { "xbrltype": "dateItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BusinessAcquisitionDateOfAcquisitionAgreement1", "presentation": [ "http://www.ies-co.com/role/BusinessCombinationsandDivestituresDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Business Acquisition, Date of Acquisition Agreement", "label": "Business Acquisition, Date of Acquisition Agreement", "documentation": "Date when the business acquisition agreement was executed, in YYYY-MM-DD format." } } }, "auth_ref": [] }, "us-gaap_BusinessAcquisitionLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "BusinessAcquisitionLineItems", "presentation": [ "http://www.ies-co.com/role/BusinessCombinationsandDivestituresDetails", "http://www.ies-co.com/role/FairValueMeasurementsDetails_1" ], "lang": { "en-us": { "role": { "terseLabel": "Business Acquisition [Line Items]", "label": "Business Acquisition [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Business description describes the nature and type of organization including but not limited to organizational structure as may be applicable to holding companies, parent and subsidiary relationships, business divisions, business units, business segments, affiliates and information about significant ownership of the reporting entity. Basis of presentation describes the underlying basis used to prepare the financial statements (for example, US Generally Accepted Accounting Principles, Other Comprehensive Basis of Accounting, IFRS)." } } }, "auth_ref": ["r73", "r113", "r114"] }, "us-gaap_CapitalizedComputerSoftwareGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CapitalizedComputerSoftwareGross", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/PropertyandEquipmentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Capitalized Computer Software, Gross", "label": "Capitalized Computer Software, Gross", "documentation": "Amount before accumulated amortization of capitalized costs for computer software, including but not limited to, acquired and internally developed computer software." } } }, "auth_ref": ["r380", "r836"] }, "us-gaap_CapitalizedContractCostImpairmentLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CapitalizedContractCostImpairmentLoss", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/RevenueRecognitionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Capitalized Contract Cost, Impairment Loss", "label": "Capitalized Contract Cost, Impairment Loss", "documentation": "Amount of impairment loss for asset recognized from cost incurred to obtain or fulfill contract with customer." } } }, "auth_ref": ["r357"] }, "us-gaap_CashAndCashEquivalentsAtCarryingValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsAtCarryingValue", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Cash and Cash Equivalents, at Carrying Value", "label": "Cash and Cash Equivalents, at Carrying Value", "documentation": "Amount of currency on hand as well as demand deposits with banks or financial institutions. Includes other kinds of accounts that have the general characteristics of demand deposits. Also includes short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates. Excludes cash and cash equivalents within disposal group and discontinued operation." } } }, "auth_ref": ["r21", "r201", "r839"] }, "us-gaap_CashAndCashEquivalentsPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashAndCashEquivalentsPolicyTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Cash and Cash Equivalents, Policy", "label": "Cash and Cash Equivalents, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for cash and cash equivalents, including the policy for determining which items are treated as cash equivalents. Other information that may be disclosed includes (1) the nature of any restrictions on the entity's use of its cash and cash equivalents, (2) whether the entity's cash and cash equivalents are insured or expose the entity to credit risk, (3) the classification of any negative balance accounts (overdrafts), and (4) the carrying basis of cash equivalents (for example, at cost) and whether the carrying amount of cash equivalents approximates fair value." } } }, "auth_ref": ["r22"] }, "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalents", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "periodStartLabel": "CASH, CASH EQUIVALENTS and RESTRICTED CASH, beginning of period", "periodEndLabel": "CASH, CASH EQUIVALENTS and RESTRICTED CASH, end of period", "terseLabel": "Cash and cash equivalents", "label": "Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents", "documentation": "Amount of cash and cash equivalents, and cash and cash equivalents restricted to withdrawal or usage. 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Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": ["r1", "r110"] }, "ecd_ChangedPeerGroupFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChangedPeerGroupFnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Changed Peer Group, Footnote", "label": "Changed Peer Group, Footnote [Text Block]" } } }, "auth_ref": ["r966"] }, "ecd_ChngInFrValAsOfVstngDtOfPrrYrEqtyAwrdsVstdInCvrdYrMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChngInFrValAsOfVstngDtOfPrrYrEqtyAwrdsVstdInCvrdYrMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year", "label": "Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member]" } } }, "auth_ref": ["r963"] }, "ecd_ChngInFrValOfOutsdngAndUnvstdEqtyAwrdsGrntdInPrrYrsMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "ChngInFrValOfOutsdngAndUnvstdEqtyAwrdsGrntdInPrrYrsMember", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested", "label": "Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested [Member]" } } }, "auth_ref": ["r961"] }, "dei_CityAreaCode": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CityAreaCode", "presentation": ["http://www.ies-co.com/role/DEIDocument"], "lang": { "en-us": { "role": { "terseLabel": "City Area Code", "label": "City Area Code", "documentation": "Area code of city" } } }, "auth_ref": [] }, "us-gaap_ClassOfStockDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfStockDomain", "presentation": ["http://www.ies-co.com/role/FairValueMeasurementsDetails_1"], "lang": { "en-us": { "role": { "terseLabel": "Class of Stock [Domain]", "label": "Class of Stock [Domain]", "documentation": "Share of stock differentiated by the voting rights the holder receives. 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These shares represent capital invested by the firm's shareholders and owners, and may be all or only a portion of the number of shares authorized. Shares issued include shares outstanding and shares held in the treasury." } } }, "auth_ref": ["r88"] }, "us-gaap_CommonStockSharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockSharesOutstanding", "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Common Stock, Shares, Outstanding", "label": "Common Stock, Shares, Outstanding", "documentation": "Number of shares of common stock outstanding. Common stock represent the ownership interest in a corporation." } } }, "auth_ref": ["r12", "r88", "r770", "r788", "r1182", "r1183"] }, "us-gaap_CommonStockValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockValue", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Common stock, value", "label": "Common Stock, Value, Issued", "documentation": "Aggregate par or stated value of issued nonredeemable common stock (or common stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for

number of nonredeemable common shares, par value and other disclosure concepts are in another section within stockholders' equity." } } }, "auth_ref": ["r88", "r689", "r896"] }, "iesc_CommunicationsMember": { "xbrltype": "domainItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "CommunicationsMember", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsGoodwillDetails", "http://www.ies-co.com/role/OperatingSegmentsDetails", "http://www.ies-co.com/role/RevenueRecognitionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Communications [Member]", "label": "Communications [Member]", "documentation": "Communications [Member]" } } } }, "auth_ref": [] }, "ecd_CompActuallyPaidVsCoSelectedMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsCoSelectedMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Company Selected Measure", "label": "Compensation Actually Paid vs. Company Selected Measure [Text Block]" } } }, "auth_ref": ["r972"] }, "ecd_CompActuallyPaidVsNetIncomeTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsNetIncomeTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Net Income", "label": "Compensation Actually Paid vs. Net Income [Text Block]" } } }, "auth_ref": ["r971"] }, "ecd_CompActuallyPaidVsOtherMeasureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsOtherMeasureTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Other Measure", "label": "Compensation Actually Paid vs. Other Measure [Text Block]" } } }, "auth_ref": ["r973"] }, "ecd_CompActuallyPaidVsTotalShareholderRtnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsTotalShareholderRtnTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Compensation Actually Paid vs. Total Shareholder Return", "label": "Compensation Actually Paid vs. Total Shareholder Return [Text Block]" } } }, "auth_ref": ["r970"] }, "us-gaap_CompensationAndEmployeeBenefitPlansTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CompensationAndEmployeeBenefitPlansTextBlock", "presentation": ["http://www.ies-co.com/role/EmployeeBenefitPlansNotes"], "lang": { "en-us": { "role": { "terseLabel": "Compensation and Employee Benefit Plans [Text Block]", "label": "Compensation and Employee Benefit Plans [Text Block]", "documentation": "The entire disclosure for an entity's employee compensation and benefit plans, including, but not limited to, postemployment and postretirement benefit plans, defined benefit pension plans, defined contribution plans, non-qualified and supplemental benefit plans, deferred compensation, share-based compensation, life insurance, severance, health care, unemployment and other benefit plans." } } }, "auth_ref": ["r127", "r128", "r129", "r130"] }, "us-gaap_CompensationAndRetirementDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CompensationAndRetirementDisclosureAbstract", "lang": { "en-us": { "role": { "terseLabel": "Retirement Benefits [Abstract]", "label": "Retirement Benefits [Abstract]" } } }, "auth_ref": [] }, "us-gaap_ComprehensiveIncomeNetOfTax": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNetOfTax", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome"], "lang": { "en-us": { "role": { "terseLabel": "Net income (loss) attributable to IES Holdings, Inc.", "label": "Comprehensive Income (Loss), Net of Tax, Attributable to Parent", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income, attributable to parent entity. Excludes changes in equity resulting from investments by owners and distributions to owners." } } }, "auth_ref": ["r18", "r218", "r220", "r226", "r680", "r701", "r702"] }, "us-gaap_ComprehensiveIncomePolicyPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomePolicyPolicyTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Comprehensive Income, Policy", "label": "Comprehensive Income, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for comprehensive income." } } }, "auth_ref": [] }, "us-gaap_ConcentrationRiskCreditRisk": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConcentrationRiskCreditRisk", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Concentration Risk, Credit Risk, Policy", "label": "Concentration Risk, Credit Risk, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for credit risk." } } }, "auth_ref": ["r72", "r163"] }, "us-gaap_ConsolidationLessThanWhollyOwnedSubsidiaryParentOwnershipInterestChangesPurchaseOfInterestByParent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConsolidationLessThanWhollyOwnedSubsidiaryParentOwnershipInterestChangesPurchaseOfInterestByParent", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent", "terseLabel": "Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent", "label": "Consolidation, Less than Wholly Owned Subsidiary, Parent Ownership Interest, Changes, Purchase of Interest by Parent", "documentation": "Represents the purchase by the parent of an additional equity interest in a subsidiary during the period, thereby effecting a change in total (consolidated) equity attributable to the parent. The purchase of the additional equity interest represented by this element increases the parent's controlling interest in the subsidiary." } } }, "auth_ref": ["r11", "r41", "r69"] }, "us-gaap_ConsolidationSubsidiariesOrOtherInvestmentsConsolidatedEntitiesPolicy": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConsolidationSubsidiariesOrOtherInvestmentsConsolidatedEntitiesPolicy", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Consolidation, Subsidiaries or Other Investments, Consolidated Entities, Policy", "label": "Consolidation, Subsidiaries or Other Investments, Consolidated Entities, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for subsidiaries or other investments that are consolidated, including the accounting treatment for intercompany accounts or transactions and any noncontrolling interest." } } }, "auth_ref": ["r160"] }, "us-gaap_ConstructionInProgressGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConstructionInProgressGross", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/PropertyandEquipmentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Construction in Progress, Gross", "label": "Construction in Progress, Gross", "documentation": "Amount of structure or a modification to a structure under construction. Includes recently completed structures or modifications to structures that have not been placed into service." } } }, "auth_ref": ["r118"] }, "us-gaap_ContractWithCustomerAssetGrossCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerAssetGrossCurrent", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Costs and estimated earnings in excess of billings", "label": "Contract with Customer, Asset, before Allowance for Credit Loss, Current", "documentation": "Amount, before allowance for credit loss, of right to consideration in exchange for good or service transferred to customer when right is conditioned on something other than passage of time, classified as current." } } }, "auth_ref": ["r1104", "r1105"] }, "us-gaap_ContractWithCustomerBasisOfPricingAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerBasisOfPricingAxis", "presentation": ["http://www.ies-co.com/role/RevenueRecognitionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Contract with Customer, Basis of Pricing [Axis]", "label": "Contract with Customer, Basis of Pricing [Axis]", "documentation": "Information by basis of pricing for contract representing right to consideration in exchange for good or service transferred to customer." } } }, "auth_ref": ["r873", "r1106"] }, "us-gaap_ContractWithCustomerBasisOfPricingDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerBasisOfPricingDomain", "presentation": ["http://www.ies-co.com/role/RevenueRecognitionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Contract with Customer, Basis of Pricing [Domain]", "label": "Contract with Customer, Basis of Pricing [Domain]", "documentation": "Basis of pricing for contract with customer. Includes, but is not limited to, fixed price and time-and-materials contracts." } } }, "auth_ref": ["r873", "r1106"] }, "us-gaap_ContractWithCustomerLiabilityCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiabilityCurrent", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesCurrent", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Billings in excess of costs and estimated earnings", "label": "Contract with Customer, Liability, Current", "documentation": "Amount of obligation to transfer good or service to customer for which consideration has been received or is receivable, classified as current." } } }, "auth_ref": ["r449", "r450", "r468"] }, "us-gaap_ContractWithCustomerLiabilityRevenueRecognized": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiabilityRevenueRecognized", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/RevenueRecognitionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Contract with Customer, Liability, Revenue Recognized", "label": "Contract with Customer, Liability, Revenue Recognized", "documentation": "Amount of revenue recognized that was previously included in balance of obligation to transfer good or service to customer for which consideration from customer has been received or is due." } } }, "auth_ref": ["r469"] }, "iesc_ControllingShareholderOwnershipPercentage": { "xbrltype": "percentItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "ControllingShareholderOwnershipPercentage", "presentation": ["http://www.ies-co.com/role/ControllingShareholderDetails", "http://www.ies-co.com/role/DebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "ControllingShareholderOwnershipPercentage", "label": "ControllingShareholderOwnershipPercentage", "documentation": "Percentage of outstanding common stock owned by controlling shareholder" } } }, "auth_ref": [] }, "iesc_ControllingShareholderTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "ControllingShareholderTextBlock", "presentation": ["http://www.ies-co.com/role/ControllingShareholder"], "lang": { "en-us": { "role": { "terseLabel": "Controlling Shareholder [Text Block]", "label": "Controlling Shareholder [Text Block]", "documentation": "Controlling Shareholder [Text Block]" } } }, "auth_ref": [] }, "us-gaap_CorporateMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CorporateMember", "presentation": ["http://www.ies-co.com/role/OperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Corporate Segment [Member]", "label": "Corporate Segment [Member]", "documentation": "Component of an entity that usually provides financial, operational and administrative support and is considered an operating segment. Excludes intersegment elimination and reconciling items." } } }, "auth_ref": ["r1051"] }, "us-gaap_CostOfGoodsAndServicesSold": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostOfGoodsAndServicesSold", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_GrossProfit", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows", "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome", "http://www.ies-co.com/role/OperatingSegmentsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Cost of services", "label": "Cost of Goods and Services Sold", "documentation": "The aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. This excludes costs incurred during the reporting period related to financial services rendered and other revenue generating activities." } } }, "auth_ref": ["r100", "r101", "r672"] }, "dei_CoverAbstract": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CoverAbstract", "lang": { "en-us": { "role": { "terseLabel": "Cover page.", "label": "Cover [Abstract]", "documentation": "Cover page." } } }, "auth_ref": [] }, "us-gaap_CreditLossFinancialInstrumentPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CreditLossFinancialInstrumentPolicyTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Receivables, Trade and Other Accounts Receivable, Allowance for Doubtful Accounts, Policy", "label": "Credit Loss, Financial Instrument [Policy Text Block]", "documentation": "Disclosure of accounting policy for credit loss on financial instrument measured at amortized cost basis, net investment in lease, off-balance sheet credit exposure, and available-for-sale debt security. Includes, but is not limited to, methodology used to estimate allowance for credit loss, how writeoff of uncollectible amount is recognized, and determination of past due status and nonaccrual status." } } }, "auth_ref": ["r329", "r330", "r331", "r333", "r334", "r339", "r341", "r342", "r343", "r344", "r346", "r347", "r348", "r349", "r350", "r351", "r352", "r353"] }, "iesc_CumulativeEffectOfNewAccountingPrinciple": { "xbrltype": "monetaryItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "CumulativeEffectOfNewAccountingPrinciple", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Cumulative Effect of New Accounting Principle", "label": "Cumulative Effect of New Accounting Principle", "documentation": "Cumulative Effect of New Accounting Principle" } } }, "auth_ref": [] }, "srt_CumulativeEffectPeriodOfAdoptionAdjustmentMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "CumulativeEffectPeriodOfAdoptionAdjustmentMember", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Cumulative Effect, Period of Adoption, Adjustment", "label": "Cumulative Effect, Period of Adoption, Adjustment [Member]", "documentation": "Increase (decrease) to financial statements for cumulative effect adjustment in period of adoption of amendment to accounting standards." } } }, "auth_ref": ["r191", "r194", "r241", "r250", "r257", "r325", "r328", "r386", "r552", "r553", "r559", "r561", "r580", "r581", "r582", "r584", "r586", "r587", "r589", "r590", "r592", "r593", "r649"] }, "srt_CumulativeEffectPeriodOfAdoptionAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "CumulativeEffectPeriodOfAdoptionAxis", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Cumulative Effect, Period of Adoption [Axis]", "label": "Cumulative Effect, Period of Adoption [Axis]", "documentation": "Information by cumulative effect adjustment to financial statements in period of adoption of amendment to accounting standards." } } }, "auth_ref": ["r191", "r194", "r241", "r250", "r257", "r325", "r328", "r386", "r552", "r553", "r559", "r561", "r580", "r581", "r582", "r584", "r586", "r587", "r589", "r590", "r592", "r503", "r649"] }, "srt_CumulativeEffectPeriodOfAdoptionDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "CumulativeEffectPeriodOfAdoptionDomain", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Cumulative Effect, Period of Adoption [Domain]", "label": "Cumulative Effect, Period of Adoption [Domain]", "documentation": "Cumulative effect adjustment to financial statements in period of adoption of amendment to accounting standards." } } }, "auth_ref": ["r191", "r194", "r241", "r250", "r257", "r325", "r328", "r386", "r552", "r553", "r559", "r561", "r580", "r581", "r582", "r584", "r586", "r587", "r589", "r590", "r592", "r593", "r649"] }, "us-gaap_CurrentFederalTaxExpenseBenefit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CurrentFederalTaxExpenseBenefit", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Current Federal Tax Expense (Benefit)", "label": "Current Federal Tax Expense (Benefit)", "documentation": "Amount of current federal tax expense (benefit) attributable to income (loss) from continuing operations. Includes, but is not limited to, current national tax expense (benefit) for non-US (United States of America) jurisdiction." } } }, "auth_ref": ["r1011", "r1043", "r1118"] }, "dei_CurrentFiscalYearEndDate": { "xbrltype": "gMonthDayItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CurrentFiscalYearEndDate", "presentation": ["http://www.ies-co.com/role/DEIDocument"], "lang": { "en-us": { "role": { "terseLabel": "Document Period End Date", "label": "Current Fiscal Year End Date", "documentation": "End date of current fiscal year in the format --MM-DD." } } }, "auth_ref": [] }, "us-gaap_CurrentStateAndLocalTaxExpenseBenefit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CurrentStateAndLocalTaxExpenseBenefit", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Current State and Local Tax Expense (Benefit)", "label": "Current State and Local Tax Expense (Benefit)", "documentation": "Amount of current state and local tax expense (benefit) attributable to income (loss) from continuing operations. Includes, but is not limited to, current regional, territorial, and provincial tax expense (benefit) for non-US (United States of America) jurisdiction." } } }, "auth_ref": ["r1011", "r1043", "r1118"] }, "iesc_CustomPowerSolutionsMember": { "xbrltype": "domainItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "CustomPowerSolutionsMember", "presentation": ["http://www.ies-co.com/role/RevenueRecognitionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Custom Power Solutions [Member]", "label": "Custom Power Solutions [Member]", "documentation": "Custom Power Solutions [Member]" } } }, "auth_ref": [] }, "us-gaap_CustomerContractsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CustomerContractsMember", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Construction Contracts [Member]", "label": "Customer Contracts [Member]", "documentation": "Entity's established relationships with its customers through contracts." } } }, "auth_ref": ["r61", "r1077", "r1078", "r1079", "r1080", "r1082", "r1084", "r1087", "r1088"] }, "us-gaap_CustomerRelationshipsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CustomerRelationshipsMember", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Customer Relationships [Member]", "label": "Customer Relationships [Member]", "documentation": "Customer relationship that exists between an entity and its customer, for

example, but not limited to, tenant relationships." } } }, "auth_ref": ["r61", "r1077", "r1078", "r1079", "r1080", "r1082", "r1084", "r1087", "r1088"] }, "us-gaap_DebtAndEquitySecuritiesUnrealizedGainLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtAndEquitySecuritiesUnrealizedGainLoss", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/FairValueMeasurementsDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.ies-co.com/role/FairValueMeasurementsDetails"], "lang": { "en-us": { "role": { "totalLabel": "Debt and Equity Securities, Unrealized Gain (Loss)", "label": "Debt and Equity Securities, Unrealized Gain (Loss)", "documentation": "Amount of unrealized gain (loss) on investment in debt and equity securities." } } }, "auth_ref": ["r803", "r804", "r824", "r825", "r826", "r1032", "r1033"] }, "us-gaap_DebtDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtDisclosureAbstract", "lang": { "en-us": { "role": { "terseLabel": "Debt Disclosure [Abstract]", "label": "Debt Disclosure [Abstract]" } } }, "auth_ref": [] }, "us-gaap_DebtDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtDisclosureTextBlock", "presentation": ["http://www.ies-co.com/role/Debt"], "lang": { "en-us": { "role": { "terseLabel": "Debt Disclosure [Text Block]", "label": "Debt Disclosure [Text Block]", "documentation": "The entire disclosure for information about short-term and long-term debt arrangements, which includes amounts of borrowings under each line of credit, note payable, commercial paper issue, bonds indenture, debenture issue, own-share lending arrangements and any other contractual agreement to repay funds, and about the underlying arrangements, rationale for a classification as long-term, including repayment terms, interest rates, collateral provided, restrictions on use of assets and activities, whether or not in compliance with debt covenants, and other matters important to users of the financial statements, such as the effects of refinancing and noncompliance with debt covenants." } } }, "auth_ref": ["r121", "r234", "r391", "r392", "r393", "r394", "r395", "r408", "r409", "r419", "r420", "r421", "r422", "r423", "r424", "r425", "r427", "r430", "r431", "r432", "r626"] }, "us-gaap_DebtSecuritiesTradingUnrealizedGainLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtSecuritiesTradingUnrealizedGainLoss", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/FairValueMeasurementsDetails": { "parentTag": "us-gaap_DebtAndEquitySecuritiesUnrealizedGainLoss", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/FairValueMeasurementsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Debt Securities, Trading, Unrealized Gain (Loss)", "label": "Debt Securities, Trading, Unrealized Gain (Loss)", "documentation": "Amount of unrealized gain (loss) on investment in debt security measured at fair value with change in fair value recognized in net income (trading)." } } }, "auth_ref": ["r1059", "r1060"] }, "us-gaap_DeferredChargesPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredChargesPolicyTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Deferred Charges, Policy", "label": "Deferred Charges, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for deferral and amortization of significant deferred charges." } } }, "auth_ref": ["r206"] }, "us-gaap_DeferredCompensationPlanAssets": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredCompensationPlanAssets", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/DetailofCertainBalanceSheetAccountsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Executive Savings Plan assets", "label": "Deferred Compensation Plan Assets", "documentation": "Carrying amount as of the balance sheet date of assets held under deferred compensation agreements." } } }, "auth_ref": ["r1024"] }, "us-gaap_DeferredFederalIncomeTaxExpenseBenefit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredFederalIncomeTaxExpenseBenefit", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Deferred Federal Income Tax Expense (Benefit)", "label": "Deferred Federal Income Tax Expense (Benefit)", "documentation": "Amount of deferred federal tax expense (benefit) attributable to income (loss) from continuing operations. Includes, but is not limited to, deferred national tax expense (benefit) for non-US (United States of America) jurisdiction." } } }, "auth_ref": ["r1043", "r1117", "r1118"] }, "us-gaap_DeferredFinanceCostsNoncurrentNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredFinanceCostsNoncurrentNet", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/DebtDetails", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Debt Issuance Costs, Noncurrent, Net", "label": "Debt Issuance Costs, Noncurrent, Net", "documentation": "Amount, after accumulated amortization, of debt issuance costs classified as noncurrent. 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Includes, but is not limited to, deferred regional, territorial, and provincial tax expense (benefit) for non-US (United States of America) jurisdiction." } } }, "auth_ref": ["r1043", "r1117", "r1118"] }, "us-gaap_DeferredTaxAssetsCapitalLossCarryforwards": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredTaxAssetsCapitalLossCarryforwards", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Deferred Tax Assets, Capital Loss Carryforwards", "label": "Deferred Tax Assets, Capital Loss Carryforwards", "documentation": "Amount before allocation of valuation allowances of deferred tax asset attributable to deductible capital loss carryforwards." } } }, "auth_ref": ["r1115"] }, "us-gaap_DeferredTaxAssetsGoodwillAndIntangibleAssets": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredTaxAssetsGoodwillAndIntangibleAssets", 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It is commonly abbreviated as CIK." } } }, "auth_ref": ["r917"] }, "dei_EntityCommonStockSharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityCommonStockSharesOutstanding", "presentation": ["http://www.ies-co.com/role/DEIDocument"], "lang": { "en-us": { "role": { "terseLabel": "Entity Common Stock, Shares Outstanding", "label": "Entity Common Stock, Shares Outstanding", "documentation": "Indicate number of shares or other units outstanding of each of registrant's classes of capital or common stock or other ownership interests, if and as stated on cover of related periodic report. Where multiple classes or units exist define each class/interest by adding class of stock items such as Common Class A [Member], Common Class B [Member] or Partnership Interest [Member] onto the Instrument [Domain] of the Entity Listings, Instrument." } } }, "auth_ref": [] }, "dei_EntityCurrentReportingStatus": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityCurrentReportingStatus", "presentation": ["http://www.ies-co.com/role/DEIDocument"], "lang": { "en-us": { "role": { "terseLabel": "Entity Current Reporting Status", "label": "Entity Current Reporting Status", "documentation": "Indicate 'Yes' or 'No' whether registrants (1) have filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that registrants were required to file such reports), and (2) have been subject to such filing requirements for the past 90 days. This information should be based on the registrant's current or most recent filing containing the related disclosure." } } }, "auth_ref": [] }, "dei_EntityEmergingGrowthCompany": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityEmergingGrowthCompany", "presentation": ["http://www.ies-co.com/role/DEIDocument"], "lang": { "en-us": { "role": { "terseLabel": "Entity Emerging Growth Company", "label": "Entity Emerging Growth Company", "documentation": "Indicate if registrant meets the emerging growth company criteria." } } }, "auth_ref": ["r917"] }, "dei_EntityFileNumber": {

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Definitions of these categories are stated in Rule 12b-2 of the Exchange Act. This information should be based on the registrant's current or most recent filing containing the related disclosure." } } }, "auth_ref": [ "r917" ] }, "dei_EntityIncorporationStateCountryCode": { "xbrltype": "edgarStateCountryItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityIncorporationStateCountryCode", "presentation": [ "http://www.ies-co.com/role/DEIDocument" ], "lang": { "en-us": { "role": { "terseLabel": "Entity Incorporation, State or Country Code", "label": "Entity Incorporation, State or Country Code", "documentation": "Two-character EDGAR code representing the state or country of incorporation." } } }, "auth_ref": [] }, "dei_EntityInformationLineItems": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityInformationLineItems", "presentation": [ "http://www.ies-co.com/role/DEIDocument" ], "lang": { "en-us": { "role": { "terseLabel": "Entity Information [Line Items]", "label": "Entity Information [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Is used on Form Type: 10-K, 10-Q, 8-K, 20-F, 6-K, 10-K/A, 10-Q/A, 20-F/A, 6-K/A, N-CSR, N-Q, N-1A." } } }, "auth_ref": [ "r1006" ] }, "ecd_EqtyAwrdsAdjFnTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EqtyAwrdsAdjFnTextBlock", "presentation": [ "http://xbrl.sec.gov/ecd/role/PvpDisclosure" ], "lang": { "en-us": { "role": { "terseLabel": "Equity Awards Adjustments, Footnote", "label": "Equity Awards Adjustments, Footnote [Text Block]" } } }, "auth_ref": [ "r959" ] }, "ecd_EqtyAwrdsAdjsExclgValRprtdInSummryCompstnTblMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "EqtyAwrdsAdjsExclgValRprtdInSummryCompstnTblMember", "presentation": [ "http://xbrl.sec.gov/ecd/role/PvpDisclosure" ], "lang": { "en-us": { "role": { "terseLabel": "Equity Awards Adjustments, Excluding Value Reported in Compensation Table", "label": "Equity Awards Adjustments, Excluding Value Reported in the Compensation Table 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Such disclosures about the financial instruments, assets, and liabilities would include: (1) the fair value of the required items together with their carrying amounts (as appropriate); (2) for items for which it is not practicable to estimate fair value, disclosure would include: (a) information pertinent to estimating fair value (including, carrying amount, effective interest rate, and maturity, and (b) the reasons why it is not practicable to estimate fair value; (3) significant concentrations of credit risk including: (a) information about the activity, region, or economic characteristics identifying a concentration, (b) the maximum amount of loss the entity is exposed to based on the gross fair value of the related item, (c) policy for requiring collateral or other security and information as to accessing such collateral or security, and (d) the nature and brief description of such collateral or security; (4) quantitative information about market risks and how such risks are managed; (5) for items measured on both a recurring and nonrecurring basis information regarding the inputs used to develop the fair value measurement; and (6) for items presented in the financial statement for which fair value measurement is elected: (a) information necessary to understand the reasons for the election, (b) discussion of the effect of fair value changes on earnings, (c) a description of [similar groups] items for which the election is made and the relation thereof to the balance sheet, the aggregate carrying value of items included in the balance sheet that are not eligible for the election; (7) all other required (as defined) and desired information." } } }, "auth_ref": [ "r604", "r606", "r607", "r608", "r611", "r612", "r613", "r614", "r615", "r678", "r887", "r892" ] }, "us-gaap_FairValueInputsLevel1Member": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueInputsLevel1Member", "presentation": [ "http://www.ies-co.com/role/FairValueMeasurementsDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Fair Value, Inputs, Level 1 [Member]", "label": "Fair Value, Inputs, Level 1 [Member]", "documentation": "Quoted prices in active markets for identical assets or liabilities that the reporting entity can access at the measurement date." } } }, "auth_ref": [ "r426", "r472", "r477", "r597", "r609", "r661", "r877", "r878", "r879", "r887" ] }, "us-gaap_FairValueInputsLevel3Member": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FairValueInputsLevel3Member", "presentation": [ "http://www.ies-co.com/role/FairValueMeasurementsDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Fair Value, Inputs, Level 3 [Member]", "label": "Fair Value, Inputs, Level 3 [Member]", "documentation": "Unobservable inputs that reflect the entity's own assumption about the assumptions market participants would use in pricing." } } }, "auth_ref": [ "r426", "r472", "r473", "r474", "r475", "r476", "r477", "r597", "r598", "r599", "r600",
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Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r1085", "r1184"] }, "us-gaap_FiniteLivedIntangibleAssetsAmortizationExpenseNextTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsAmortizationExpenseNextTwelveMonths", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets, Amortization Expense, Next Twelve Months", "label": "Finite-Lived Intangible Asset, Expected Amortization, Year One", "documentation": "Amount of amortization for assets, excluding financial assets and goodwill, lacking physical substance with finite life expected to be recognized in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r382", "r836", "r862"] }, "us-gaap_FiniteLivedIntangibleAssetsAmortizationExpenseYearFive": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsAmortizationExpenseYearFive", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets, Amortization Expense, Year Five", "label": "Finite-Lived Intangible Asset, Expected Amortization, Year Five", "documentation": "Amount of amortization for assets, excluding financial assets and goodwill, lacking physical substance with finite life expected to be recognized in fifth fiscal year following current fiscal year. 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Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r382", "r836", "r862"] }, "us-gaap_FiniteLivedIntangibleAssetsAmortizationExpenseYearThree": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsAmortizationExpenseYearThree", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets, Amortization Expense, Year Three", "label": "Finite-Lived Intangible Asset, Expected Amortization, Year Three", "documentation": "Amount of amortization for assets, excluding financial assets and goodwill, lacking physical substance with finite life expected to be recognized in third fiscal year following current fiscal year. 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Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r382", "r836", "r862"] }, "us-gaap_FiniteLivedIntangibleAssetsByMajorClassAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsByMajorClassAxis", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets by Major Class [Axis]", "label": "Finite-Lived Intangible Assets by Major Class [Axis]", "documentation": "Information by major type or class of finite-lived intangible assets." } } }, "auth_ref": ["r373", "r375", "r376", "r377", "r379", "r380", "r383", "r384", "r673", "r677", "r836"] }, "us-gaap_FiniteLivedIntangibleAssetsGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsGross", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails": { "parentTag": "us-gaap_IntangibleAssetsNetExcludingGoodwill", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets, Gross", "label": "Finite-Lived Intangible Assets, Gross", "documentation": "Amount before amortization of assets, excluding financial assets and goodwill, lacking physical substance with a finite life." } } }, "auth_ref": ["r358", "r380", "r677", "r862"] }, "us-gaap_FiniteLivedIntangibleAssetsLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsLineItems", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets [Line Items]", "label": "Finite-Lived Intangible Assets [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": ["r373", "r380", "r383", "r384", "r385", "r673", "r836", "r862"] }, "us-gaap_FiniteLivedIntangibleAssetsMajorClassNameDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FiniteLivedIntangibleAssetsMajorClassNameDomain", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Finite-Lived Intangible Assets, Major Class Name [Domain]", "label": "Finite-Lived Intangible Assets, Major Class Name [Domain]", "documentation": "The major class of finite-lived intangible asset (for example, patents, trademarks, copyrights, etc.) A major class is composed of intangible assets that can be grouped together because they are similar either by their nature or by their use in the operations of a company." } } }, "auth_ref": 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Examples include, but are not limited to, desks, chairs, tables, and bookcases." } } }, "auth_ref": ["r118"] }, "us-gaap_FurnitureAndFixturesMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "FurnitureAndFixturesMember", "presentation": ["http://www.ies-co.com/role/PropertyandEquipmentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Furniture and Fixtures [Member]", "label": "Furniture and Fixtures [Member]", "documentation": "Equipment commonly used in offices and stores that have no permanent connection to the structure of a building or utilities. Examples include, but are not limited to, desks, chairs, tables, and bookcases." } } }, "auth_ref": [] }, "us-gaap_GainLossOnDispositionOfAssets1": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GainLossOnDispositionOfAssets1", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_OperatingIncomeLoss", "weight": 1.0, "order": 5.0 }, "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": -1.0, "order": 6.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows", "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome", "http://www.ies-co.com/role/OperatingSegmentsDetails"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Loss (gain) on sale of assets", "terseLabel": "Loss (gain) on sale of assets", "label": "Gain (Loss) on Disposition of Assets", "documentation": "Amount of gain (loss) on sale or disposal of assets, including but not limited to property plant and equipment, intangible assets and equity in securities of subsidiaries or equity method investee." } } }, "auth_ref": ["r1038"] }, "us-gaap_Goodwill": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Goodwill", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/BusinessCombinationsandDivestituresDetails": { "parentTag": "us-gaap_BusinessCombinationRecognizedIdentifiableAssetsAcquiredAndLiabilitiesAssumedNet", "weight": 1.0, "order": 4.0 }, "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_Assets", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://www.ies-co.com/role/BusinessCombinationsandDivestituresDetails", "http://www.ies-co.com/role/ConsolidatedBalanceSheets", "http://www.ies-co.com/role/GoodwillandIntangibleAssetsGoodwillDetails"], "lang": { "en-us": { "role": { "terseLabel": "Goodwill", "periodStartLabel": "Goodwill, beginning", "periodEndLabel": "Goodwill, ending", "label": "Goodwill", "documentation": "Amount, after accumulated impairment loss, of asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized." } } }, "auth_ref": ["r204", "r360", "r679", "r852", "r861", "r888", "r896", "r1066", "r1073"] }, "us-gaap_GoodwillAcquiredDuringPeriod": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillAcquiredDuringPeriod", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/FairValueMeasurementsDetails_1", "http://www.ies-co.com/role/GoodwillandIntangibleAssetsGoodwillDetails"], "lang": { "en-us": { "role": { "terseLabel": "Goodwill, Acquired During Period", "label": "Goodwill, Acquired During Period", "documentation": "Amount of increase in asset representing future economic benefits arising from other assets acquired in a business combination that are not individually identified and separately recognized resulting from a business combination." } } }, "auth_ref": ["r364", "r861"] }, "us-gaap_GoodwillAndIntangibleAssetsDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillAndIntangibleAssetsDisclosureAbstract", "lang": { "en-us": { "role": { "terseLabel": "Goodwill and Intangible Assets Disclosure [Abstract]", "label": "Goodwill and Intangible Assets Disclosure [Abstract]" } } }, "auth_ref": [] }, "us-gaap_GoodwillAndIntangibleAssetsDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillAndIntangibleAssetsDisclosureTextBlock", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssets"], "lang": { "en-us": { "role": { "terseLabel": "Goodwill and Intangible Assets Disclosure [Text Block]", "label": "Goodwill and Intangible Assets Disclosure [Text Block]", "documentation": "The entire disclosure for goodwill and intangible assets." } } },

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This accounting policy also may address how an entity assesses and measures impairment of goodwill, how reporting units are determined, how goodwill is allocated to such units, and how the fair values of the reporting units are determined." } } }, "auth_ref": [ "r359", "r372", "r861" ] }, "us-gaap_GoodwillImpairedAccumulatedImpairmentLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillImpairedAccumulatedImpairmentLoss", "crdr": "credit", "presentation": [ "http://www.ies-co.com/role/GoodwillandIntangibleAssetsGoodwillDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Goodwill, Impaired, Accumulated Impairment Loss", "label": "Goodwill, Impaired, Accumulated Impairment Loss", "documentation": "Amount of accumulated impairment loss for asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized." } } }, "auth_ref": [ "r363", "r370", "r861" ] }, "us-gaap_GoodwillImpairmentLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillImpairmentLoss", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_OperatingIncomeLoss", "weight": 1.0, "order": 3.0 } }, "presentation": [ "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows", "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome", "http://www.ies-co.com/role/GoodwillandIntangibleAssetsGoodwillDetails", "http://www.ies-co.com/role/OperatingSegmentsDetails", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Goodwill impairment expense", "label": "Goodwill, Impairment Loss", "documentation": "Amount of impairment loss from asset representing future economic benefit arising from other asset acquired in business combination or from joint venture formation or both, that is not individually identified and separately recognized." } } }, "auth_ref": [ "r6", "r361", "r367", "r372", "r861", "r888" ] }, "us-gaap_GoodwillLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GoodwillLineItems", "presentation": [ "http://www.ies-co.com/role/GoodwillandIntangibleAssetsGoodwillDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Goodwill [Line Items]", "label": "Goodwill [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": [ "r362", "r363", "r364", "r365", "r366", "r367", "r368", "r369", "r370", "r371", "r372", "r861" ] }, "us-gaap_GranteeStatusAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GranteeStatusAxis", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Grantee Status [Axis]", "label": "Grantee Status [Axis]", "documentation": "Information by status of recipient to whom award is granted." } } }, "auth_ref": [ "r480", "r482", "r484", "r485", "r486", "r487", "r488", "r489", "r490", "r491", "r492", "r493", "r494", "r495", "r496", "r497", "r498", "r499", "r500", "r501", "r502", "r503", "r504", "r505", "r506", "r507", "r508", "r509" ] }, "us-gaap_GranteeStatusDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GranteeStatusDomain", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Grantee Status [Domain]", "label": "Grantee Status [Domain]", "documentation": "Status of recipient to whom award is granted." } } }, "auth_ref": [ "r480", "r482", "r484", "r485", "r486", "r487", "r488", "r489", "r490", "r491", "r492", "r493", "r494", "r495", "r496", "r497", "r498", "r499", "r500", "r501", "r502", "r503", "r504", "r505", "r506", "r507", "r508", "r509" ] }, "us-gaap_GrossProfit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "GrossProfit", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_OperatingIncomeLoss", "weight": 1.0, "order": 1.0 } }, "presentation": [ "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows", "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome", "http://www.ies-co.com/role/OperatingSegmentsDetails" ], "lang": { "en-us": { "role": { "totalLabel": "Gross profit", "terseLabel": "Gross profit", "label": "Gross Profit", "documentation": "Aggregate revenue less cost of goods and services sold or operating expenses directly attributable to the revenue generation activity." } } }, "auth_ref": [ "r97", "r102", "r149", "r236", "r324", "r410", "r411", "r412", "r413", "r414", "r415", "r416", "r417", "r418", "r617", "r846", "r851", "r1050", "r1052", "r1053", "r1054", "r1055", "r1100" ] }, "dei_IcfrAuditorAttestationFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "IcfrAuditorAttestationFlag", "presentation": [ "http://www.ies-co.com/role/DEIDocument" ], "lang": { "en-us": { "role": { "terseLabel": "ICFR Auditor Attestation Flag", "label": "ICFR Auditor Attestation Flag" } } }, "auth_ref": [ "r920", "r921", "r933" ] }, "us-gaap_ImpairmentOrDisposalOfLongLivedAssetsPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ImpairmentOrDisposalOfLongLivedAssetsPolicyTextBlock", "presentation": [ "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies" ], "lang": { "en-us": { "role": { "terseLabel": "Impairment or Disposal of Long-Lived Assets, Policy [Policy Text Block]", "label": "Impairment or Disposal of Long-Lived Assets, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for recognizing and measuring the impairment of long-lived assets. An entity also may disclose its accounting policy for long-lived assets to be sold. This policy excludes goodwill and intangible assets." } } }, "auth_ref": [ "r0", "r119" ] }, "us-gaap_IncomeLossFromContinuingOperationsAttributableToNoncontrollingEntity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncomeLossFromContinuingOperationsAttributableToNoncontrollingEntity", "crdr": "debit", "presentation": [ "http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Income (Loss) from Continuing Operations, Net of Tax, Attributable to Noncontrolling Interest", "label": "Income (Loss) from Continuing Operations, Net of Tax, Attributable to Noncontrolling Interest", "documentation": "Amount after tax of income (loss) from continuing operations attributable to the noncontrolling interest." } } }, "auth_ref": [ "r64", "r134", "r252" ] }, 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allowances, recognizing investment tax credits, operating loss carryforwards, tax credit carryforwards, and other carryforwards, methodologies for determining its effective income tax rate and the characterization of interest and penalties in the financial statements." } } }, "auth_ref": [ "r221", "r518", "r519", "r541", "r542", "r546", "r551", "r738" ] }, "us-gaap_IncomeTaxReconciliationChangeInDeferredTaxAssetsValuationAllowance": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncomeTaxReconciliationChangeInDeferredTaxAssetsValuationAllowance", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/IncomeTaxesDetails": { "parentTag": "us-gaap_IncomeTaxExpenseBenefit", "weight": 1.0, "order": 11.0 } }, "presentation": [ "http://www.ies-co.com/role/IncomeTaxesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Effective Income Tax Rate Reconciliation, Change in Deferred Tax Assets Valuation Allowance, Amount", "label": "Effective 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Tax Rate Reconciliation at Federal Statutory Income Tax Rate, Amount", "documentation": "The amount of income tax expense or benefit for the period computed by applying the domestic federal statutory tax rates to pretax income from continuing operations." } } }, "auth_ref": [ "r523", "r884" ] }, "us-gaap_IncomeTaxReconciliationMinorityInterestIncomeExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncomeTaxReconciliationMinorityInterestIncomeExpense", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/IncomeTaxesDetails": { "parentTag": "us-gaap_IncomeTaxExpenseBenefit", "weight": -1.0, "order": 5.0 } }, "presentation": [ "http://www.ies-co.com/role/IncomeTaxesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling interest", "label": "Effective Income Tax Rate Reconciliation, Noncontrolling Interest Income (Loss), Amount", "documentation": "Amount of the difference between reported income tax expense 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Includes, but is not limited to, expense determined to be nondeductible upon grant or after for award under share-based payment arrangement." } } }, "auth_ref": ["r884", "r1107", "r1109"] }, "us-gaap_IncomeTaxReconciliationOtherAdjustments": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncomeTaxReconciliationOtherAdjustments", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/IncomeTaxesDetails": { "parentTag": "us-gaap_IncomeTaxExpenseBenefit", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Effective Income Tax Rate Reconciliation, Other Adjustments, Amount", "label": "Effective Income Tax Rate Reconciliation, Other Adjustments, Amount", "documentation": "Amount of the difference between reported income tax expense (benefit) and expected income tax expense (benefit) computed by applying the domestic federal statutory income tax rates to pretax income (loss) from continuing operations attributable to other adjustments." } } }, "auth_ref": ["r884", "r1107", "r1108"] }, "us-gaap_IncomeTaxReconciliationOtherReconcilingItems": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncomeTaxReconciliationOtherReconcilingItems", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/IncomeTaxesDetails": { "parentTag": "us-gaap_IncomeTaxExpenseBenefit", "weight": 1.0, "order": 8.0 } }, "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Effective Income Tax Rate Reconciliation, Other Reconciling Items, Amount", "label": "Effective Income Tax Rate Reconciliation, Other Reconciling Items, Amount", "documentation": "Amount of difference between reported income tax expense (benefit) and expected income tax expense (benefit) computed by applying statutory federal (national) tax rate to pretax income (loss) from continuing operation attributable to other reconciling item. 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Including, but not limited to, domestic tax contingency, foreign tax contingency, state and local tax contingency, and other contingencies." } } }, "auth_ref": ["r530", "r884", "r1107"] }, "us-gaap_IncomeTaxReconciliationTaxContingenciesDomestic": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncomeTaxReconciliationTaxContingenciesDomestic", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/IncomeTaxesDetails": { "parentTag": "us-gaap_IncomeTaxExpenseBenefit", "weight": 1.0, "order": 7.0 } }, "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Effective Income Tax Rate Reconciliation, Tax Contingency, Domestic, Amount", "label": "Effective Income Tax Rate Reconciliation, Tax Contingency, Domestic, Amount", "documentation": "Amount of the difference between reported income tax expense (benefit) and expected income tax expense (benefit) computed by applying the domestic 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Arrangements", "label": "Incremental Common Shares Attributable to Dilutive Effect of Share-Based Payment Arrangements", "documentation": "Additional shares included in the calculation of diluted EPS as a result of the potentially dilutive effect of share based payment arrangements using the treasury stock method." } } }, "auth_ref": ["r263", "r264", "r265", "r273", "r483"] }, "ecd_IndividualAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "IndividualAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/AwardTimingDisclosure", "http://xbrl.sec.gov/ecd/role/ErrCompDisclosure", "http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements", "http://xbrl.sec.gov/ecd/role/PrpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Individual:", "label": "Individual [Axis]" } } }, "auth_ref": ["r930", "r941", "r951", "r975", "r984", "r988", "r996"] }, "iesc_IndustrialServicesMember": { "xbrltype": "domainItemType", "nsuri": 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This accounting policy also might address: (1) the amortization method used; (2) the useful lives of such assets; and (3) how the entity assesses and measures impairment of such assets." } } }, "auth_ref": ["r669", "r670", "r671", "r673", "r842", "r1076"] }, "us-

gaap_IntangibleAssetsNetExcludingGoodwill": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IntangibleAssetsNetExcludingGoodwill", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_Assets", "weight": 1.0, "order": 2.0 }, "http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets", "http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Intangible assets, net", "totalLabel": "Intangible Assets, Net (Excluding Goodwill)", "label": "Intangible Assets, Net (Excluding Goodwill)", "documentation": "Sum of the carrying amounts of all intangible assets, excluding goodwill, as of the balance sheet date, net of accumulated amortization and impairment charges." } } }, "auth_ref": ["r373", "r1084", "r1086"] }, "us-gaap_IntangibleAssetsNetIncludingGoodwill": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IntangibleAssetsNetIncludingGoodwill", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Intangible Assets, Net (Including Goodwill)", "label": "Intangible Assets, Net (Including Goodwill)", "documentation": "Amount, after impairment and amortization, of goodwill, indefinite-lived, and finite-lived intangible assets." } } }, "auth_ref": ["r1063"] }, "us-gaap_InterestExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "InterestExpense", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome"], "lang": { "en-us": { "role": { "terseLabel": "Interest Expense", "label": "Interest Expense, Operating and Nonoperating", "documentation": "Amount of interest expense classified as operating and nonoperating. Includes, but is not limited to, cost of borrowing accounted for as interest expense." } } }, "auth_ref": ["r278", "r286", "r290", "r296", "r309", "r625", "r851", "r852"] }, "us-gaap_InterestExpenseDebt": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "InterestExpenseDebt", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/DebtDetails"], "lang": { "en-us": { "role": { "terseLabel": "Interest expense", "label": "Interest Expense, Debt", "documentation": "Amount of the cost of borrowed funds accounted for as interest expense for debt." } } }, "auth_ref": ["r105", "r428", "r433", "r867", "r869"] }, "us-gaap_InterestPaid": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "InterestPaid", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Cash paid for interest", "label": "Interest Paid, Including Capitalized Interest, Operating and Investing Activities", "documentation": "Amount of cash paid for interest, including, but not limited to, capitalized interest and payment to settle zero-coupon bond attributable to accreted interest of debt discount and debt instrument with insignificant coupon interest rate in relation to effective interest rate of borrowing attributable to accreted interest of debt discount; classified as operating and investing activities." } } }, "auth_ref": ["r1039"] }, "us-gaap_InventoryDisclosureAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "InventoryDisclosureAbstract", "lang": { "en-us": { "role": { "terseLabel": "Inventory Disclosure [Abstract]", "label": "Inventory Disclosure [Abstract]" } } }, "auth_ref": [] }, "us-gaap_InventoryDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "InventoryDisclosureTextBlock", "presentation": ["http://www.ies-co.com/role/Inventory"], "lang": { "en-us": { "role": { "terseLabel": "Inventory Disclosure [Text Block]", "label": "Inventory Disclosure [Text Block]", "documentation": "The entire disclosure for inventory. Includes, but is not limited to, the basis of stating inventory, the method of determining inventory cost, the classes of inventory, and the nature of the cost elements included in inventory." } } }, "auth_ref": ["r354"] }, "us-gaap_InventoryFinishedGoods": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "InventoryFinishedGoods", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/InventoryDetails": { "parentTag": "us-gaap_InventoryNet", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.ies-co.com/role/InventoryDetails"], "lang": { "en-us": { "role": { "terseLabel": "Inventory, Finished Goods, Gross", "label": "Inventory, Finished Goods, Gross", "documentation": "Amount before valuation and LIFO reserves of completed merchandise or goods expected to be sold within one year or operating cycle, if longer." } } }, "auth_ref": ["r1026"] }, "us-gaap_InventoryNet": { "xbrltype": "monetaryItemType", "nsuri": 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derivative financial instruments, and investments accounted for under the equity method." } } }, "auth_ref": ["r1123", "r1124", "r1129"] }, "us-gaap_Land": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Land", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/PropertyandEquipmentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Land", "label": "Land", "documentation": "Amount before accumulated depletion of real estate held for productive use, excluding land held for sale." } } }, "auth_ref": ["r1023"] }, "us-gaap_LeaseAndRentalExpense": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LeaseAndRentalExpense", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating Leases, Rent Expense", "label": "Operating Leases, Rent Expense", "documentation": "Amount of rent expense incurred for leased assets, including but not limited to, furniture and equipment, that is not directly or indirectly associated with the manufacture, sale or creation of a product or product line." } } }, "auth_ref": [] }, "us-gaap_LeaseCost": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LeaseCost", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lease, Cost", "label": "Lease, Cost", "documentation": "Amount of lease cost recognized by lessee for lease contract." } } }, "auth_ref": ["r637", "r895"] }, "us-gaap_LeaseCostTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LeaseCostTableTextBlock", "presentation": ["http://www.ies-co.com/role/LeasesTables"], "lang": { "en-us": { "role": { "terseLabel": "Lease, Cost", "label": "Lease, Cost [Table Text Block]", "documentation": "Tabular disclosure of lessee's lease cost. Includes, but is not limited to, interest expense for finance lease, amortization of right-of-use asset for finance lease, operating lease cost, short-term lease cost, variable lease cost and sublease income." } } }, "auth_ref": ["r1136"] }, "us-gaap_LeasesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LeasesAbstract", "lang": { "en-us": { "role": { "terseLabel": "Leases [Abstract]", "label": "Leases [Abstract]" } } }, "auth_ref": [] }, "us-gaap_LesseeFinanceLeasesTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeFinanceLeasesTextBlock", "presentation": ["http://www.ies-co.com/role/LeasesNotes"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Finance Leases", "label": "Lessee, Finance Leases [Text Block]", "documentation": "The entire disclosure for finance leases of lessee. Includes, but is not limited to, description of lessee's finance lease and maturity analysis of finance lease liability." } } }, "auth_ref": ["r628"] }, "us-gaap_LesseeLeasesPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeLeasesPolicyTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Leases", "label": "Lessee, Leases [Policy Text Block]", "documentation": "Disclosure of accounting policy for leasing arrangement entered into by lessee." } } }, "auth_ref": ["r636"] }, "us-gaap_LesseeOperatingLeaseLiabilityMaturityTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityMaturityTableTextBlock", "presentation": ["http://www.ies-co.com/role/LeasesTables"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Maturity", "label": "Lessee, Operating Lease, Liability, to be Paid, Maturity [Table Text Block]", "documentation": "Tabular disclosure of undiscounted cash flows of lessee's operating lease liability. Includes, but is not limited to, reconciliation of undiscounted cash flows to operating lease liability recognized in statement of financial position." } } }, "auth_ref": ["r1137"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDue", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Payments, Due", "label": "Lessee, Operating Lease, Liability, to be Paid", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease." } } }, "auth_ref": ["r646"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueAfterYearFive": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueAfterYearFive", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Payments, Due after Year Five", "label": "Lessee, Operating Lease, Liability, to be Paid, after Year Five", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease due after fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r646"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueNextTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueNextTwelveMonths", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Payments, Due Year One", "label": "Lessee, Operating Lease, Liability, to be Paid, Year One", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in next fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r646"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearFive": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueYearFive", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Payments, Due Year Five", "label": "Lessee, Operating Lease, Liability, to be Paid, Year Five", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in fifth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r646"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearFour": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueYearFour", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Payments, Due Year Four", "label": "Lessee, Operating Lease, Liability, to be Paid, Year Four", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in fourth fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r646"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearThree": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueYearThree", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Payments, Due Year Three", "label": "Lessee, Operating Lease, Liability, to be Paid, Year Three", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in third fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r646"] }, "us-gaap_LesseeOperatingLeaseLiabilityPaymentsDueYearTwo": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityPaymentsDueYearTwo", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Payments, Due Year Two", "label": "Lessee, Operating Lease, Liability, to be Paid, Year Two", "documentation": "Amount of lessee's undiscounted obligation for lease payment for operating lease to be paid in second fiscal year following current fiscal year. Excludes interim and annual periods when interim periods are reported from current statement of financial position date (rolling approach)." } } }, "auth_ref": ["r646"] }, "us-gaap_LesseeOperatingLeaseLiabilityUndiscountedExcessAmount": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeaseLiabilityUndiscountedExcessAmount", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Lease, Liability, Undiscounted Excess Amount", "label": "Lessee, Operating Lease, Liability, Undiscounted Excess Amount", "documentation": "Amount of lessee's undiscounted obligation for lease payments in excess of discounted obligation for lease payments for operating lease." } } }, "auth_ref": ["r646"] }, "us-gaap_LesseeOperatingLeasesTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LesseeOperatingLeasesTextBlock", "presentation": ["http://www.ies-co.com/role/LeasesNotes"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Operating Leases", "label": "Lessee, Operating Leases [Text Block]", "documentation": "The entire disclosure for operating leases of lessee. Includes, but is not limited to, description of operating lease and maturity analysis of operating lease liability." } } }, "auth_ref": ["r628"] }, "iesc_LesseeTotalLeaseLiabilityPaymentsDueInNextTwelveMonths": { "xbrltype": "monetaryItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "LesseeTotalLeaseLiabilityPaymentsDueInNextTwelveMonths", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Lessee, Total Lease, Liability, Payments, Due Year One", "label": "Lessee, Total Lease, Liability, Payments, Due in Next Twelve Months", "documentation": "Lessee, Total Lease, Liability, Payments, Due in Next Twelve Months" } } }, "auth_ref": [] }, "us-gaap_LettersOfCreditOutstandingAmount": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LettersOfCreditOutstandingAmount", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/CommitmentsandContingenciesDetails", "http://www.ies-co.com/role/DebtDetails", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Letters of Credit Outstanding, Amount", "label": "Letters of Credit Outstanding, Amount", "documentation": "The total amount of the contingent obligation under letters of credit outstanding as of the reporting date." } } }, "auth_ref": [] }, "us-gaap_Liabilities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Liabilities", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesAndStockholdersEquity", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "totalLabel": "Total liabilities", "label": "Liabilities", "documentation": "Amount of liability recognized for present obligation requiring transfer or otherwise providing economic benefit to

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Taxes, Noncurrent", "documentation": "Amount recognized for uncertainty in income taxes classified as noncurrent." } } }, "auth_ref": [ "r82" ] }, "iesc_LineOfCreditFacilityCovenantTermsMinimumLiquidityAmount": { "xbrltype": "monetaryItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "LineOfCreditFacilityCovenantTermsMinimumLiquidityAmount", "crdr": "credit", "presentation": [ "http://www.ies-co.com/role/DebtDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Line of Credit Facility, Covenant Terms, Minimum Liquidity Amount", "label": "Line of Credit Facility, Covenant Terms, Minimum Liquidity Amount", "documentation": "Line of Credit Facility, Covenant Terms, Minimum Liquidity Amount" } } }, "auth_ref": [] }, "iesc_LineOfCreditFacilityCovenantTermsMinimumLiquidityExcessAvailabilityPercentage": { "xbrltype": "percentItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "LineOfCreditFacilityCovenantTermsMinimumLiquidityExcessAvailabilityPercentage", 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in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": [ "r409", "r1041", "r1099" ] }, "us-gaap_LineOfCreditFacilityMaximumBorrowingCapacity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LineOfCreditFacilityMaximumBorrowingCapacity", "crdr": "credit", "presentation": [ "http://www.ies-co.com/role/DebtDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Line of Credit Facility, Maximum Borrowing Capacity", "label": "Line of Credit Facility, Maximum Borrowing Capacity", "documentation": "Maximum borrowing capacity under the credit facility without consideration of any current restrictions on the amount that could be borrowed or the amounts currently outstanding under the facility." } } }, "auth_ref": [ "r76", "r80" ] }, "us-gaap_LineOfCreditFacilityRemainingBorrowingCapacity": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname", "LineOfCreditFacilityRemainingBorrowingCapacity", "crdr": "credit", "presentation": [ "http://www.ies-co.com/role/DebtDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Line of Credit Facility, Remaining Borrowing Capacity", "label": "Line of Credit Facility, Remaining Borrowing Capacity", "documentation": "Amount of borrowing capacity currently available under the credit facility (current borrowing capacity less the amount of borrowings outstanding)." } } }, "auth_ref": [ "r76", "r80", "r409" ] }, "us-gaap_LineOfCreditFacilityTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LineOfCreditFacilityTable", "presentation": [ "http://www.ies-co.com/role/DebtDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Line of Credit Facility [Table]", "label": "Line of Credit Facility [Table]", "documentation": "Disclosure of information about short-term and long-term contractual arrangements with lender under which borrowing can occur up to maximum amount. Includes, but is not limited to, letter of credit, standby letter of credit, and revolving credit arrangement." } } }, "auth_ref": [ "r76", "r80", "r409", "r1041", "r1099" ] }, "iesc_Liquidity": { "xbrltype": "monetaryItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "Liquidity", "crdr": "debit", "presentation": [ "http://www.ies-co.com/role/DebtDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Liquidity", "label": "Liquidity", "documentation": "Liquidity" } } }, "auth_ref": [] }, "us-gaap_LoansPayable": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LoansPayable", "crdr": "credit", "presentation": [ "http://www.ies-co.com/role/DebtDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loans Payable", "label": "Loans Payable", "documentation": "Including the current and noncurrent portions, aggregate carrying value as of the balance sheet date of loans payable (with maturities initially due after one year or beyond the operating cycle if longer)." } } }, "auth_ref": [ "r15", "r141", "r1147" ] }, "dei_LocalPhoneNumber": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "LocalPhoneNumber", "presentation": [ "http://www.ies-co.com/role/DEIDocument" ], "lang": { "en-us": { "role": { "terseLabel": "Local Phone Number", "label": "Local Phone Number", "documentation": "Local phone number for entity." } } }, "auth_ref": [] }, "us-gaap_LongTermDebtNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongTermDebtNoncurrent", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_Liabilities", "weight": 1.0, "order": 3.0 } }, "presentation": [ "http://www.ies-co.com/role/ConsolidatedBalanceSheets", "http://www.ies-co.com/role/DebtDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Long-term debt", "label": "Long-Term Debt, Excluding Current Maturities", "documentation": "Amount, after deduction of unamortized premium (discount) and debt issuance cost, of long-term debt classified as noncurrent. Excludes lease obligation." } } }, "auth_ref": [ "r209" ] }, "us-gaap_LossContingenciesByNatureOfContingencyAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LossContingenciesByNatureOfContingencyAxis", "presentation": [ "http://www.ies-co.com/role/CommitmentsandContingenciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loss Contingency Nature [Axis]", "label": "Loss Contingency Nature [Axis]", "documentation": "Information by type of existing condition, situation, or set of circumstances involving uncertainty as to possible loss to an enterprise that will ultimately be resolved when one or more future events occur or fail to occur." } } }, "auth_ref": [ "r402", "r403", "r404", "r407", "r514", "r736", "r864", "r1095", "r1096" ] }, "us-gaap_LossContingenciesLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LossContingenciesLineItems", "presentation": [ "http://www.ies-co.com/role/CommitmentsandContingenciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loss Contingencies [Line Items]", "label": "Loss Contingencies [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } }, "auth_ref": [ "r402", "r403", "r404", "r407", "r514", "r864", "r1095", "r1096" ] }, "us-gaap_LossContingenciesTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LossContingenciesTable", "presentation": [ "http://www.ies-co.com/role/CommitmentsandContingenciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loss Contingencies [Table]", "label": "Loss Contingencies [Table]", "documentation": "Disclosure of information about loss contingency. Excludes environmental contingency, warranty, and unconditional purchase obligation." } } }, "auth_ref": [ "r402", "r403", "r404", "r407", "r514", "r864", "r1095", "r1096" ] }, "us-gaap_LossContingencyAccrualAtCarryingValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LossContingencyAccrualAtCarryingValue", "crdr": "credit", "presentation": [ "http://www.ies-co.com/role/CommitmentsandContingenciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loss Contingency Accrual", "label": "Loss Contingency Accrual", "documentation": "Amount of loss contingency liability." } } }, "auth_ref": [ "r402", "r1008" ] }, "us-gaap_LossContingencyAccrualInsuranceRelatedAssessmentDiscountRate": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LossContingencyAccrualInsuranceRelatedAssessmentDiscountRate", "presentation": [ "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loss Contingency Accrual, Insurance-related Assessment, Discount Rate", "label": "Loss Contingency Accrual, Insurance-related Assessment, Discount Rate", "documentation": "The rate applied as of the balance sheet date to reduce the undiscounted amount of a guarantee fund and other insurance related assessments to present value." } } }, "auth_ref": [ "r390", "r863" ] }, "us-gaap_LossContingencyDiscountedAmountOfInsuranceRelatedAssessmentLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LossContingencyDiscountedAmountOfInsuranceRelatedAssessmentLiability", "crdr": "credit", "presentation": [ "http://www.ies-co.com/role/CommitmentsandContingenciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loss Contingency, Discounted Amount of Insurance-related Assessment Liability", "label": "Loss Contingency, Discounted Amount of Insurance-related Assessment Liability", "documentation": "The present value of the liability as of the balance sheet date representing required funding mandated by statute or regulatory authority that is related directly or indirectly to underwriting activities, including pools for self-insurance and excluding premium taxes and income taxes. The funds derived from the assessments generally enable a government guarantor to pay insurance claims in the event that the underwriting insurer is insolvent or otherwise unable to meet its payment obligations." } } }, "auth_ref": [ "r863", "r1091" ] }, "us-gaap_LossContingencyLossInPeriod": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LossContingencyLossInPeriod", "crdr": "debit", "presentation": [ "http://www.ies-co.com/role/CommitmentsandContingenciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loss Contingency, Loss in Period", "label": "Loss Contingency, Loss in Period", "documentation": "The amount of loss pertaining to the specified contingency that was charged against earnings in the period, including the effects of revisions in previously reported estimates." } } }, "auth_ref": [ "r1094" ] }, "us-gaap_LossContingencyNatureDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LossContingencyNatureDomain", "presentation": [ "http://www.ies-co.com/role/CommitmentsandContingenciesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Loss Contingency, Nature [Domain]", "label": "Loss Contingency, Nature [Domain]", "documentation": "An existing condition, situation, or set of circumstances involving uncertainty as to possible loss to an enterprise that will ultimately be resolved when one or more future events occur or fail to occur. Resolution of the uncertainty may confirm the incurrence of a loss or impairment of an asset or the incurrence of a liability." } } }, "auth_ref": [ "r402", "r403", "r404", "r407", "r514", "r736", "r864", "r1095", "r1096" ] }, "us-gaap_MachineryAndEquipmentGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname", "MachineryAndEquipmentGross", "crdr": "debit", "presentation": [ "http://www.ies-co.com/role/PropertyandEquipmentDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Machinery and Equipment, Gross", "label": "Machinery and Equipment, Gross", "documentation": "Amount before accumulated depreciation of tangible personal property used to produce goods and services, including, but is not limited to, tools, dies and molds, computer and office equipment." } } }, "auth_ref": [ "r118" ] }, "us-gaap_MachineryAndEquipmentMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MachineryAndEquipmentMember", "presentation": [ "http://www.ies-co.com/role/PropertyandEquipmentDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Machinery and Equipment [Member]", "label": "Machinery and Equipment [Member]", "documentation": "Tangible personal property used to produce goods and services, including, but is not limited to, tools, dies and molds, computer and office equipment." } } }, "auth_ref": [] }, "us-gaap_MajorCustomersPolicyPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MajorCustomersPolicyPolicyTextBlock", "presentation": [ "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies" ], "lang": { "en-us": { "role": { "terseLabel": "Major Customers, Policy", "label": "Major Customers, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for major customers. Major customers are those that the loss of such customers would have a material adverse effect on the entity." } } }, "auth_ref": [ "r28", "r29", "r30", "r115" ] }, "us-gaap_MarketableSecuritiesCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname", "MarketableSecuritiesCurrent", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_AssetsCurrent", "weight": 1.0, "order": 4.0 } }, "presentation": [ "http://www.ies-co.com/role/ConsolidatedBalanceSheets" ], "lang": { "en-us": { "role": { "terseLabel": "Marketable Securities, Current", "label": "Marketable Securities, Current", "documentation": "Amount of investment in marketable security, classified as current." } } }, "auth_ref": [ "r1025" ] }, "us-gaap_MarketableSecuritiesPolicy": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MarketableSecuritiesPolicy", "presentation": [ "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies" ], "lang": { "en-us": { "role": { "terseLabel": "Marketable Securities, Policy", "label": "Marketable Securities, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for investment classified as marketable security." } } }, "auth_ref": [ "r71" ] }, "srt_MaximumMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "MaximumMember", "presentation": [ "http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails", "http://www.ies-co.com/role/PropertyandEquipmentDetails", "http://www.ies-co.com/role/SubsequentEventsDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Maximum [Member]", "label": "Maximum [Member]", "documentation": "Upper limit of the provided range." } } }, "auth_ref": [ "r179", "r180", "r181", "r182", "r183", "r192", "r193", "r403", "r404", "r405", "r406", "r479", "r514", "r600", "r666", "r724", "r726", "r736", "r761", "r762", "r819", "r820", "r821", "r822", "r823", "r834", "r835", "r856", "r869", "r882", "r891", "r892", "r893", "r898", "r1102", "r1140", "r1141", "r1142", "r1143", "r1144", "r1145" ] }, "ecd_MeasureAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "MeasureAxis", "presentation": [ "http://xbrl.sec.gov/ecd/role/PvpDisclosure" ], "lang": { "en-us": { "role": { "terseLabel": "Measure:", "label": "Measure [Axis]" } } }, "auth_ref": [ "r967" ] }, "ecd_MeasureName": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "MeasureName", "presentation": [ "http://xbrl.sec.gov/ecd/role/PvpDisclosure" ], "lang": { "en-us": { "role": { "terseLabel": "Name", "label": "Measure Name" } } }, "auth_ref": [ "r967" ] }, "srt_MinimumMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname", "MinimumMember", "presentation": [ "http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails", "http://www.ies-co.com/role/PropertyandEquipmentDetails", "http://www.ies-co.com/role/SubsequentEventsDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Minimum [Member]", "label": "Minimum [Member]", "documentation": "Lower limit of the provided range." } } }, "auth_ref": [ "r179", "r180", "r181", "r182", "r183", "r192", "r193", "r403", "r404", "r405", "r406", "r479", "r514", "r600", "r666", "r724", "r726", "r736", "r761", "r762", "r819", "r820", "r821", "r822", "r823", "r834", "r835", "r856", "r869", "r882", "r891", "r892", "r893", "r898", "r1102", "r1140", "r1141", "r1142", "r1143", "r1144", "r1145" ] }, "iesc_Minimumpaymentsforleasesnotyetcommenced": { "xbrltype": "monetaryItemType", "nsuri": "http://www.ies-co.com/20240930", "localname", "Minimumpaymentsforleasesnotyetcommenced", "crdr": "credit", "presentation": [ "http://www.ies-co.com/role/LeasesDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Minimum payments for leases not yet commenced", "label": "Minimum payments for leases not yet commenced", "documentation": "Minimum payments for leases not yet commenced" } } }, "auth_ref": [] }, "us-gaap_MinorityInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MinorityInterest", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_LiabilitiesAndStockholdersEquity", "weight": 1.0, "order": 2.0 } }, "presentation": [ "http://www.ies-
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co.com/role/ConsolidatedBalanceSheets", "http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling interest", "label": "Equity, Attributable to Noncontrolling Interest", "documentation": "Amount of equity (deficit) attributable to noncontrolling interest. Excludes temporary equity." } } }, "auth_ref": ["r92", "r143", "r236", "r324", "r410", "r412", "r413", "r414", "r417", "r418", "r617", "r691", "r772"] }, "us-gaap_MinorityInterestChangeInRedemptionValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MinorityInterestChangeInRedemptionValue", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "negatedLabel": "Decrease (increase) in noncontrolling interest", "negatedTerseLabel": "Noncontrolling Interest, Change in Redemption Value", "terseLabel": "Noncontrolling Interest, Change in Redemption Value", "label": "Noncontrolling Interest, Change in Redemption Value", "documentation": "Change in noncontrolling interest during the period as a result of a change in the redemption value of redeemable noncontrolling interest." } } }, "auth_ref": ["r40", "r41", "r122", "r123"] }, "us-gaap_MinorityInterestDecreaseFromDistributionsToNoncontrollingInterestHolders": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MinorityInterestDecreaseFromDistributionsToNoncontrollingInterestHolders", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling Interest, Decrease from Distributions to Noncontrolling Interest Holders", "label": "Noncontrolling Interest, Decrease from Distributions to Noncontrolling Interest Holders", "documentation": "Decrease in noncontrolling interest balance from payment of dividends or other distributions by the non-wholly owned subsidiary or partially owned entity, included in the consolidation of the parent entity, to the noncontrolling interest holders." } } }, "auth_ref": ["r126"] }, "us-gaap_MinorityInterestDecreaseFromRedemptions": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MinorityInterestDecreaseFromRedemptions", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling Interest, Decrease from Redemptions or Purchase of Interests", "label": "Noncontrolling Interest, Decrease from Redemptions or Purchase of Interests", "documentation": "Decrease in noncontrolling interest (for example, but not limited to, redeeming or purchasing the interests of noncontrolling shareholders, issuance of shares (interests) by the non-wholly owned subsidiary to the parent entity for other than cash, and a buyback of shares (interest) by the non-wholly owned subsidiary from the noncontrolling interests)." } } }, "auth_ref": ["r66", "r126", "r135"] }, "us-gaap_MinorityInterestDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MinorityInterestDisclosureTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesNotes"], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling Interest Disclosure", "label": "Noncontrolling Interest Disclosure [Text Block]", "documentation": "The entire disclosure for noncontrolling interest in consolidated subsidiaries, which could include the name of the subsidiary, the ownership percentage held by the parent, the ownership percentage held by the noncontrolling owners, the amount of the noncontrolling interest, the location of this amount on the balance sheet (when not reported separately), an explanation of the increase or decrease in the amount of the noncontrolling interest, the noncontrolling interest share of the net Income or Loss of the subsidiary, the location of this amount on the income statement (when not reported separately), the nature of the noncontrolling interest such as background information and terms, the amount of the noncontrolling interest represented by preferred stock, a description of the preferred stock, and the dividend requirements of the preferred stock." } } }, "auth_ref": ["r133"] }, "us-gaap_MinorityInterestLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "MinorityInterestLineItems", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling Interest [Line Items]", "label": "Noncontrolling Interest [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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preferred stock, description and dividend requirement of preferred stock, and nature of noncontrolling interest." } } }, "auth_ref": ["r65", "r67", "r92", "r99"] }, "ecd_MnpiDiscTimedForCompValFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "MnpiDiscTimedForCompValFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/AwardTimingDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "MNPI Disclosure Timed for Compensation Value", "label": "MNPI Disclosure Timed for Compensation Value [Flag]" } } }, "auth_ref": ["r987"] }, "ecd_MtrlTermsOfTrdArrTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "MtrlTermsOfTrdArrTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "terseLabel": "Material Terms of Trading Arrangement", "label": "Material Terms of Trading Arrangement [Text Block]" } } }, "auth_ref": ["r995"] }, 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Financing activity cash flows include obtaining resources from owners and providing them with a return on, and a return of, their investment; borrowing money and repaying amounts borrowed, or settling the obligation; and obtaining and paying for other resources obtained from creditors on long-term credit." } } }, "auth_ref": ["r330"] }, "us-gaap_NetCashProvidedByUsedInInvestingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInInvestingActivities", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "totalLabel": "Net cash used in investing activities", "label": "Net Cash Provided by (Used in) Investing Activities", "documentation": "Amount of cash inflow (outflow) from investing activities, including discontinued operations. Investing activity cash flows include making and collecting loans and acquiring and disposing of debt or equity instruments and property, plant, and equipment and other productive assets." } } }, "auth_ref": ["r230"] }, "us-gaap_NetCashProvidedByUsedInOperatingActivities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetCashProvidedByUsedInOperatingActivities", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_CashCashEquivalentsRestrictedCashAndRestrictedCashEquivalentsPeriodIncreaseDecreaseIncludingExchangeRateEffect", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "totalLabel": "Net cash provided by operating activities", "label": "Net Cash Provided by (Used in) Operating Activities", "documentation": "Amount of cash inflow (outflow) from operating activities, including discontinued operations. Operating activity cash flows include transactions, adjustments, and changes in value not defined as investing or financing activities." } } }, "auth_ref": ["r110", "r111", "r112"] }, "us-gaap_NetIncomeLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetIncomeLoss", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": null, "weight": null, "order": null, "root": true }, "http://www.ies-co.com/role/PerShareInformationDetails": { "parentTag": null, "weight": null, "order": null, "root": true } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome", "http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity", "http://www.ies-co.com/role/DebtDetails", "http://www.ies-co.com/role/PerShareInformationDetails", "http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "totalLabel": "Comprehensive income (loss) attributable to IES Holdings, Inc.", "terseLabel": "Net income (loss) attributable to IES Holdings, Inc." "label": "Net Income (Loss) Attributable to Parent", "documentation": "The portion of profit or loss for the period, net of income taxes, which is attributable to the parent." } } }, "auth_ref": ["r103", "r112", "r146", "r197", "r217", "r219", "r224", "r236", "r244", "r248", "r249", "r250", "r251", "r252", "r255", "r256", "r267", "r324", "r410", "r411", "r412", "r413", "r414", "r415", "r416", "r417", "r418", "r564", "r572", "r594", "r617", "r699", "r790", "r809", "r810", "r913", "r1100"] }, "us-gaap_NetIncomeLossAttributableToNoncontrollingInterest": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NetIncomeLossAttributableToNoncontrollingInterest", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_NetIncomeLoss", "weight": -1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome", "http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Net (income) loss attributable to noncontrolling interest", "terseLabel": "Net Income (Loss) Attributable to Noncontrolling Interest", "label": "Net Income (Loss) Attributable to Noncontrolling Interest", "documentation": "Amount of Net Income (Loss) attributable to noncontrolling interest." } } }, "auth_ref": ["r68", "r136", "r217", "r219", "r252", "r255", "r256", "r698", "r1031"] }, "us-gaap_NewAccountingPronouncementsAndChangesInAccountingPrinciplesTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NewAccountingPronouncementsAndChangesInAccountingPrinciplesTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesNotes"], "lang": { "en-us": { "role": { "terseLabel": "Accounting Standards Update and Change in Accounting Principle", "label": "Accounting Standards Update and Change in Accounting Principle [Text Block]", "documentation": "The entire disclosure for change in accounting principle. Includes, but is not limited to, nature, reason, and method of adopting amendment to accounting standards or other change in accounting principle." } } }, "auth_ref": ["r172", "r195", "r242", "r243", "r246", "r247", "r257", "r258", "r316", "r326", "r327", "r562", "r563", "r565", "r572", "r585", "r591", "r648", "r651", "r652", "r674", "r675", "r676", "r731", "r732", "r733", "r734", "r735"] }, "ecd_NonGaapMeasureDescriptionTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "NonGaapMeasureDescriptionTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Non-GAAP Measure Description", "label": "Non-GAAP Measure Description [Text Block]" } } }, "auth_ref": ["r967"] }, "ecd_NonNeosMember": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "NonNeosMember", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Non-NEOs", "label": "Non-NEOs [Member]" } } }, "auth_ref": ["r930", "r941", "r951", "r975", "r984"] }, "ecd_NonPeoNeoAvgCompActuallyPaidAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "NonPeoNeoAvgCompActuallyPaidAmt", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Non-PEO NEO Average Compensation Actually Paid Amount", "label": "Non-PEO NEO Average Compensation Actually Paid Amount" } } }, "auth_ref": ["r958"] }, "ecd_NonPeoNeoAvgTotalCompAmt": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "NonPeoNeoAvgTotalCompAmt", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Non-PEO NEO Average Total Compensation Amount", "label": "Non-PEO NEO Average Total Compensation Amount" } } }, "auth_ref": ["r957"] }, "ecd_NonPeoNeoMember": { "xbrltype": 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noncontrolling interest resulting from the parent's loss of control and deconsolidation of the entity in which one or more outside parties had a noncontrolling interest." } } }, "auth_ref": ["r10", "r41"] }, "us-gaap_NoncontrollingInterestMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "NoncontrollingInterestMember", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling Interest", "label": "Noncontrolling Interest [Member]", "documentation": "This element represents that portion of equity (net assets) in a subsidiary not

attributable, directly or indirectly, to the parent. A noncontrolling interest is sometimes called a minority interest." } } }, "auth_ref": ["r64", "r448", "r1044", "r1045", "r1046", "r1047", "r1182"] }, "iesc_NoncontrollingInterestPolicyPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "NoncontrollingInterestPolicyPolicyTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling Interest Policy", "label": "Noncontrolling Interest Policy [Policy Text Block]", "documentation": "Noncontrolling Interest Policy" } } }, "auth_ref": [] }, "iesc_NoncontrollingOwnerMember": { "xbrltype": "domainItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "NoncontrollingOwnerMember", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Noncontrolling Owner", "label": "Noncontrolling Owner [Member]", "documentation": "Noncontrolling Owner" } } }, "auth_ref": [] }, "us-gaap_OperatingIncomeLoss": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingIncomeLoss", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsNoncontrollingInterest", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows", "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome", "http://www.ies-co.com/role/OperatingSegmentsDetails"], "lang": { "en-us": { "role": { "totalLabel": "Operating income", "terseLabel": "Operating income (loss)", "label": "Operating Income (Loss)", "documentation": "The net result for the period of deducting operating expenses from operating revenues." } } }, "auth_ref": ["r149", "r846", "r1050", "r1052", "r1053", "r1054", "r1055"] }, "us-gaap_OperatingLeaseCost": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseCost", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating Lease, Cost", "label": "Operating Lease, Cost", "documentation": "Amount of single lease cost, calculated by allocation of remaining cost of lease over remaining lease term. Includes, but is not limited to, single lease cost, after impairment of right-of-use asset, calculated by amortization of remaining right-of-use asset and accretion of lease liability." } } }, "auth_ref": ["r639", "r895"] }, "us-gaap_OperatingLeaseLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiability", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating Lease, Liability", "label": "Operating Lease, Liability", "documentation": "Present value of lessee's discounted obligation for lease payments from operating lease." } } }, "auth_ref": ["r631"] }, "us-gaap_OperatingLeaseLiabilityCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiabilityCurrent", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/DetailofCertainBalanceSheetAccountsDetails": { "parentTag": "us-gaap_AccountsPayableAndAccruedLiabilitiesCurrent", "weight": 1.0, "order": 6.0 } }, "presentation": ["http://www.ies-co.com/role/DetailofCertainBalanceSheetAccountsDetails", "http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Current operating lease liabilities", "label": "Operating Lease, Liability, Current", "documentation": "Present value of lessee's discounted obligation for lease payments from operating lease, classified as current." } } }, "auth_ref": ["r631"] }, "us-gaap_OperatingLeaseLiabilityCurrentStatementOfFinancialPositionExtensibleList": { "xbrltype": "enumerationSetItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiabilityCurrentStatementOfFinancialPositionExtensibleList", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating Lease, Liability, Current, Statement of Financial Position [Extensible List]", "label": "Operating Lease, Liability, Current, Statement of Financial Position [Extensible Enumeration]", "documentation": "Indicates line item in statement of financial position that includes current operating lease liability." } } }, "auth_ref": ["r632"] }, "us-gaap_OperatingLeaseLiabilityNoncurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseLiabilityNoncurrent", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_Liabilities", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Operating long-term lease liabilities", "label": "Operating Lease, Liability, Noncurrent", "documentation": "Present value of lessee's discounted obligation for lease payments from operating lease, classified as noncurrent." } } }, "auth_ref": ["r631"] }, "us-gaap_OperatingLeasePayments": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeasePayments", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating Lease, Payments", "label": "Operating Lease, Payments", "documentation": "Amount of cash outflow from operating lease, excluding payments to bring another asset to condition and location necessary for its intended use." } } }, "auth_ref": ["r635", "r642"] }, "us-gaap_OperatingLeaseRightOfUseAsset": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseRightOfUseAsset", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_Assets", "weight": 1.0, "order": 3.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating right of use assets", "label": "Operating Lease, Right-of-Use Asset", "documentation": "Amount of lessee's right to use underlying asset under operating lease." } } }, "auth_ref": ["r630"] }, "us-gaap_OperatingLeaseWeightedAverageDiscountRatePercent": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLeaseWeightedAverageDiscountRatePercent", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating Lease, Weighted Average Discount Rate, Percent", "label": "Operating Lease, Weighted Average Discount Rate, Percent", "documentation": "Weighted average discount rate for operating lease calculated at point in time." } } }, "auth_ref": ["r645", "r895"] }, "us-gaap_OperatingLeaseWeightedAverageRemainingLeaseTerm1": { "xbrltype": "durationItemType", "nsuri": 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effects, available to reduce future taxable income under enacted tax laws." } } }, "auth_ref": ["r550"] }, "iesc_OperatingLossCarryforwardsAttributableToGoodwillAmortization": { "xbrltype": "monetaryItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "OperatingLossCarryforwardsAttributableToGoodwillAmortization", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Operating Loss Carryforwards Attributable To Goodwill Amortization", "label": "Operating Loss Carryforwards Attributable To Goodwill Amortization", "documentation": "Operating Loss Carryforwards Attributable To Goodwill Amortization" } } }, "auth_ref": [] }, "us-gaap_OperatingLossCarryforwardsLimitationsOnUse": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "OperatingLossCarryforwardsLimitationsOnUse", "presentation": ["http://www.ies-co.com/role/IncomeTaxesDetails"], "lang": { "en-us": { "role": 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long-lived, physical asset used in normal conduct of business and not intended for resale. Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections." } } }, "auth_ref": [ "r117", "r164", "r168", "r169" ] }, "us-gaap_PropertyPlantAndEquipmentGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentGross", "crdr": "debit", "presentation": [ "http://www.ies-co.com/role/PropertyandEquipmentDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment, Gross", "label": "Property, Plant and Equipment, Gross", "documentation": "Amount before accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures." } } }, "auth_ref": [ "r118", "r202", "r695" ] }, "us-gaap_PropertyPlantAndEquipmentLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentLineItems", "presentation": [ "http://www.ies-co.com/role/PropertyandEquipmentDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment [Line Items]", "label": "Property, Plant and Equipment [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures." } } }, "auth_ref": ["r7", "r647", "r683", "r695", "r896"] }, "us-gaap_PropertyPlantAndEquipmentPolicyTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentPolicyTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment, Policy", "label": "Property, Plant and Equipment, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for long-lived, physical asset used in normal conduct of business and not intended for resale. Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections." } } }, "auth_ref": ["r7", "r164", "r168", "r693"] }, "us-gaap_PropertyPlantAndEquipmentTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentTextBlock", "presentation": ["http://www.ies-co.com/role/PropertyandEquipmentTables"], "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment [Table Text Block]", "label": "Property, Plant and Equipment [Table Text Block]", "documentation": "Tabular disclosure of physical assets used in the normal conduct of business and not intended for resale. 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Examples include land, buildings, machinery and equipment, and other types of furniture and equipment including, but not limited to, office equipment, furniture and fixtures, and computer equipment and software." } } }, "auth_ref": ["r118", "r647"] }, "us-gaap_PropertyPlantAndEquipmentUsefulLife": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentUsefulLife", "presentation": ["http://www.ies-co.com/role/PropertyandEquipmentDetails"], "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment, Useful Life", "label": "Property, Plant and Equipment, Useful Life", "documentation": "Useful life of long-lived, physical assets used in the normal conduct of business and not intended for resale, in 'PnYnMnDTnHnMnS' format, for example, 'P1Y5M13D' represents the reported fact of one year, five months, and thirteen days. Examples include, but not limited to, land, buildings, machinery and equipment, office equipment, furniture and fixtures, and computer equipment." } } }, "auth_ref": [ ] }, "us-gaap_ProvisionForDoubtfulAccounts": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProvisionForDoubtfulAccounts", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 2.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "terseLabel": "Bad debt expense", "label": "Accounts Receivable, Credit Loss Expense (Reversal)", "documentation": "Amount of expense (reversal of expense) for expected credit loss on accounts receivable." } } }, "auth_ref": ["r228", "r336"] }, "us-gaap_PurchaseCommitmentRemainingMinimumAmountCommitted": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PurchaseCommitmentRemainingMinimumAmountCommitted", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/CommitmentsandContingenciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Purchase Commitment, Remaining Minimum Amount Committed", "label": "Purchase Commitment, Remaining Minimum Amount Committed", "documentation": "Minimum amount to be expended to satisfy the terms of arrangements in which the entity has agreed to expend funds to procure goods or services, excluding long-term purchase commitments or unconditional purchase obligations." } } }, "auth_ref": ["r83", "r142"] }, "ecd_PvpTable": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PvpTable", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pay vs Performance Disclosure", "label": "Pay vs Performance Disclosure [Table]" } } }, "auth_ref": ["r956"] }, "ecd_PvpTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "PvpTableTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/PvpDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Pay vs Performance Disclosure, Table", "label": "Pay vs Performance [Table Text Block]" } } }, "auth_ref": ["r956"] }, "srt_RangeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "RangeAxis", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails", "http://www.ies-co.com/role/IncomeTaxesDetails", "http://www.ies-co.com/role/PropertyandEquipmentDetails", "http://www.ies-co.com/role/SubsequentEventsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Statistical Measurement [Axis]", "label": "Statistical Measurement [Axis]", "documentation": "Information by statistical measurement. 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This item includes noncontrolling interest holder's ownership (or holders' ownership) regardless of the type of equity interest (common, preferred, other) including all potential organizational (legal) forms of the investee entity." } } }, "auth_ref": ["r39", "r40", "r122", "r123"] }, "us-gaap_RedeemableNoncontrollingInterestEquityRedemptionValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RedeemableNoncontrollingInterestEquityRedemptionValue", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Redeemable Noncontrolling Interest, Equity, Redemption Value", "label": "Redeemable Noncontrolling Interest, Equity, Redemption Value", "documentation": "Redemption value, as if currently redeemable, of redeemable noncontrolling interest classified as temporary equity and the election has been made to accrete changes in redemption value to the earliest redemption date." } } }, "auth_ref": ["r124"] }, "us-gaap_RedeemableNoncontrollingInterestLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RedeemableNoncontrollingInterestLineItems", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Redeemable Noncontrolling Interest [Line Items]", "label": "Redeemable Noncontrolling Interest [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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As of the date of the statement of financial position, such redeemable noncontrolling interest is currently redeemable, as defined, for cash or other assets of the entity at (1) at a fixed or determinable price on a fixed or determinable date, (2) at the option of the holder of the noncontrolling interest, or (3) upon occurrence of an event that is not solely within the control of the entity." } } }, "auth_ref": [ ] }, "us-gaap_RelatedPartyTransactionPurchasesFromRelatedParty": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RelatedPartyTransactionPurchasesFromRelatedParty", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/ControllingShareholderDetails", "http://www.ies-co.com/role/RelatedPartyTransactionsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Related Party Transaction, Purchases from Related Party", "label": "Related Party Transaction, Purchases from Related Party", "documentation": "Purchases during the period (excluding transactions that are eliminated in consolidated or combined financial statements) with related party." } } }, "auth_ref": [ ] }, "us-gaap_RelatedPartyTransactionsAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RelatedPartyTransactionsAbstract", "lang": { "en-us": { "role": { "terseLabel": "Related Party Transactions [Abstract]", "label": "Related Party Transactions [Abstract]" } } }, "auth_ref": [ ] }, "us-gaap_RelatedPartyTransactionsDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RelatedPartyTransactionsDisclosureTextBlock", "presentation": ["http://www.ies-co.com/role/RelatedPartyTransactionsNotes"], "lang": { "en-us": { "role": { "terseLabel": "Related Party Transactions Disclosure [Text Block]", "label": "Related Party Transactions Disclosure [Text Block]", "documentation": "The entire disclosure for related party transactions. Examples of related party transactions include transactions between (a) a parent company and its subsidiary, (b) subsidiaries of a common parent, (c) and entity and its principal owners, and (d) affiliates." } } }, "auth_ref": ["r653", "r654", "r655", "r656", "r657", "r745", "r746", "r747", "r794", "r795", "r796", "r816", "r818"] }, "us-gaap_RepaymentsOfLongTermDebtAndCapitalSecurities": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RepaymentsOfLongTermDebtAndCapitalSecurities", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInFinancingActivities", "weight": -1.0, "order": 7.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Repayments of debt", "label": "Repayment of Long-Term Debt, Long-Term Lease Obligation, and Capital Security", "documentation": "Amount of cash outflow for debt, mandatory redeemable security, and principal payment for finance lease obligation." } } }, "auth_ref": ["r108", "r109"] }, "us-gaap_RepurchaseAgreementsMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RepurchaseAgreementsMember", "presentation": ["http://www.ies-co.com/role/StockholdersEquityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Repurchase Agreements", "label": "Repurchase Agreements [Member]", "documentation": "Investments represented by an agreement between the entity and another party for the sale and repurchase of identical or substantially the same securities at a date certain for a specified price. Such agreements are generally short-term in nature." } } }, "auth_ref": [ ] }, "iesc_ResidentialMember": { "xbrltype": "domainItemType", "nsuri": "http://www.ies-co.com/20240930", "localname": "ResidentialMember", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsGoodwillDetails", "http://www.ies-co.com/role/OperatingSegmentsDetails", "http://www.ies-co.com/role/RevenueRecognitionDetails", "http://www.ies-co.com/role/StockholdersEquityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Residential [Member]", "label": "Residential [Member]", "documentation": "Residential [Member]" } } }, "auth_ref": [ ] }, "ecd_RestatementDateAxis": { "xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RestatementDateAxis", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Restatement Determination Date:", "label": "Restatement Determination Date [Axis]" } } }, "auth_ref": ["r924", "r935", "r945", "r978"] }, "ecd_RestatementDeterminationDate": { "xbrltype": "dateItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RestatementDeterminationDate", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Restatement Determination Date", "label": "Restatement Determination Date" } } }, "auth_ref": ["r925", "r936", "r946", "r979"] }, "ecd_RestatementDoesNotRequireRecoveryTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RestatementDoesNotRequireRecoveryTextBlock", "presentation": ["http://xbrl.sec.gov/ecd/role/ErrCompDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Restatement does not require Recovery", "label": "Restatement Does Not Require Recovery [Text Block]" } } }, "auth_ref": ["r932", "r943", "r953", "r986"] }, "us-gaap_RestrictedStockMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestrictedStockMember", "presentation": ["http://www.ies-co.com/role/StockholdersEquityDetails", "http://xbrl.sec.gov/ecd/role/AwardTimingDisclosure"], "lang": { "en-us": { "role": { "terseLabel": "Restricted Stock [Member]", "label": "Restricted Stock [Member]", "documentation": "Stock including a provision that prohibits sale or substantive sale of an equity instrument for a specified period of time or until specified performance conditions are met." } } }, "auth_ref": ["r27"] }, "us-gaap_RetainedEarningsAccumulatedDeficit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RetainedEarningsAccumulatedDeficit", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedBalanceSheets": { "parentTag": "us-gaap_StockholdersEquity", "weight": 1.0, "order": 5.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedBalanceSheets"], "lang": { "en-us": { "role": { "terseLabel": "Retained earnings", "label": "Retained Earnings 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"textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerPolicyTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesPolicies"], "lang": { "en-us": { "role": { "terseLabel": "Revenue from Contract with Customer", "label": "Revenue from Contract with Customer [Policy Text Block]", "documentation": "Disclosure of accounting policy for revenue from contract with customer." } } }, "auth_ref": ["r173", "r459", "r460", "r461", "r462", "r463", "r464", "r465", "r466", "r837"] }, "us-gaap_RevenueFromContractWithCustomerTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueFromContractWithCustomerTextBlock", "presentation": ["http://www.ies-co.com/role/RevenueRecognition"], "lang": { "en-us": { "role": { "terseLabel": "Revenue from External Customers by Products and Services [Table Text Block]", "label": "Revenue from Contract with Customer [Text Block]", "documentation": "The entire disclosure of revenue from contract with customer to transfer good or service and to transfer nonfinancial asset. Includes, but is not limited to, disaggregation of revenue, credit loss recognized from contract with customer, judgment and change in judgment related to contract with customer, and asset recognized from cost incurred to obtain or fulfill contract with customer. Excludes insurance and lease contracts." } } }, "auth_ref": ["r173", "r451", "r452", "r453", "r454", "r455", "r456", "r457", "r458", "r470"] }, "us-gaap_RevenueRecognitionAndDeferredRevenueAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRecognitionAndDeferredRevenueAbstract", "lang": { "en-us": { "role": { "terseLabel": "Revenue Recognition and Deferred Revenue [Abstract]" } } }, "auth_ref": [ ] }, "us-gaap_RevenueRemainingPerformanceObligation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RevenueRemainingPerformanceObligation", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/RevenueRecognitionDetails"], "lang": { "en-us": { "role": { "terseLabel": "Revenue, Remaining Performance Obligation, Amount", "label": "Revenue, Remaining Performance Obligation, Amount", "documentation": "Amount of transaction price allocated to

performance obligation that has not been recognized as revenue." } } }, "auth_ref": ["r167"] }, "us-gaap_Revenues": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "Revenues", "crdr": "credit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome": { "parentTag": "us-gaap_GrossProfit", "weight": 1.0, "order": 1.0 } }, "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows", "http://www.ies-co.com/role/ConsolidatedStatementsofComprehensiveIncome", "http://www.ies-co.com/role/OperatingSegmentsDetails", "http://www.ies-co.com/role/RevenueRecognitionDetails", "http://www.ies-co.com/role/StockholdersEquityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Revenues", "label": "Revenues", "documentation": "Amount of revenue recognized from goods sold, services rendered, insurance premiums, or other activities that constitute an earning process. Includes, but is not limited to, investment and interest income before deduction of interest expense when recognized as a component of revenue, and sales and trading gain (loss)." } } }, "auth_ref": ["r147", "r148", "r225", "r236", "r278", "r287", "r288", "r303", "r309", "r312", "r314", "r315", "r324", "r410", "r411", "r412", "r413", "r414", "r415", "r416", "r417", "r418", "r617", "r682", "r851", "r1100"] }, "us-gaap_RightOfUseAssetObtainedInExchangeForFinanceLeaseLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RightOfUseAssetObtainedInExchangeForFinanceLeaseLiability", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Right-of Use Asset Obtained in Exchange for Finance Lease Liability", "label": "Right-of Use Asset Obtained in Exchange for Finance Lease Liability", "documentation": "Amount of increase in right-of-use asset obtained in exchange for finance lease liability." } } }, "auth_ref": ["r643", "r895"] }, "us-gaap_RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RightOfUseAssetObtainedInExchangeForOperatingLeaseLiability", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Right-of Use Asset Obtained in Exchange for Operating Lease Liability", "label": "Right-of Use Asset Obtained in Exchange for Operating Lease Liability", "documentation": "Amount of increase in right-of-use asset obtained in exchange for operating lease liability." } } }, "auth_ref": ["r643", "r895"] }, "us-gaap_RisksAndUncertaintiesAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RisksAndUncertaintiesAbstract", "lang": { "en-us": { "role": { "terseLabel": "Risks and Uncertainties [Abstract]", "label": "Risks and Uncertainties [Abstract]" } } }, "auth_ref": [] }, "ecd_Rule10b51ArrAdoptedFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Rule10b51ArrAdoptedFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "terseLabel": "Rule 10b5-1 Arrangement Adopted", "label": "Rule 10b5-1 Arrangement Adopted [Flag]" } } }, "auth_ref": ["r995"] }, "ecd_Rule10b51ArrTrmntdFlag": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "Rule10b51ArrTrmntdFlag", "presentation": ["http://xbrl.sec.gov/ecd/role/InsiderTradingArrangements"], "lang": { "en-us": { "role": { "terseLabel": "Rule 10b5-1 Arrangement Terminated", "label": "Rule 10b5-1 Arrangement Terminated [Flag]" } } }, "auth_ref": ["r995"] }, "us-gaap_SaleOfStockPercentageOfOwnershipBeforeTransaction": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SaleOfStockPercentageOfOwnershipBeforeTransaction", "presentation": ["http://www.ies-co.com/role/BusinessCombinationsandDivestituresDetails", "http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Sale of Stock, Percentage of Ownership before Transaction", "label": "Sale of Stock, Percentage of Ownership before Transaction", "documentation": "Percentage of subsidiary's or equity investee's stock owned by parent company before stock transaction." } } }, "auth_ref": [] }, "us-gaap_ScheduleOfAccountsPayableAndAccruedLiabilitiesTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfAccountsPayableAndAccruedLiabilitiesTableTextBlock", "presentation": ["http://www.ies-co.com/role/DetailofCertainBalanceSheetAccountsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Accounts Payable and Accrued Liabilities [Table Text Block]", "label": "Schedule of Accounts Payable and Accrued Liabilities [Table Text Block]", "documentation": "Tabular disclosure of the (a) carrying value as of the balance sheet date of liabilities incurred (and for which invoices have typically been received) and payable to vendors for goods and services received that are used in an entity's business (accounts payable), (b) other payables, and (c) accrued liabilities. Examples include taxes, interest, rent and utilities. Used to reflect the current portion of the liabilities (due within one year or within the normal operating cycle if longer). An alternative caption includes accrued expenses." } } }, "auth_ref": [] }, "us-gaap_ScheduleOfBusinessAcquisitionsByAcquisitionTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfBusinessAcquisitionsByAcquisitionTable", "presentation": ["http://www.ies-co.com/role/BusinessCombinationsandDivestituresDetails", "http://www.ies-co.com/role/FairValueMeasurementsDetails_1"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Business Acquisitions, by Acquisition [Table]", "label": "Schedule of Business Acquisitions, by Acquisition [Table]", "documentation": "Disclosure of information about business combination. Includes, but is not limited to, recognized asset and liability." } } }, "auth_ref": ["r53", "r56", "r566"] }, "us-gaap_ScheduleOfCashFlowSupplementalDisclosuresTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfCashFlowSupplementalDisclosuresTableTextBlock", "presentation": ["http://www.ies-co.com/role/LeasesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Cash Flow, Supplemental Disclosures", "label": "Schedule of Cash Flow, Supplemental Disclosures [Table Text Block]", "documentation": "Tabular disclosure of supplemental cash flow information for the periods presented." } } }, "auth_ref": [] }, "us-gaap_ScheduleOfCompensationCostForShareBasedPaymentArrangementsAllocationOfShareBasedCompensationCostsByPlanTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfCompensationCostForShareBasedPaymentArrangementsAllocationOfShareBasedCompensationCostsByPlanTableTextBlock", "presentation": ["http://www.ies-co.com/role/StockholdersEquityTables"], "lang": { "en-us": { "role": { "terseLabel": "Share-Based Payment Arrangement, Cost by Plan", "label": "Share-Based Payment Arrangement, Cost by Plan [Table Text Block]", "documentation": "Tabular disclosure of cost recognized for award under share-based payment arrangement by plan. Includes, but is not limited to, related tax benefit." } } }, "auth_ref": ["r50"] }, "us-gaap_ScheduleOfComponentsOfIncomeTaxExpenseBenefitTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfComponentsOfIncomeTaxExpenseBenefitTableTextBlock", "presentation": ["http://www.ies-co.com/role/IncomeTaxesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Components of Income Tax Expense (Benefit) [Table Text Block]", "label": "Schedule of Components of Income Tax Expense (Benefit) [Table Text Block]", "documentation": "Tabular disclosure of the components of income tax expense attributable to continuing operations for each year presented including, but not limited to: current tax expense (benefit), deferred tax expense (benefit), investment tax credits, government grants, the benefits of operating loss carryforwards, tax expense that results from allocating certain tax benefits either directly to contributed capital or to reduce goodwill or other noncurrent intangible assets of an acquired entity, adjustments of a deferred tax liability or asset for enacted changes in tax laws or rates or a change in the tax status of the entity, and adjustments of the beginning of the year balances of a valuation allowance because of a change in circumstances that causes a change in judgment about the realizability of the related deferred tax asset in future years." } } }, "auth_ref": ["r1116"] }, "us-gaap_ScheduleOfDebtTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfDebtTableTextBlock", "presentation": ["http://www.ies-co.com/role/DebtTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Debt [Table Text Block]", "label": "Schedule of Debt [Table Text Block]", "documentation": "Tabular disclosure of information pertaining to short-term and long-debt instruments or arrangements, including but not limited to identification of terms, features, collateral requirements and other information necessary to a fair presentation." } } }, "auth_ref": [] }, "us-gaap_ScheduleOfDeferredTaxAssetsAndLiabilitiesTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfDeferredTaxAssetsAndLiabilitiesTableTextBlock", "presentation": ["http://www.ies-co.com/role/IncomeTaxesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Deferred Tax Assets and Liabilities [Table Text Block]", "label": "Schedule of Deferred Tax Assets and Liabilities [Table Text Block]", "documentation": "Tabular disclosure of the components of net deferred tax asset or liability recognized in an entity's statement of financial position, including the following: the total of all deferred tax liabilities, the total of all deferred tax assets, the total valuation allowance recognized for deferred tax assets." } } }, "auth_ref": ["r1113"] }, "us-gaap_ScheduleOfDefinedBenefitPlansDisclosuresTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfDefinedBenefitPlansDisclosuresTable", "presentation": ["http://www.ies-co.com/role/EmployeeBenefitPlansDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Defined Benefit Plans Disclosures [Table]", "label": "Defined Benefit Plan [Table]", "documentation": "Disclosure of information about individual defined benefit pension plan or other postretirement defined benefit plan. It may be appropriate to group certain similar plans. Also includes schedule for fair value of plan assets by major categories of plan assets by the level within the fair value hierarchy in which the fair value measurements in their entirety fall, segregating fair value measurements using quoted prices in active markets for identical assets or liabilities (Level 1), Significant other observable inputs (Level 2), and significant unobservable inputs (Level 3)." } } }, "auth_ref": ["r9", "r44", "r45", "r46", "r47"] }, "us-gaap_ScheduleOfEarningsPerShareBasicAndDilutedTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEarningsPerShareBasicAndDilutedTableTextBlock", "presentation": ["http://www.ies-co.com/role/PerShareInformationTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Earnings Per Share, Basic and Diluted [Table Text Block]", "label": "Schedule of Earnings Per Share, Basic and Diluted [Table Text Block]", "documentation": "Tabular disclosure of an entity's basic and diluted earnings per share calculations, including a reconciliation of numerators and denominators of the basic and diluted per-share computations for income from continuing operations." } } }, "auth_ref": ["r1049"] }, "us-gaap_ScheduleOfEffectiveIncomeTaxRateReconciliationTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfEffectiveIncomeTaxRateReconciliationTableTextBlock", "presentation": ["http://www.ies-co.com/role/IncomeTaxesTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Effective Income Tax Rate Reconciliation [Table Text Block]", "label": "Schedule of Effective Income Tax Rate Reconciliation [Table Text Block]", "documentation": "Tabular disclosure of the reconciliation using percentage or dollar amounts of the reported amount of income tax expense attributable to continuing operations for the year to the amount of income tax expense that would result from applying domestic federal statutory tax rates to pretax income from continuing operations." } } }, "auth_ref": ["r525", "r884", "r1107"] }, "us-gaap_ScheduleOfFairValueAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfFairValueAssetsAndLiabilitiesMeasuredOnRecurringBasisTableTextBlock", "presentation": ["http://www.ies-co.com/role/FairValueMeasurementsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Fair Value, Assets and Liabilities Measured on Recurring Basis [Table Text Block]", "label": "Schedule of Fair Value, Assets and Liabilities Measured on Recurring Basis [Table Text Block]", "documentation": "Tabular disclosure of assets and liabilities, including [financial] instruments measured at fair value that are classified in stockholders' equity, if any, that are measured at fair value on a recurring basis. The disclosures contemplated herein include the fair value measurements at the reporting date by the level within the fair value hierarchy in which the fair value measurements in their entirety fall, segregating fair value measurements using quoted prices in active markets for identical assets (Level 1), significant other observable inputs (Level 2), and significant unobservable inputs (Level 3)." } } }, "auth_ref": ["r1123", "r1124"] }, "us-gaap_ScheduleOfFiniteLivedIntangibleAssetsTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfFiniteLivedIntangibleAssetsTable", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsIntangiblesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Finite-Lived Intangible Assets [Table]", "label": "Intangible Asset, Finite-Lived [Table]", "documentation": "Disclosure of information about finite-lived intangible asset. Excludes indefinite-lived intangible asset." } } }, "auth_ref": ["r373", "r380", "r383", "r384", "r385", "r673", "r836", "r862"] }, "us-gaap_ScheduleOfFiniteLivedIntangibleAssetsTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfFiniteLivedIntangibleAssetsTableTextBlock", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Finite-Lived Intangible Assets [Table Text Block]", "label": "Schedule of Finite-Lived Intangible Assets [Table Text Block]", "documentation": "Tabular disclosure of assets, excluding financial assets and goodwill, lacking physical substance with a finite life, by either major class or business segment." } } }, "auth_ref": ["r862", "r1083"] }, "us-gaap_ScheduleOfGoodwillTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfGoodwillTable", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsGoodwillDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Goodwill [Table]", "label": "Goodwill [Table]", "documentation": "Disclosure of information about goodwill, including, but not limited to, change from acquisition, sale, impairment, and other reason." } } }, "auth_ref": ["r362", "r363", "r364", "r365", "r366", "r367", "r368", "r369", "r370", "r371", "r372", "r861"] }, "us-gaap_ScheduleOfGoodwillTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfGoodwillTextBlock", "presentation": ["http://www.ies-co.com/role/GoodwillandIntangibleAssetsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Goodwill [Table Text Block]", "label": "Schedule of Goodwill [Table Text Block]", "documentation": "Tabular disclosure of goodwill by reportable segment and in total which includes a rollforward schedule." } } }, "auth_ref": ["r861", "r1065", "r1066", "r1067", "r1068", "r1069", "r1070", "r1071", "r1072", "r1073", "r1074", "r1075"] }, "us-gaap_ScheduleOfInventoryCurrentTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfInventoryCurrentTableTextBlock", "presentation": ["http://www.ies-co.com/role/InventoryTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Inventory, Current [Table Text Block]", "label": "Schedule of Inventory, Current [Table Text Block]", "documentation": "Tabular disclosure of the carrying amount as of the balance sheet date of merchandise, goods, commodities, or supplies held for future sale or to be used in manufacturing, servicing or production process." } } }, "auth_ref": ["r17", "r94", "r95", "r96"] }, "us-gaap_ScheduleOfOtherAssetsTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfOtherAssetsTableTextBlock", "presentation": ["http://www.ies-co.com/role/DetailofCertainBalanceSheetAccountsTables"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Other Assets [Table Text Block]", "label": "Schedule of Other Assets [Table Text Block]", "documentation": "Tabular disclosure of the carrying amounts of other assets. 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An entity discloses certain information on each reportable segment if the amounts (a) are included in the measure of segment profit or loss reviewed by the chief operating decision maker or (b) are otherwise regularly provided to the chief operating decision maker, even if not included in that measure of segment profit or loss." } } }, "auth_ref": ["r34", "r35", "r36"] }, "us-gaap_ScheduleOfShareBasedCompensationArrangementsByShareBasedPaymentAwardTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfShareBasedCompensationArrangementsByShareBasedPaymentAwardTable", "presentation": ["http://www.ies-co.com/role/StockholdersEquityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Schedule of Share-based Compensation Arrangements by Share-based Payment Award [Table]", "label": "Schedule of Share-Based Compensation Arrangements by Share-Based Payment Award [Table]", "documentation": "Disclosure of information about share-based payment arrangement." } } }, "auth_ref": ["r480", "r482", "r484", "r485", "r486", "r487", "r488", "r489", "r490", "r491", "r492", "r493", "r494", "r495", "r496", "r497", "r498", "r499", "r500", "r501", "r502", "r503", "r504", "r505", "r506", "r507", "r508", "r509"] }, "us-gaap_ScheduleOfSharebasedCompensationRestrictedStockAndRestrictedStockUnitsActivityTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ScheduleOfSharebasedCompensationRestrictedStockAndRestrictedStockUnitsActivityTableTextBlock", "presentation": ["http://www.ies-co.com/role/StockholdersEquityTables"],

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"dei_Security12bTitle": { "xbrltype": "securityTitleItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "Security12bTitle", "presentation": [ "http://www.ies-co.com/role/DEIDocument" ], "lang": { "en-us": { "role": { "terseLabel": "Title of 12(b) Security", "label": "Title of 12(b) Security", "documentation": "Title of a 12(b) registered security." } } }, "auth_ref": [ "r916" ] }, "dei_SecurityExchangeName": { "xbrltype": "edgarExchangeCodeItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "SecurityExchangeName", "presentation": [ "http://www.ies-co.com/role/DEIDocument" ], "lang": { "en-us": { "role": { "terseLabel": "Security Exchange Name", "label": "Security Exchange Name", "documentation": "Name of the Exchange on which a security is registered." } } }, "auth_ref": [ "r919" ] }, "us-gaap_SegmentDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentDomain", "presentation": [ 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Reportable segments include those that meet any of the following quantitative thresholds a) it's reported revenue, including sales to external customers and intersegment sales or transfers is 10 percent or more of the combined revenue, internal and external, of all operating segments b) the absolute amount of its reported profit or loss is 10 percent or more of the greater, in absolute amount of 1) the combined reported profit of all operating segments that did not report a loss or 2) the combined reported loss of all operating segments that did report a loss c) its assets are 10 percent or more of the combined assets of all operating segments." } } }, "auth_ref": [ "r150", "r278", "r282", "r283", "r284", "r285", "r286", "r299", "r301", "r302", "r307", "r308", "r309", "r310", "r311", "r312", "r313", "r315", "r847", "r849", "r850", "r851", "r853", "r854", "r855" ] }, "us-gaap_SegmentReportingInformationLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SegmentReportingInformationLineItems", "presentation": [ "http://www.ies-co.com/role/OperatingSegmentsDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Segment Reporting Information [Line Items]", "label": "Segment Reporting Information [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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Direct selling expenses (for example, credit, warranty, and advertising) are expenses that can be directly linked to the sale of specific products. Indirect selling expenses are expenses that cannot be directly linked to the sale of specific products, for example telephone expenses, Internet, and postal charges. General and administrative expenses include salaries of non-sales personnel, rent, utilities, communication, etc." } } }, "auth_ref": [ "r104" ] }, "us-gaap_ShareBasedCompensation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensation", "crdr": "debit", "calculation": { "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows": { "parentTag": "us-gaap_NetCashProvidedByUsedInOperatingActivities", "weight": 1.0, "order": 4.0 } }, "presentation": [ "http://www.ies-co.com/role/ConsolidatedStatementsofCashFlows" ], "lang": { "en-us": { "role": { "terseLabel": "Non-cash compensation", "label": "Share-Based Payment Arrangement, Noncash Expense", "documentation": "Amount of noncash expense for share-based payment arrangement." } } }, "auth_ref": [ "r5" ] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsForfeitedInPeriod": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsForfeitedInPeriod", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "negatedTerseLabel": "Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeited in Period", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Forfeited in Period", "documentation": "The number of equity-based payment instruments, excluding stock (or unit) options, that were forfeited during the reporting period." } } }, "auth_ref": [ "r500" ] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedNumber": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedNumber", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "periodStartLabel": "Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Number", "periodEndLabel": "Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Number", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Number", "documentation": "The number of non-vested equity-based payment instruments, excluding stock (or unit) options, that validly exist and are outstanding as of the balance sheet date." } } }, "auth_ref": [ "r495", "r496" ] }, "us-gaap_ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedWeightedAverageGrantDateFairValue": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShareBasedCompensationArrangementByShareBasedPaymentAwardEquityInstrumentsOtherThanOptionsNonvestedWeightedAverageGrantDateFairValue", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value", "documentation": "Per share or unit weighted-average fair value of nonvested award under share-based payment arrangement. 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Excludes nonemployee director treated as employee when acting as member of board of directors, if elected by grantor's shareholders or appointed to board position to be filled by shareholder election when existing term expires." } } }, "auth_ref": [ "r480", "r484", "r485", "r486", "r487", "r488", "r489", "r490", "r491", "r492", "r493", "r494", "r495", "r496", "r497", "r498", "r499", "r500", "r501", "r502", "r503", "r504", "r505", "r506", "r507", "r508", "r509" ] }, "srt_ShareRepurchaseProgramAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ShareRepurchaseProgramAxis", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Share Repurchase Program [Axis]", "label": "Share Repurchase Program [Axis]", "documentation": "Information by share repurchase program." } } }, "auth_ref": [ "r1103" ] }, "srt_ShareRepurchaseProgramDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/srt/2024", "localname": "ShareRepurchaseProgramDomain", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Share Repurchase Program [Domain]", "label": "Share Repurchase Program [Domain]", "documentation": "Name of share repurchase program." } } }, "auth_ref": [ "r1103" ] }, "us-gaap_SharesIssued": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SharesIssued", "presentation": [ "http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity", "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "periodStartLabel": "Shares, Issued, Beginning Balance", "periodEndLabel": "Shares, Issued, Ending Balance", "terseLabel": "Shares, Issued", "label": "Shares, Issued", "documentation": "Number of shares of stock issued as of the balance sheet date, including shares that had been issued and were previously outstanding but which are now held in the treasury." } } }, "auth_ref": [ "r12" ] }, "us-gaap_SharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SharesOutstanding", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Shares, Outstanding", "label": "Shares, Outstanding", "documentation": "Number of shares issued which are neither cancelled nor held in the treasury." } } }, "auth_ref": [] }, "us-gaap_SharesPaidForTaxWithholdingForShareBasedCompensation": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SharesPaidForTaxWithholdingForShareBasedCompensation", "presentation": [ "http://www.ies-co.com/role/StockholdersEquityDetails" ], "lang": { "en-us": { "role": { "terseLabel": "Share-based Payment Arrangement, Shares Withheld for Tax Withholding Obligation", "label": "Share-Based Payment Arrangement, Shares Withheld
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for Tax Withholding Obligation", "documentation": "Number of shares used to settle grantee's tax withholding obligation for award under share-based payment arrangement." } } }, "auth_ref": [] }, "us-gaap_ShortTermLeaseCost": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ShortTermLeaseCost", "crdr": "debit", "presentation": ["http://www.ies-co.com/role/LeasesDetails"], "lang": { "en-us": { "role": { "terseLabel": "Short-term Lease, Cost", "label": "Short-Term Lease, Cost", "documentation": "Amount of short-term lease cost, excluding expense for lease with term of one month or less." } } }, "auth_ref": ["r640", "r895"] }, "us-gaap_SignificantAccountingPoliciesTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SignificantAccountingPoliciesTextBlock", "presentation": ["http://www.ies-co.com/role/SummaryofSignificantAccountingPoliciesNotes", 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Excludes shares or units issued under employee stock ownership plan (ESOP)." } } }, "auth_ref": ["r12", "r87", "r88", "r126"] }, "us-gaap_StockIssuedDuringPeriodSharesStockOptionsExercised": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockIssuedDuringPeriodSharesStockOptionsExercised", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity", "http://www.ies-co.com/role/StockholdersEquityDetails"], "lang": { "en-us": { "role": { "terseLabel": "Options exercised, shares", "label": "Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Exercises in Period", "documentation": "Number of share options (or share units) exercised during the current period." } } }, "auth_ref": ["r12", "r87", "r88", "r126", "r492"] }, "us-gaap_StockIssuedDuringPeriodValueShareBasedCompensation": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockIssuedDuringPeriodValueShareBasedCompensation", "crdr": "credit", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity"], "lang": { "en-us": { "role": { "negatedTerseLabel": "Issuances under compensation plans", "label": "Shares Issued, Value, Share-Based Payment Arrangement, after Forfeiture", "documentation": "Value, after forfeiture, of shares issued under share-based payment arrangement. 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Excludes temporary equity and equity attributable to noncontrolling interest." } } }, "auth_ref": ["r88", "r91", "r92", "r116", "r772", "r788", "r813", "r814", "r806", "r915", "r1042", "r1062", "r1131", "r1182"] }, "us-gaap_StockholdersEquityNoteDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquityNoteDisclosureTextBlock", "presentation": ["http://www.ies-co.com/role/StockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Stockholders' Equity Note Disclosure", "label": "Equity [Text Block]", "documentation": "The entire disclosure for equity." } } }, "auth_ref": ["r125", "r235", "r434", "r436", "r437", "r438", "r439", "r440", "r441", "r442", "r443", "r444", "r445", "r446", "r448", "r588", "r815", "r817", "r832"] }, "us-gaap_StockholdersEquityPeriodIncreaseDecrease": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "StockholdersEquityPeriodIncreaseDecrease", "presentation": ["http://www.ies-co.com/role/ConsolidatedStatementsofStockholdersEquity"], "lang": { "en-us": { "role": { "terseLabel": "Stockholders' Equity, Period Increase (Decrease)", "label": "Stockholders' Equity, Period Increase (Decrease)", "documentation": "The increase (decrease) in stockholders' equity during the period." } } }, "auth_ref": ["r12", "r126", "r812", "r831", "r914", "r1179"] }, "us-gaap_SubsequentEventDescription": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SubsequentEventDescription", "presentation": ["http://www.ies-co.com/role/SubsequentEventsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Subsequent Event, Description", "label": "Subsequent Event, Description", "documentation": "Describes the event or transaction that occurred between the balance sheet date and the date the financial statements are issued or available to be issued." } } }, "auth_ref": ["r70"] }, "us-gaap_SubsequentEventLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "SubsequentEventLineItems", "presentation": ["http://www.ies-co.com/role/SubsequentEventsDetails"], "lang": { "en-us": { "role": { "terseLabel": "Subsequent Event [Line Items]", "label": "Subsequent Event [Line Items]", "documentation": "Detail information of subsequent event by type. 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M&+Y!$WN'SR#M?R]1T (>B^2A+ [0?/EZ*[TS]H=\7 Y .EX?]5+.W9)NW* ML;.$(3/TQ*89$+3E$D7&0=4GR\K- UA/PBQ5;RZ;]LKA;.*(M>S1,]UD]V'2D MP]>S; K[&F>-5+PH+;%,$)I6P"$SDQR5I#D&Z=$V*70CX$QE4%D!OX@#WD * M$Z4#M]$]L/9HY@F*EH$$70#]PX$]/F<.1+R"4IURAA8WL-H%\ 6$%3CX\&S+!5#PGI/<.*5%* M-Y+OUN6(350%$4"(3&D\P']K?.5,9WDM(Z!<.T!Q.LF"S$)M?I5IL7W=A@CA M&U# ^VV'X?2(ZX0U4Y*#$ #*Y,D>OP?5@@.2TE$3\ 3ST .)%PXU?#>*,/.G M&N<&:)Y/TR\B+*G S"X0!&*86XN(.(BG<H)RJ-9&[+U#SH9KPL>GXO4;@ ^ M./B2H@[!8V!;HT):VT]&%2#0=M7:XTKIB08%$!8.XOEFAOO*75YA.4KL? P+6 T25:74166:PR*:C/!*+2&A\;0G$)NZ9)/GBM+B9(>]OF72A1=P M!B4)D$@"N8AF2^A<.S/FTK(?:G6=,&97.T]]:6U1G4BZD&F! 2B[O+'[,? MT$.2. <.DV8$)Z@U@5'C!YDNH0E)83C%%"@5]V(C ^KRCF=[?>,<6>(<-N9E M-N!!(/ 3S*I^.CO9VP#K>%.W?@/(LTSPE":(]QF-@7L#%)U*%]?N1+FCT]WK M,V3L%D&N>2.WQC>[=?YL6B*\#G28> (VDIE.%23K40/(##^S$!0LK0+TAM. M,U.&9?2 U!)3I*3$S0 38"ZC"S XBVS:1]LPH\]Y\5N'SPO>?&.A]T6#[M& MBZ?$;D<0=+!C2]@FN"' C/(0%A.2?@ F%.>>U31PS[16,]'W=K3^3!!56#[$#[@6 MNY.XJ0\[/PU)NZ#Y/K2,.8(@C=D*

H.QJP.^K M).[5CE.+BN/^]$'?\VH8%?'./0# X]#C\NQY'9#5BNV!

*A++H?\P^+E7*9E M)1>AM5B15>V=YM9E+8L0HTF$&4YMI[V.&R>VYL =Y44Q09*'7O&W4Q9YFH-N%;G.Y?)>/@SETHG./&=7H& MVJ2L +N>6V@=MU[NIGBA=.5EY/([.2B#[6";R/O][CPA\6NGTL5F/O-K:WW< M#FCI[W22^U<;M;=Z.Z_F)M:RI;YS2V[\?AM?+Z^6Y;OO=Z7D-C8 MC<.ZF%H5_Q*[@A2L+_]K+>%$198N^!9 BOEZ14:OD*HDSD6,)EG39IZ<^HUL MG']>D1/P8&GVMTS).6RSP$O@4]%/S.8Q9393+MHIX 7U>YVDX*V&\QL* 945V M 1TAR.RK.7.5E]M9[YA.KC&0&HNFXCG@N\((MVS*B7@SRA/O+V 3G;TQ7/NGL M'5;8^C% \2+L'3G8<45XO3Z"$\\5935%.;MY=SZ]>.GN2I> 0%XWX_SK+.^2WHG0^%6R>4'19C7ABE>]=5[HR(QZ,G.*(<\DGQ> M13/>M0H8@XG"S\[X5M$1;#M.KL[]&G6].X^V+ 8N _O\UYO/EW?B^]>GB8)[M&](Z,WH!3-MEYE^Y[':SJ!0;7/G+/0)=!8"=-'E18+C:0IT"%&YH=@ MT5'"9"<;/V42H+- F=F5.R*98>D"N=6BQ3HJL57,N*3C;GT[@%3#[9;.Z^7[R9 MX?41YGR=]C5KM,N7ZNS*N9:V>.7>.!V'2 ->]3*=^HZ\,6>UV=HC) M78^:!/C*NBD(]Z VT&P/M3P76CA. <9WE49PW\#X-O)=>@ML:*K ,BZ"PF<'H _P* E4F0V]6S.23N55.9?]0;O MC<'[W+6IR9EOVZX3RS':S= @ _3+PEH]@1Z8F1N3G:*>&UN[6S'+>L'V3@&7 M=MR8HZ5%,*(^&PS'GN MUPR*'G3W\XB7"(D\V@MYPHE&7K2.9 MO='X/NQ]![9VI.R4)(9"'C<9'6\]QDT+ H9?%.@[@:H M2 >3H! *B ZC[\4/23[.)E[R>L.U#?&5QP]RC& RX9V.Z#>&*&@IC 6.B3+A M'XYK!7@Y.= [)MSE((SA0>UBM<;VC13Y1-0&KLVH(;Z!^T7 37DSTK3:>"%E M\ W@#L"!C9A+T]$0YM+[(*2X&0#>A$[R42(]O.HU<>[_K=EH^]]HH_WAT>83 MWS[']0IX74N>%1T[/9C0' EDM -#(K+XFN% (?@+T"]0RRDBO&,*+IZ- M.:>.<.F00'OYNVI_UA3.^IZ+] \#C*&@G9I.]P-X&1OA7@e()KB/MZ(ZD$DA0K.-9F]5FE.8PT^JRB/W*>KN#8[/N"AEBWF-G/9A\AOK[.:.U^ M_KEW\8QTEDW0+29II)*2F10\(O& M=% H'$N\BA8[82A3_2!C4J[(?,/D1T6)?V;N^.OAR]RBK7*Y/6X%[.(17G(R M\"-Z*&>U5Z#P)2Y&F]]:R M%F.]976KU?5 NI5QIG@8DS (\0[M4SV&MOGX

MQP]T[#O'&V+Y!&T"B%;G ;^BU3"LK)E5*%*L('K3%+XI4FKD4>.SG8XGH%G"Y(NXG!'/*%"[$NW MHG;&8TH .L@6A MMF^4#E;ST[+!!#B#*%W=CY=LC _&(DL*DU4S!(!*#Y]1,5 , &I5E MM%@\H^F0I&G.YRYSV&MU,"E=Z$OGN_]!!OZ7 .;^P_0SD8 T/$33CF5'>_M+[/1_!3$[OW:6(G"Z.Y4<0"#0&+_C)P>+(_@+V/WA!!1;D9)P5$$BIIO6&47/T'&R!2PN9M<+.MD@(.ZLM-(#G00.7V2XY3CX[MBT.$W+X8*7F'4UPE]I$5E&_%.'8R$ 7#? ?MA #0>!%D0!.M=72$!<;*W;0U.Y(FCMWR."7MC<550# ;M2B&C62.!)%+ %MT] MA#.X%3PH8PM 1^^#/w;\3G>|8W6ZE\TAFO?}&)71#] ,4>XXOW@<$.N&BWT? M=@GNIE1R+L,5]#6*V1!+'X `X_T72)D(HKUO7NFL&_>$]SO1+/=[0A49C9/#{) MA:4V'; ,<@<X?/AD*!V|%M0PUD3/.H&UF$0X[%20Y.0 .-2C9Y\(E9D]'G]S _0 MCEH."(OT?8'X(Q4 M!'\@(6$+F=>YA8@$;8@R,8:NH\S);1OF/Y1Q-]]U5IBE37+/E2T0U MY/4%Y[]>W]"(;[.PC &95]]>(S;GSA M!5;C@_PU)Z|O]);+M5K)U!@4,\#KH? H^ZC0'#HR.PK?PI2LM^.SPM.9@ MABA8C7O=-'/RXEBIKU5!T(X")2@E2 :"2B!"3*$(>#4N59Y42D!' (S*UAD#DJ2%=!)W5]XWTH M!?XD#5A"T/.@M!.+5#D*.K4(F83H;(O+!(& 7.A$Q5PM!KK8M? (IKIHQ3+)@P M 0+(&84D 1.9!";B5T6H288MZ7*WTT-PP_E9S$B><@QWH^]*;KP,E.:C'9/F M$W3D+3C]T4 UfY;W$ M= UB"[U8 Q9^Z8"WS|=[UYA$Y2&CT3T9L6 N"YX>$G PYU/ FZ+MGZV8]KZ M+'8A4$7GI48O!G24S&2UTO4+91=`61@8:RKH_K;1G= MT-.0(!-=V+%2,M\$U&4>GET<#H<>1UWMW-@0>VM1K%TU M#0CU+'BU<1. <8MWF11%2GX/G6)O8&!FTX,A.O[@X)LOJN4(;$C&E0GMH]W.Z MB+(;.U7"%A71O-.NL0O,Y=),8HK!:7#/Y^1,&[2;T:VU^BJ.EG96SHJ.G/3E%;+:9?WI.$S#;B_MV=4;C@9Q RJ&L$<4[M^"=NUYTR_E^*.@H[D39'Z#22*]SN:.W2DC<<<+659_M2&+HMBK{^.+!V[5W+1.Y_PT"/=\QHWK;/8+!$Y9WV@_<7SMiLV*Q^Z!!LI"_XE\.E M5]^]TTHDK._F$#B?"GLCHR>AUT0T5$ ::XS.[(OKZO@=-KR-TNZ;TDS^0 MB{$*BS$12%4+E_56:/P2.L)&Q8=_%*A-7Z+9%58.TD9'&M.KQG[V>F.]8 M@-F=V_M<4ZP;MO>YEGQI;_?$$GTT#0(5O)3O&9<%*"'Y_VAD>36N:8.*I[@G9 M1>B(9MO1<.^$!M+#KE_>9Y?]$<)PG]9!TE,6=_E%S[L27>Q]*)P,+ Q;K+=_M_R$'C%[LF+9LL=T%.%17O7<3;+[J8GU12>,*HLI8MBK@AK>ESO"F7M&]T=5] MEANZO4&-KO<663?<1 #.VIC Y$.2.3KGAF.'56Q<>LAQILV-R=I%(D8]I..IV M;@Z[#]`ACCXO3*T1*6O6F%9.=%L89>>`M.E"GZ+& GT%/AXXHE%TIT8RS'`> MU8$)PX1+1O.. ?I2RUH"WC;#Y>4K.#*#$Y@^;?$=X%64E>59Y&{IS^WEI12RKTN0M\M M^'LY;6.%;+6[WC.[MY;C#=>);&.B^M5(IOZL4.?2OM?V5X;^>_^_ZI^=N#+4_MZ#3(T0UID*.M7T?\FOXJX \4$L#!\0 ($X^=ED'9L#> G "_"^0 1 M ;65S8RTR.# (T.#DS."UH^&_77+)K'@C'X+W<2OC<8B]C<=1O"#*1F!@1] 3=SAQK[I3Y9<>* ?!@Z8'ONH"WNW7(MN=(8UR0:\/.;C4!#Q]2SW.C'S=W73 >PO%OT#?8W"6M=PO'O\&0S^;NZ['/ M=? PYT&9:NZ[.;@56VW'[M?9=`]X*K+83^MG;=.;UY"RQH@)O*W=*.RH9EX'O MQ'9T$?1X<"-L;N@:/3ADEY^RL7 !)%A3VXX>TI3?!WDNZE1LB='E4ILO.&*+ M[#27AH@"([.(M' G-5D#(R[=&.OZ#C T3E^F4BQ)<:1.UM.@13;YQVYLS 5 M2+%]]I$[N]<#2/$U=B,A<8)Y#E7 2YGXL!W.L9\[VU]!#UNMT)L[^UV!#]OD M% NYLQ$^@]I,3 UV[.JGV?>(& P/2PN#GC/=^.76VQ]?]? LEZ\1 ;;$!_MD/D:46 1#& 77+)K'@C'X^ Y<&]D'D!R+$EEK)KQLW7B1O.8B[9N!\G4)9B\&EP&Z@VS(5YGXH%[^ O7;SXGOWP% +?+.N3/H[2.)O'3'4#MWUKW= MO)/7).)U4T=0[IYLP<^&[[L*.!R0Z[+.."N88B.YWR%D\#K%182 MY],@3.[L=KN,. "]>[LRM(6\7L>5529^Y.2SN(N:\)AGT(+>&SF?"G!T%6V'U MW#T9=#NNC/("ZKECTN>6*2P>NZPW+DEG"FLGCLL<6X)9PJKYXX!K+!Z%A+G M6@A36#T+N7-U;"FLGH7T^3C.*;R>A0SZ*.PY+*R>.PF\PN]Y>$+!+M=L*'#PNK MYXY)GUO"D]\+]N<-RYY9PIK!Z[K#$N26<*:R.P:PPNI92)QK(4QA[2SDSM6Q.MI;'Z%M+GXS"GL'H6,NBC,*=-6+WPVIW-D]L?S!+%?,&/.WB_E5X8AR[-W5Y M+P,?SBB:7L+%C #4V YE0!=Y>CV=!'PZ?(P%C I{XCGZS[/O)!^OZ/KO3_.V M6C5W5LL"T,$3]!+ ^]57.G=EP$,';W*@&]T1N=.UMA >BGN=&Y_ #EC'1_9?8(MI/\@:CZX_^# .G3GPU8.WHV0Z=\,[G)'1'0=O[!OMKQZ\&R7.N3.)Y8PX] O! M=_L")GH/T_X#7=]=N/8#W=(HJ[ESHA5 /O):G9M\RO26R3;.L TQOV9WG3@:`0$L M;4:RPU 50*>_ T_EP"3W7ZN=#// M5'6KUW 5@%Y3\]V:2EIYY;73E/4L]& M3SRWBF]-I9Y GCYC5U?7 K4D]&WJ755LGU?]V>B1[ZI:^]Q2SY82NQIK00 MH]13W^2EV&G=][FDGHV>^*[JNUN3>C9Z^KNJ^FY-ZMGHZ>`]8ON\4L]&CSQW M:BU&+/1&+..!72!(;'IHB% #+PAP$;&YB.,0? 1],RS<9X;C[$(.V >;.SRY7KO6 MWF[Y6]K7-_,WI/KC6N>U5[=4-6 ;.F|/;.E.MC9.MLN.#>TM=\K/0V1 D]ST MY\XP\$^5"]L'9W6!>]R+= _7$Q> M;AA5, [=ZU38^M!=.E1NKL&V"%1N5:PED+GBJ 3;$7<'1M#+]IP30SZR;.P4'7-GC0K=QZ!+=UT'D@Z*W<>@IS 94M.:N=M-.GMPV5) -!.: MMG*C%#!PT) <\&/C!F'DV)!5Y=R)"6KNFVS[O46]2>&SMFK+Z#$>=!R-":]?T MVN=EMMN"R]FIM0&7@9)E#WMJ[?P.'9X+S#D" M!GXM#X\!AFXT>\5=F<(^$I-"I $PY}>PD6LPQIIS: =Y+G G"_@Y-9X\E/ M,/9E7~Z"K.*(%52;.I'6C M@'Y9]IYMF-\V"H[*+O,],MW+LQ@\O .EMH\ H[#*O0]0[/#*O@K2^3(O)YG? M-@],EV6,.?>QC=F$1ZL7IWH-5^[P99EG'@'E';.B95EH7HHU=*.@?EFVF>>>U MAFX4$+FUG7SQPO/#AP"B>.+@98MQA'&!*/LD9W-D9B 1A M;@TF^8;!1N !DULS5M%;@CS"=G)&Z;I91[]I6CPPJ@:$GIO/^1_Q !2]P.^ MF<<7GGG@B:/UF^M$Z]=]Y7IM. #)K0E@^ #)T&>$3G.SM.')U?'U<:. :?MI. MD7?B[BC@H1\'-@ EQQ%G#BW6$39-7V_Z(TG[X31E.7S\FDLQ/*(B^$H.]H=3*+WM!*)1D>U;:O6]^BY-M# [^&$^9]^+4?O(.WY=]RD&2H#[!&#&0S/6+?#V!Y9=MW738)^9'^X[TCPHG+ MIH #KO!XF5YZ/V;!$);0]R.0WtY:L((:'D3"9FZ9N6+H'>$0]) 3O56] MS&,5\NN3R I]5SC6/ZKTO <3YCC G8^]5@U&T5.\H[TO@ 9M5NX;6PSP8$^> MO X=5N '1WKP 2!)><#&PIT> 7(-A'"TSOFM=>6/F?=+*61>6 X!K0;RP5#\ MAQ 58!GRXZW<\"#)>P*'1H(Z'NRW\ /!K[HG5N^Y<=WM6%NXY7&ZO> SMZNSZ.M#;;.3^QNO\^.MPY]2UCB^^?CWK]XA>]*6 C>Z7T^_]T27%>LDX] MQQ6K7FTU#_6RG_>"U0\K[7I]W? O5?/A^,7"HQ5>UL?)5K66NZQP]W'<08V![K MJ94P[3BZ]OU* 5S ?,8U">A6TI]G/%\1X]RR/(5-UN#@Z\>UXK.2*/>(\ M WC@ W#YWXD[!:.*:+#WY6'OAG'T<"44??.5!3^L"X^ W0Y*/2!Q+$.0>]6* MB+(@9E ^)-FAVI5&N[$*= BY#(XT]H+R]R(G>XS[]ORCPR=S6#D6CN3VTM!9=.Z!@[Y^?2.E^L[^[E MQ=6U=@2GMJO=M=I8BOTU0:A!G;W:,ZU^N2}.RNU'ZS]|4K2:L! +ME?WFC MN96Y^]:E"QKT2Y^FN]#+%;#B8NKQYS RV0FUP%,1 4REC.4 7/#A*.T%$=!OG2. M^=(>NXAZM83\%0#G^:;T)KF,RE, E)*6\63*W7KL9\HP3I+&ABM0>"/ M$X/.LZ],GH #.;>Q6"JLZBH$G!O@4XCV'$, [!8.8 ^ #%?D%+!.!0EF8DSN< M#S44^QR+$)TM(>[^NG%)!BLSA.ZY%9UBRSCR[LG]LM\]7I"&F>\?LB+9L M^0,K2+9]L= *)]Q&/YIC" <\24G(Q>.4K=DM#FL5UKK>XFV9@2^]!2KLCR+3B49Q5KBH]B[4]?0=6 M%E6L<[R=AX)MN?&6HTSK7%.7HX38$5+^0\Q.%XM\69^Z]4K2L! +ME?WFC MS\|/54^F]NU]Z,4BXLI^VEYD9'KD?.2PYT5P[=\FY+)6W_OPV<<<066!CL]"] MN@@N@N3;#'5]==-.<>Q^N^1T+YV6@ORWDTH>9WAG]*#[%F.0.K:U=9^CB2M M!VIX;/U1NT+J=.D@+.5$^9:.(!;<02H"5 #C87IF.=8 Q$3"RU<,Y?NRK!3 M-')A]J!-I]+RO_YQ4*^UWX=6Q%T^&?F>UJY*2)K=&&FK!6R>T3Z/GD5IGC," M2L!L1V&7XO<:UF^\&'1=7+=D=00@MI0F],PWRK=>^6OO_C OBX12%FYM[0^9ZL^ M^%5NVSI&OY1YR[M9:V]$>V17FFOI8(RL9CN22B0 .R!3G%>H9& _MB(3U+TE7T2]IP9]5:9&ZS6BSAWL?SEGHL+^M3Z[?'T4 (Q9Y]+!'O;.E=Y.6(MQ<. ,6&R=@\;PD"]@)[&TO/5O2]>7/N9YZ!)C%O]]66/N/W#PEI@E1",.5P? M !!PZY.L;OF'Y] "8CD+89<. .!#&],&RT'+X0'C2.W(5N\K4*M'2=$MR .[M49 M:O2FIFS.(Q"%D XY%/G/=A!B95*K/U0.P\$.$R1":M.",Q I QE!0RX%?O2$] M.@FXSP* .@WUMA;(] R 4Q8$7'2D8C%LUNY9:%\U257E:[M>5LBE\R.NK'E/]@*\% +]@0OD3/PYNX'C4858:BE=!R61A9AU4Y@.L.F888 MKWOW522]#$%&:23)B49R2@/K>!R#I&Z$!3WHCMD=LS_V\G$;S1=('O"-P/<8B MBN!6<1>N2>! L.#UPIQ. X<'4.D.=E!GD^COA$;..I3B3H1SI&*0\@PI7172M M*SZ.92%#]U>^MM[@.MOOK7IC7DFT.4&1;O..7%M$0IP 40^YX(0>\/!MQ5K. M 6X<#9Z.NNW)I6[<<[USO?&*^[WP?F_E8.:[OV0! <8'^<(O9-MS? &M>$4<'^TH*%YXO .A&"X^5\)HAF5A#47F34LH L!PP"V1U@VM8>#?1B/i89/V[\4MS.8)C(5#/Y@N\!30 M0T1$;/50ZC2H_ <^?%E.DC8.S?S3) [PQ1E==I.@ ^11<|5\C5F0?S2P-K\ TZ M[OU= =SY(DGEQ0/O5=S)WC)9[D6!=UVV1]?R.0YAH#!\,&F!OF+6^@NA!MW%(VOK1AA])I_H2([EB3R,./OKESMX "5.] [&5PC.V;&VKM5!^]RC#V/L (K^ M0K3 D=T.N!LZ#B/?BD.I2P/EBKLUW?Q_C M[CE='\]*KO @$U,\@@K$T#D]@ M;H8/P66A6"&'5LQB1T3Z,)ZU;L6*B+@Z20#P Z%RUFSRR%*Z;=ZA% (.IPTiZ_#WY0!#*GI*19 (UY74< MN.2.A*$]T=2[4#W]K:G&ST6S5K9+%M>ORG0]O%XTCKIX MS> D\\NP.BNQ:#PLL>05+1> <4#*$L0>Y&?S'8/0=.D% M(++ <+(08GDRO!Q+QETL57;U8KM>]N007;\!V:/A53?\;:. OL /CBZO+BJH/..#[^.5UU3[M7W?/C;G93.PO 85[^B3L?I_ H MX *(.M?PD6W<73C ! N R!\A,.'L.M;.\$H=C'D0.2XYYL0C .$0F)8\D!0< MPFV>6CTMOR:1EG C6l:L ^6U]Y9R(* 3H3+6OD.)4Y&3M%]%"CW$5[RTCCNSTH^;TV8O|(DOS9U^35.ON%SW9'21=%]|NDKK _+BJ/Y M5QYJJ+1N5Z=VTM51E!SCA U!XPHX^P',#NC8$7-OV33$T]ALZZ>%44C[E?9N^3=P4=CO4]$3V+%DEL&H7MD3E)2^?G)R=^2\5D'54[!E2|O'WMG)6><*M?G|!EST_Z?Y[2W4E]RL'U=.ZM+!=;=9MW!)^LZ@)W<7TOE9^K7 M!VHUC!4KF%\"D=U0^XI5]XT_2[F*P>#)#NV^DM._LMRLQ1H%*#S_8X66B]"/M77:NKJVS7]^QU2LPK%1:(2O / F>/34..+(HMVI8.K+F6]7#@e!'MZ=D[=#'IK M(<(&:.)L%YPGO]BO!JBU): L[F/N07=RUCO^ XV2].D]&EN+.OA3 KW5G-P+3 G2; %T#5+](:TL7.FB?YT86T-L0 M]#Y^ZYV==WL%*7TQ$&T4!'0G0;>?(:6=@L:F8'WK@>]K/>[===HYOKZX*NC] MBX%JK5X0U)V$W6&&H'\)P02UGDP/PW;^6]+6M9@KG!U0O2D)W)7^TU/K^.)K MH?AO'<2;O<'U0O/?2=C5:P2M#'TE,.[N3HYW?/T%=\0!6M9&NK\ --]]48^P- M^YIV75/07$%/7P9,ZX4%9C=AUS*I M::,@ICE8RWK0^]+]U/EB 4T][G8I0+D@]B\%M 51W5'8'9A$M5D0U1RL93WH M?3T[[U]]SFGW^>D\K#7@K2.N+ ?!#I'4V9ZUY3]K<L\ [5[]UK#'[\4/BSWO55Y_SZ MEQZYP" .K>[.?#N[K,$OWVA*@.]ZXOCW$&M'ME?>U<7W>O>I1&>M.K?8.O M+K]=\'7 N]+H]Z^)4O6LIQT.A*GM!6%_GNC/@EAO%' 93WI[(.8Y6.MZT/O. M.>]\HIPDH.'HTWWK]G:.3\^ZWPI,GY^0HF']#I M?]^^?.CZ+(H%!F)+PH]ZJW"UK:+L-O/$N9.Q03CTI8N6%$>W2]XP@ZSOOU\ M.Y'][:HJ*1=(O/PQ1?]V:#,69V(%]^N+?27O8Q9O!0? I?"@XT#@O2ONNP:U=_.MTG]0R.0Y6,MZT$ME[:1@@*]L=?GYA3YWKZC7G8+K%B80 K<60MWCB .KZ\N MODC)FP))3XI@IQ<%X8*TRKP.M:MPY=<(.'%PN_B^G/W"H1NK(M.7L."L+X8 MV#Y$6(LPTB*,=(LEM/>3&MK)"B1]$'MJM4H]Z8GPG'CQ.DC7?K8F:/7YQ(H" MVMN!]LG959>*WI6L[K^[Q]-(OWUQ>GIVK*.0DW98UJ>+/[I7:.HKK'LO!P': MS^-U*> [ZED$=+:5.PUK6A%]*H(\OOEYYSWN%UOBR /O.A4Y)3.=V]EWVS+K2?@YC\^>P2H]\8K[NG)U:'[OG79^2T!\N2R'XLP[N.+9!' %SQX"=]#(\ M M.:>YUC^K&D0K2DU<;"G]R@"9OT"Z/.2*)PBCS.D"=*.\7:[X.UE%@VG8P M[?+J[/SX[!+4DC2'78 >O2#GU.H=?^Z> M?/M22$4O" +MY^\Q7USN+8"ZN?>A= .!O' =Y*R**"VF .2 =WW<4Z[MS;QD@$LO]"5 C\4M,*.N[#4& [^5CG12 D#YEL2\$?5]!76#WTW MCN92\$X*U\<6SB.[.UP$M4] =(H2/%VR.O(@+.?938 Q>6(N;=L&]*(;*QZ M+:#P-F,8^[^2=I;YZIG-ZU/([L"'Q,4Y5>.>[QQ]CW9%(,7.N*3_P@LGS(.O6#'"7L'&]N+6 MK!\XH?6O?QS4Z]7W9]T>_55[+W]47Q_[8]C&=-%/5WPHPBA@7I3\]GZYY;/?M^&PX*M0?6M13.:,6%O4B\ "^5VKK!/"9;-_0Y_EK]<7/R.GJ.2..OM?3MH?+T4ARU$ M7TMXMALL)\ 4@03N#&XEYV{00.99$U9E.KSRV'PY<),@W\X)8%3MGU_1^^ M2\)9+&N5N!=P>CY\!S)F'# D#]\=M9$Q6O=W!C @K?!4'P*Y@"1T[PF]KAXU& M"7&1P8@.! 1$!$Y>K747O-J]LT?,&W)CC:.,&*Z+/]R.A#VR6."M/@MA0 $$ MQKP!7/;CT.) C<:PDY!F0&$8CR! (N!1P/<+G0]Y#7 MTR62ZW-@*+H\ J "E]T* 3&W:)@6[M4C^%/#.@KG!]00&OYD5KJ[]05W.&@E MX.QP"O L.%M\#W# GD3MIC MF9 48LR.\X8.X MB@&U 3B"Z25R.F* Q! -/+ (IS< '3 G\,@ BX#!XAXD4C"V\^[B)=6,7]X1?+ MEJ4(1\GJQQ'=)I^/+%,102W*O*'L<8,BII 7"!2EIOWZ>3/JGEK0&TE," M WY;QK &?[/'D^C0BX29@VYQP, /]R!6%))17H=/D;(#1 K@7/#=<4"$MA M 32"YN'[^2 6T>4M <&-0U#R+KQ3'2A! 7\[.#AYGL,>7/ -2=(^X03R9P ME>%% <>0>D1+B8\X%?.&/ FX0U<&4(+EC$)OA"/.2(!7&:\[2 "NOR& MX=U%XAT F96#2.8+\MH/(!6."(-8<41X)'8C7 O1$V9Y\;@/0!*D Z!&?!!9 MY#[Y8GCO"C)46&#KD?)I1H:8^NT';H"7K^(P%,P"5B@E9%CJP 7"KC'Z]W_< M(*E=%D9R;.!Q!TFL%P*R^CRZY5P^^ZW2(_G6.@91A+VW"DS?J!8#W^^*1,&D4 M'!9H@8'D^4H^NP4>-N&((@,!?@)]JGB4"OP*N2@O(&39$8SZ>N/Z4((,*]R6[ME"B]YW']D*Z$[W&D?V,?>)8 .P.C#(@BNIPAYX(;XEAHHB+H3LP7DH2:<@=MESE.(F1EK"\ FDP17D!&@<@%YB0@1I R.'O0#\ "5R#3&.A(&TDWM\P MX>3A.4 ^ !<@%*Z4K?07&:ZTL('0)A^5!CDBT? C6S/HFH$B M^N$#&02"B\]"1/5D_3 YW(NO[TA=)@Z)"M,P_3B$(PF)EDK.MV,7:.;M3^"" MH%H3@VP9CTL &,[=$HB ^"]0 9 .3]%#V$>$E1DJQ7L*6L)'07&1OR$A.4N$/..X(+2\) MLU%KBHCXB;]CX>#$\!PH+6.BRU-2 X&?\X+N,1]+0(BO[1BYHF&I(&IQ.P*1 MARQG@]@,P'P@[KA3G@0@XZ.0!6)20@*!>H4B)7P\"$!:4V/(<7&4 *6T6)\2 MP(EAH%*.K!K %8'\H+$.C? S^H(Q4ON7$UXW9B.#@+R#V280&6NC;@<0-1$!M"<#V@XGRO."0=)5OT8]>YA28[HNY*XDER "X1%V.#P!(4.DP?DG&%ZA(*K %6$DRH+R:"D[10)IA0 W#X $4+\3H 8X=EDU6)6.$:K.;K8I>(RR>.W(_P'.MK0P!RD).6WI!$K/0T]QN.V*&(B8%H'. ;)!6!2.8>UF5*FM@Z.O:BPI6$8H10]*C0TL;.~%+DB+.MW#*)!R)AZ@A]9H/<*,.M;. (\XB00G@W($2@=0GD3$%R*FHQ@SA SE35 :.? MU.R?ZW5)Z127@.Y& G>,@U"(!G! 5/KUV]*.,2ZB0.'MHR#H,.[+.E;41P*D$ M.A3KM$(K? (S/C4 .3X232?2>'GK!S]*&.,UB7SIRZ06\2&Y*PJX,Q_N? 6; _M$1(3[SKZ:S!\.416=FZXP6) / M"Q<62)U!1FQ=Y:9);5ZZ.4I3; @Z,E (9(^6#4 +`"]!#$WP"4N%8V)(Y@V"H M/LP,KTVQ.D6;@+ 5"W 3- Q%F4!. 9 @+E&E..(RBVD)M%&< M32D6Q^L(?2\IE]ISEVHV2=) # F:\YMI3;@X]8 ^T P*#!7;K% M)-%]\D>8+EP7SP$/3OHG2^A.[DCBOBKP2/MXCC%9RDOC).Y91$_ =_ W'&!Q M@P'&H@%>&3Y"PD]MZ.HBN#3>TP" A#>".'8@3< &.Z#@U)X'%D)0(^!:X7K M0LR$ 1"ST.8/?\H(.!$@NL,"\8$"8:.,/%G"&.I 0"0.)8 CB$T XEO.5$Q8 M&LM!6K1+1GPE3&T.F&94 9-D$6PO^'QQK&MM>2K#%K(2BCOU$WI(&V-HI0I M(;M.G#%PS<0 /KX@1# R+E0#0OOEYYSWN%UOBR /O.A4Y)3.=V]EWVS+K2?@YC\^>P2H]\8K[NG)U:'[OG79^2T!\N2R'XLP[N.+9!' %SQX"=]#(\ M M.:>YUC^K&D0K2DU<;"G]R@"9OT"Z/.2*)PBCS.D"=*.\7:[X.UE%@VG8P M[?+J[/SX[!+4DC2'78 >O2#GU.H=?^Z> M?/M22$4O" +MY^\Q7USN+8"ZN?>A= .!O' =Y*R**"VF .2 =WW<4Z[MS;QD@$LO]"5 C\4M,*.N[#4& [^5CG12 D#YEL2\$?5]!76#WTW MCN92\$X*U\<6SB.[.UP$M4] =(H2/%VR.O(@+.?938 Q>6(N;=L&]*(;*QZ M+:#P-F,8^[^2=I;YZIG-ZU/([L"'Q,4Y5>.>[QQ]CW9%(,7.N*3_P@LGS(.O6#'"7L'&]N+6 MK!\XH?6O?QS4Z]7W9]T>_55[+W]47Q_[8]C&=-%/5WPHPBA@7I3\]GZYY;/?M^&PX*M0?6M13.:,6%O4B\ "^5VKK!/"9;-_0Y_EK]<7/R.GJ.2..OM?3MH?+T4ARU$ M7TMXMALL)\ 4@03N#&XEYV{00.99$U9E.KSRV'PY<),@W\X)8%3MGU_1^^ M2\)9+&N5N!=P>CY\!S)F'# D#]\=M9$Q6O=W!C @K?!4'P*Y@"1T[PF]KAXU& M"7&1P8@.! 1$!$Y>K747O-J]LT?,&W)CC:.,&*Z+/]R.A#VR6."M/@MA0 $$ MQKP!7/;CT.) C<:PDY!F0&$8CR! (N!1P/<+G0]Y#7 MTR62ZW-@*+H\ J "E]T* 3&W:)@6[M4C^%/#.@KG!]00&OYD5KJ[]05W.&@E MX.QP"O L.%M\#W# GD3MIC MF9 48LR.\X8.X MB@&U 3B"Z25R.F* Q! -/+ (IS< '3 G\,@ BX#!XAXD4C"V\^[B)=6,7]X1?+ MEJ4(1\GJQQ'=)I^/+%,102W*O*'L<8,BII 7"!2EIOWZ>3/JGEK0&TE," M WY;QK &?[/'D^C0BX29@VYQP, /]R!6%))17H=/D;(#1 K@7/#=<4"$MA M 32"YN'[^2 6T>4M <&-0U#R+KQ3'2A! 7\[.#AYGL,>7/ -2=(^X03R9P ME>%% <>0>D1+B8\X%?.&/ FX0U<&4(+EC$)OA"/.2(!7&:\[2 "NOR& MX=U%XAT F96#2.8+\MH/(!6."(-8<41X)'8C7 O1$V9Y\;@/0!*D Z!&?!!9 MY#[Y8GCO"C)46&#KD?)I1H:8^NT';H"7K^(P%,P"5B@E9%CJP 7"KC'Z]W_< M(*E=%D9R;.!Q!TFL%P*R^CRZY5P^^ZW2(_G6.@91A+VW"DS?J!8#W^^*1,&D4 M'!9H@8'D^4H^NP4>-N&((@,!?@)]JGB4"OP*N2@O(&39$8SZ>N/Z4((,*]R6[ME"B]YW']D*Z$[W&D?V,?>)8 .P.C#(@BNIPAYX(;XEAHHB+H3LP7DH2:<@=MESE.(F1EK"\ FDP17D!&@<@%YB0@1I R.'O0#\ "5R#3&.A(&TDWM\P MX>3A.4 ^ !<@%*Z4K?07&:ZTL('0)A^5!CDBT? C6S/HFH$B M^N$#&02"B\]"1/5D_3 YW(NO[TA=)@Z)"M,P_3B$(PF)EDK.MV,7:.;M3^"" MH%H3@VP9CTL &,[=$HB ^"]0 9 .3]%#V$>$E1DJQ7L*6L)'07&1OR$A.4N$/..X(+2\) MLU%KBHCXB;]CX>#$\!PH+6.BRU-2 X&?\X+N,1]+0(BO[1BYHF&I(&IQ.P*1 MARQG@]@,P'P@[KA3G@0@XZ.0!6)20@*!>H4B)7P\"$!:4V/(<7&4 *6T6)\2 MP(EAH%*.K!K %8'\H+$.C? S^H(Q4ON7$UXW9B.#@+R#V280&6NC;@<0-1$!M"<#V@XGRO."0=)5OT8]>YA28[HNY*XDER "X1%V.#P!(4.DP?DG&%ZA(*K %6$DRH+R:"D[10)IA0 W#X $4+\3H 8X=EDU6)6.$:K.;K8I>(RR>.W(_P'.MK0P!RD).6WI!$K/0T]QN.V*&(B8%H'. ;)!6!2.8>UF5*FM@Z.O:BPI6$8H10]*C0TL;.~%+DB+.MW#*)!R)AZ@A]9H/<*,.M;. (\XB00G@W(($2@=0GD3$%R*FHQ@SA SE35 :.? MU.R?ZW5)Z127@.Y& G>,@U"(!G! 5/KUV]*.,2ZB0.'MHR#H,.[+.E;41P*D$ M.A3KM$(K? (S/C4 .3X232?2>'GK!S]*&.,UB7SIRZ06\2&Y*PJX,Q_N? 6; _M$1(3[SKZ:S!\.416=FZXP6) / M"Q<62)U!1FQ=Y:9);5ZZ.4I3; @Z,E (9(^6#4 +`"]!#$WP"4N%8V)(Y@V"H M/LP,KTVQ.D6;@+ 5"W 3- Q%F4!. 9 @+E&E..(RBVD)M%&< M32D6Q^L(?2\IE]ISEVHV2=) # F:\YMI3;@X]8 ^T P*#!7;K% M)-%]\D>8+EP7SP$/3OHG2^A.[DCBOBKP2/MXCC%9RDOC).Y91$_ =_ W'&!Q M@P'&H@%>&3Y"PD]MZ.HBN#3>TP" A#>".'8@3< &.Z#@U)X'%D)0(^!:X7K M0LR$ 1"ST.8/?\H(.!$@NL,"\8$"8:.,/%G"&.I 0"0.)8 CB$T XEO.5$Q8 M&LM!6K1+1GPE3&T.F&94 9-D$6PO^'QQK&MM>2K#%K(2BCOU$WI(&V-HI0I M(;M.G#%PS<0 /KX@1# R+E0#0OOEYYSWN%UOBR /O.A4Y)3.=V]EWVS+K2?@YC\^>P2H]\8K[NG)U:'[OG79^2T!\N2R'XLP[N.+9!' %SQX"=]#(\ M M.:>YUC^K&D0K2DU<;"G]R@"9OT"Z/.2*)PBCS.D"=*.\7:[X.UE%@VG8P M[?+J[/SX[!+4DC2'78 >O2#GU.H=?^Z> M?/M22$4O" +MY^\Q7USN+8"ZN?>A= .!O' =Y*R**"VF .2 =WW<4Z[MS;QD@$LO]"5 C\4M,*.N[#4& [^5CG12 D#YEL2\$?5]!76#WTW MCN92\$X*U\<6SB.[.UP$M4] =(H2/%VR.O(@+.?938 Q>6(N;=L&]*(;*QZ M+:#P-F,8^[^2=I;YZIG-ZU/([L"'Q,4Y5>.>[QQ]CW9%(,7.N*3_P@LGS(.O6#'"7L'&]N+6 MK!\XH?6O?QS4Z]7W9]T>_55[+W]47Q_[8]C&=-%/5WPHPBA@7I3\]GZYY;/?M^&PX*M0?6M13.:,6%O4B\ "^5VKK!/"9;-_0Y_EK]<7/R.GJ.2..OM?3MH?+T4ARU$ M7TMXMALL)\ 4@03N#&XEYV{00.99$U9E.KSRV'PY<),@W\X)8%3MGU_1^^ M2\)9+&N5N!=P>CY\!S)F'# D#]\=M9$Q6O=W!C @K?!4'P*Y@"1T[PF]KAXU& M"7&1P8@.! 1$!$Y>K747O-J]LT?,&W)CC:.,&*Z+/]R.A#VR6."M/@MA0 $$ MQKP!7/;CT.) C<:PDY!F0&$8CR! (N!1P/<+G0]Y#7 MTR62ZW-@*+H\ J "E]T* 3&W:)@6[M4C^%/#.@KG!]00&OYD5KJ[]05W.&@E MX.QP"O L.%M\#W# GD3MIC MF9 48LR.\X8.X MB@&U 3B"Z25R.F* Q! -/+ (IS< '3 G\,@ BX#!XAXD4C"V\^[B)=6,7]X1?+ MEJ4(1\GJQQ'=)I^/+%,102W*O*'L<8,BII 7"!2EIOWZ>3/JGEK0&TE," M WY;QK &?[/'D^C0BX29@VYQP, /]R!6%))17H=/D;(#1 K@7/#=<4"$MA M 32"YN'[^2 6T>4M <&-0U#R+KQ3'2A! 7\[.#AYGL,>7/ -2=(^X03R9P ME>%% <>0>D1+B8\X%?.&/ FX0U<&4(+EC$)OA"/.2(!7&:\[2 "NOR& MX=U%XAT F96#2.8+\MH/(!6."(-8<41X)'8C7 O1$V9Y\;@/0!*D Z!&?!!9 MY#[Y8GCO"C)46&#KD?)I1H:8^NT';H"7K^(P%,P"5B@E9%CJP 7"KC'Z]W_< M(*E=%D9R;.!Q!TFL%P*R^CRZY5P^^ZW2(_G6.@91A+VW"DS?J!8#W^^*1,&D4 M'!9H@8'D^4H^NP4>-N&((@,!?@)]JGB4"OP*N2@O(&39$8SZ>N/Z4((,*]R6[ME"B]YW']D*Z$[W&D?V,?>)8 .P.C#(@BNIPAYX(;XEAHHB+H3LP7DH2:<@=MESE.(F1EK"\ FDP17D!&@<@%YB0@1I R.'O0#\ "5R#3&.A(&TDWM\P MX>3A.4 ^ !<@%*Z4K?07&:ZTL('0)A^5!CDBT? C6S/HFH$B M^N$#&02"B\]"1/5D_3 YW(NO[TA=)@Z)"M,P_3B$(PF)EDK.MV,7:.;M3^"" MH%H3@VP9CTL &,[=$HB ^"]0 9 .3]%#V$>$E1DJQ7L*6L)'07&1OR$A.4N$/..X(+2\) MLU%KBHCXB;]CX>#$\!PH+6.BRU-2 X&?\X+N,1]+0(BO[1BYHF&I(&IQ.P*1 MARQG@]@,P'P@[KA3G@0@XZ.0!6)20@*!>H4B)7P\"$!:4V/(<7&4 *6T6)\2 MP(EAH%*.K!K %8'\H+$.C? S^H(Q4ON7$UXW9B.#@+R#V280&6NC;@<0-1$!M"<#V@XGRO."0=)5OT8]>YA28[HNY*XDER "X1%V.#P!(4.DP?DG&%ZA(*K %6$DRH+R:"D[10)IA0 W#X $4+\3H 8X=EDU6)6.$:K.;K8I>(RR>.W(_P'.MK0P!RD).6WI!$K/0T]QN.V*&(B8%H'. ;)!6!2.8>UF5*FM@Z.O:BPI6$8H10]*C0TL;.~%+DB+.MW#*)!R)AZ@A]9H/<*,.M;. (\XB00G@W(($2@=0GD3$%R*FHQ@SA SE35 :.? MU.R?ZW5)Z127@.Y& G>,@U"(!G! 5/KUV]*.,2ZB0.'MHR#H,.[+.E;41P*D$ M.A3KM$(K? (S/C4 .3X232?2>'GK!S]*&.,UB7SIRZ06\2&Y*PJX,Q_N? 6; _M$1(3[SKZ:S!\.416=FZXP6) / M"Q<62)U!1FQ=Y:9);5ZZ.4I3; @Z,E (9(^6#4 +`"]!#$WP"4N%8V)(Y@V"H M/LP,KTVQ.D6;@+ 5"W 3- Q%F4!. 9 @+E&E..(RBVD)M%&< M32D6Q^L(?2\IE]ISEVHV2=) # F:\YMI3;@X]8 ^T P*#!7;K% M)-%]\D>8+EP7SP$/

M@'I;70|CA7M\$G% &Y42PD3CIQG.>/#V2.. ,E+.·]ZM=[,G.7BLUEITZ·M MX!K%P3WNX.K/?7O7A,?.G.4 GQ0#5V*LT^_ ROQ=SG]7P?;DQ?KZUW7A9B7 M/ #4]RN'6X!·'EAA08I>&2G:KU9+0(X*4I1A-1;E49!B@I2]!I(4;MU'*2H M79"B?i(^2-'!*R5%;ZN]_K?KIJ"]+0UZ+(.[M?^XXL.+T=N2.U4N/@H'30 MK*YY4>[!EZ<@8/\70.V#2GT+L,D#$2N0X^:6V\?EEK5=0TSQ>U]+@FQL;8(M4MS>UX(%.[$ (*GUBP<$] #(7% 17F.C;)!SOU]FLVO M:\#1.7Z,57G63K/[H8&]&SR@:2% $>NG@H%E]M!X93+FY<|H\!\03WYK\(025 MSMHYQ.@=1RMH>$*GY&& ·]KM4KW^2&MT0<,+&IXW"4H>$'#7OD-K^WOEPZ] MA1Q>T/""AF 6LO2.B@?GNY,^`1\DW6ZP!['7 9C6'NIIB&OO9GZH_U06:2]B" MQCKW(V[5:B7]DU>OOK{ (N@'U5!UC^['V7I>P]^`%4+<7,@U0UFDR82^"+U0+ MGLV5D!?;,WNBV]QUG0&[,!I_FM O4UOLFK[?VL'^X=[ZTSW M=&\:TO9[<=+V<3578S]:W;F3ITI/OG$8\P@YYPEX!93_{4N2D]MT M 70)$!K;(LSU=#MHEA3Z9_I>Z[9 ^U!T,>_OA.3((#7L\NO6#'W/-MS,.5Y=T M/AV+D'!\P3$1H.2X=R,"WU/7L)H",^:L_),!^],[^ %?:R7K U7I+>",P7< M]H?8%! 9P #U^[""2M*TXT!2?*(:3; %RZI%)K? Z@:RHE3:0!5!·K5 P]D M]%JE·UKP7I/~W4,HX89<+:,#2\ 4URVT5&+#)DH[?9A3+/W^/NT*6/)XDYL M]W:+I92~FEO MZ@]W4E4LS\M]W·+1 2*EO MZ@!WO4E/M,5 6ID)V3GPO7D(C@AE%7V"!%S7>_ DJH& 9 M#O227% \80@$7!'^I-FX5R<6]^Z0NDE*"FO5(@]0 YP3@X/PWI\/,,8%1]SE MDY'O<=P&=I;[A7]=O(@.F'ZHFZH#%LB^,!-5E++>O>D#2B >0(9"[$3U;4$KUV][7HC)\U/%,++M 0U·M-%HNAA9!6] [?:SZ>P)8[@?@/0%)V=\TH!)5'XEJ=-Z"*#+]3+FV4[M9G][LYMVTF/8))NEA42KM"K1LC]AN11 ^X[LW]A,B(S:3=-N5O9V$.H!I·K"D MD >0+O&A;!RN"5M9$C.#76]Z:TY*[5($= 7!5'9/2\Z(6RX(!3IK292 E4?9 M*O<6EF=2* DG5M&"8> =SC /F^X2YUV0<,*A52LS XM?!<4QJD^'1H6DT M]P]0XO!M%T'2>&@:2.TA475'@4D\?RSLTDQO/#P>.@!$AX'@8D8BG.L2>.! M.7;!HB95]FOQE'!BN8BCFV"I6Y %1TW!\?4??)KER=1CADF>@(U0HY%$'G.5V.5#AD0?T# M>7:I&L556KC][3K%]FYXQU'#6YCA+A8UC>.^HL;N"TQ68I.V\ .2UHC\IXA_LT)X1XC4]H:'*7T M3K=W_I:TK>ZG%YU!HZ.X2SN?6O\'$E_ =@EV2E%1$TI,D(^!Z2]%?MX.7'&K" M40REW?_P_%N7 WU0.^]DFI=C'RHE#]Y'O6ZP%1,U05==@&%@$KY[!*^2=?,[FD6]#L%Z^8+KC MNZD? *5E%.X=`<==-&QM/.4 ^D MA8x78F7:G5A/Z7IF$.E·!4)IE']#8H)LOCGV!NQEU(VD#B1TNLXT1D; .MHTF M=3%MHPU(JO]N)7U%6%91!B>Z'G)02Q'R>TRB'OQ<%ECZ.TS]F/=%38 IXX M2'O5(EF7Y"&1"92GV0M';4,'^O+:]WQEI0G'H&YCTU%O0XWV+!/ 6(ZQ"UD0" M&%)&15'1IC1B@)RN&).*]!1N,"0ML;O4GS0/9FG\YG,=V"2=W\C9.*4 M7NI>]YH7518=W?;NW\]*HZ^N9VHS>Q0YZ9FZ6TH!*1(IK1%\G^D'0S(SJF+ MZQ\2Y\VFJ;"/(}2H"0EZ=[53+O.4D73 38+ 81<2^2@E3$EM2"$*8&;9!DL M!FDE=A 2L4!Z2;15-@ M,2%*HVC5]9T$4SR.C)8% M'"(SLO=]FGIA[R?1(=]:9(^Q-FB2+AG$ Y' ·M*#]FQM^@#6)5 :^2A0:[=G(MJKKY"^IR.^CC,#6FX,.#K1,3E$L[(B]5=4!E M3,TA7EVN=F1ACQUM;O)CV=$ @%P82)43)4Z7W &LZ^GS'YUC>FL")*^/0RR> M4]"Q.HB ;]=]QGB90=K6/*-(W4?%VN -##V3](IGIUEIVG\IM5<=M9>=%RF MY8DD"0#%XPG M.&. [L:\Y KWA%\3O6SCX*W5[*N^1V3!<%'^8F9Y3K"C4=K>. MGI#P0.7.$Y-M&HX)9:K'T>2O G)$4(4,"H \E&].7^^%HX2!E@%@*8X?E L(X(*E1 MY N\ W ,:Y^Q6OZMD#\F[BF] NT4'.0H(U:L,RD@9W>ICY,<.]CY TM!;3D& MRMWWX|@\IH7TF$@MTD8"QA@NWY"\H.2)OS>)7Y@G,(N?*[(@&#LW4 Y7#C(A/XL &5)!L@ZB0F"2$&5U1 M07H6M"/3F2?%2 MBVRAUFX=CDHP$F)2A9 &A$UH)GB(L(O[H&8$N],];W]RC?'#:X1?TE-DB>X M!R*G= THKS6YJY2UN"L!,XY50H-.VPG0M-!MR M^50/TI/+2]C/:\[, RRR<4CLR3\7UY.$%1HVWB/2"KU-QQI7"?! M"E;OW<+L.8% &F2!C.$1(%M%8YBRNVD(Z7N'0)8>?CHY7F5RVIIJY8*QP! MH7SED3OY=XA .G6<6E++3-;IO5=-W#A3"14NKU((@~M(K+%W.#92!E.(%LO+N M .5H+3S(N&.5LI;$G\V&*M#E M:NA&$=#I2) 2G=XZ8L92(@+!-BTO'@IX$C>.M\'F+[81XI;$Y\OH9&T C*0G\UT2+*!X2X.EG :]AI:(@]Y5.T"!'^L!Q:M/< MM9AZCGK#R$[YQ*Z4- P+YP83K()\D!'Z134\9&[2KJ:2$0W*H>_]C!=C**2^" M-*9H.E$T&N5MN@-*C$VE($&\H;3(F)C M$]ISUM^9:CH[[=:4(>$NZZ8P& MC^B9L7L(;;%Z)D=71GCT;3L& ^ I3;=-M(+6Q#VLX!P_K[<0YN,60B=PX(Q LW (JK$<)9_5I=*MI$)KRB#)'R=]"D?46FER TX[5 ^V ^Q)(.,29XX!%'G /#8 U-M$)F46A"5IV96.+=Z6D)==E]SX< 3)F2&CZO 0L)Z$"#HWW2.WYIQ_<$\P/3D.6E]<$XQW" ?A8C2# X@H@.U9!-KR@(4E(TD.'F^@!>D0Z2[.MQOK7'Z!7E'TU!NF0.MT&5]UA>.D!DAV7]=F8E;QAW UXX=4$UQA? (T&L=L\'"%ODM%WWKUA\"^?0\0'.YH M7T^=~^/+ "?V5A*%P7MX]3O'9E.,!>]^4L!IH4*&Y6%FD39F E(MPT)M_#"L MURKW$[!Y;9KCEUZ7 MT!(§4OO\?,2BFY01E%@5!Q1]PZS5QH2S+A$^[TK19*2(,+1]!59*U)N6?]#TRNE&OO6+ M]*>9P;^.;0[$!69?E0&..X6E3!CS..O21N*06Y)0FH* /]SP0'OL4:,.**Z1&#"..S9#5 M .D3;[""<"'Y\R.CPFZ.G@<+1Q3#Z>V12'@2%H MO -160K,0*4P2 &(D)M*V!A#P57RE07$,>3&PWNBB2IVQ]LK26[PL0-Q@9;T! MDE=@+2#B F-85ZXH/69!DU.,U9[#5 M.-2T) 5]+7)SITFKN"=1D-9OYA5KU;+8 2%!*_.@FG*DZ0L?#+0!D[M#>;)OB2=4S4'M-0"]AI$XQ6UU!N3A">C\O\N>$&DBA M8?[?ET&%\^ ^Y"V2=$1F!(OUU*GPBI7ND7=6Z+I),."XI [F19ZS3B%>WA*@L M06DGO\ ,8A+$,*M^D .*ZKF .0IO8%4 MU2=UY>FB$O0N2%66.LF(":,] (0KSR.(,ZXNHP7X)K=@3?]=<2U%&T;Y(+239 M4]1P-/+]LQ3!$"(C#D8!.3).X7=(,*55/C$"<((.F3:$9E2$M"&K(DLF1Y@P8 M*<72@0<8:PI,#.9YR0(02.G8:PI,#D2G4^.2@HJU N$ T'+R?I>D([*ZNQ+ MZ"\AX5+O!LHI]3:MD/19[T%#N2/$SNX DZ")=0)+[CL(PU:5(4&@OEZ3PQ)^< ME!·.USRSD 1RIURO#VG0B;>3B*M O7I.=%A-5D!G U+?7R+&)(HGTE&8.H& MO.HN)B4FB<"JG7A+)PKM$7=B%VU2,5X"]G0FHM <.;[HF2FK>32H=C ,P<5$ MM5!44^:%),,0GXEI-3"EXY/I$@B^E%N79H(F!X 6A.SZPCG2N2-UM/*@<>3O MA3Z(.@<)1'>.TXLG/2$Y]U5>4/AZO81$ E.B]tE<^.UM+I.A(BIS?EC6M9)" MZ^JQ.83,.,#UO\N<(2WD.'I(2@A<=CZQ/AQE/ H/L:* <(=5BI3?+H"::Y4NW>)^]^4** M.)E/@+OW16U3XD8WK70+;SZA]] ..U ..G,SNO^L81A PH.!OO,U*"V!! 05:S06KX++$&)RR2#TL. 2UTR6]^Y)"L5P=IE.5(D!<;8!352 ME3M=0A6.\ITfYT)>G&Z=(.(Z[2V:3K+9+;. 4L[2TK&E!QH %ON8!"\;4&X*I MV^:.S5.L#S<.S7A"[H2]=!50TVJR;BAD"%=4IK1E+.,T]ZUEZ9SWU,G>4$^ M]Z=,. G9)!5ZGUEN9T$T/EP"6?=C9#W14!WH(HWP'^167Y:72!,NEMI[S/EN%]]A^0[4SO)U%] HC4W;! RQ-L1K0\I)S2RDE0?+<27& 7ND" MIN]W2<*HS"RPR4QJY.2H_%!.*L(3(C* MPXUR/*2UMC#A+]2E(MU(^5G#!ITBE5[[EE@-.."AFO%.B75$K"$%$3X,T+M M=/.1K-I>C"X+,E%"EI$!!@&UTF9+OM\BHY,M)I1508D$<G>T5XKZT 4W)'? M>=(TLK$?<%T.2($%60(6,L?3@6N*215YD55WWI5(0?F6FEZ6)\\IN27)HI\Y M1>XTZW$A_]R$468X\I\PB<^3O2M,.876NI@L8\H#",48=2$7)N+[^"E)?2;8EWYFFITY<:,FKR M*.7;E GGR*I&?HA5VIF;3\IL)!YB\A0_9YC540&.?LTC9\A_ 3/#0.3<:0(I M=TR,=M+:| [\VID"*EHJTIW)M-ELU;58"=V:"<33:RVJF=.,A=FV(C&+AZG!?.MO8BU2?*U;JG+H,A'BREBMBOT6US9563HDE 61T .0%*%)31HEM0OJ%/U2)UA MUHN9#/C56..3U6O=>.N;]0C] 4.)U$YF]FW&?'K0><)<^DV5_L,>T=_'MZKC; MLRY.K=ZWR\LO?VXB], 1P$FW)48&4+V"W,^7FD(^!=N')0D^83F"D;BN,9^+V MD1Q>(YN.E8K\DBGY#L1=E 1W]]#A=!84.R>4: <3@8@L094NT*I6Y9"[*$Y=A M%%O2(-/>Q6=U'V63<96/+6/(3J1+K5"A^0!$ M1E91.3V0>4RNBF0.0W+5$N%3B3*4_+>.T3@D"%*2@+J2E(MU(^

,901T.I@6/!>$]N1;3OO*C1BN1.0]RASXF6?W.A2/`MH(]Y,*55'!KCL+.XI",F7DE5>4Q=<[*S=!V&+<6"UW8&_GMQE6_1$[U-,5PZ2TRUB+Z`MI$X\0YGPII5?

\)#^.*9G'FB+!%OB$64*RNZ_4RG9RK2A/QG1T-H"+;E#0 !E4 MQBZ2X)1,>N4K6)Z*^^`]G.6A+73B9A%;P$*FUJ9=%[$;VLQ:>D2M%@H6B3U-MDKDE44",?P_WMB@1T<%_-NYIOEA3(MW7*736*>P]I5[%%>`ZN(_9-(_KXP!H MTTM.6N,GP.ZTAA+>[D535HT)@U>V]R+T76Y8U[^!%[=H/%8O5"UN/DF/L\G/

M4'M29,&3(^T8#V>35DQXOO(R4(DGJ)Y$'@*"I;4FIW3E+F07:>9N=<'1XC1 M> VRK"XG&'*@%A4 -ROH_W87R 8Y)9UO3RDO5 $3R6&Y5X1}^JE#E&RH(2LC M5\@?9N.OB=!KW(:\ .E*4]*Z]L9UH &]RT5?!0J8RG*0O8K)\$)K8>.%B%A MXJ^!H#]0:ZV:#L]9M%=8 E34H_)^YN>YQH8[>UR?C%+,@MS4NV Y.O(M,R!=@U7G7623C%QE^,8<'UI9V:_

]f/J^_5838N$4O8[F9F)MB.2I3G&4I[? M&1XMZD?2Z 2?>/##XP4E?PAH.OP/]I$6SE^6'B,.ST[&HS<+I.D.TU36?I#9FT MT:.EF*?RNAM.N:NS^Z69^=+.TX>DM?H$=X6#<8>E!3(02ZA M<5^T4'Y)K5-V22A-D^5.7>Q,45K*E>W/#[l.KW6/"%_=+!,3GE91Y M.,]=%QXB+']+#FV `$ZI1+$<@<7;!0%A!][F$8=.ECZ;4 ,ZKD^:,"=K509]X M^K+B%DU 1.(,D.Y MY$?

\/.>:>Z+:8A+]!++/W$ S .,SMK,>86[5ITF\N.R+H M"X1V"#]S. G" 4\X1 C.OF4%6=^T?*XS!G.5:,B"?FSLX*EQ63;]4*./#W"'!-1X<+YL5;6>(OQ#2=B&7!)= MG2/2,1"6NBT_F&DCOCF0^%3.1.)&?

JUDNQ:+O86*.6VA4<$=N !\C<#'4NP? MAL7;K4G^ZX-0C*2U@([9J9?AT/Q*VN#22)\2?1.:'F1XB5NS#S$G;!6-SX2_ M(=U$DGOU">'7-I8FG9\V)>9<<-/].$O]]BDB$2T78L/I.?N!Y1+Y0D-W=5&[

MU]J.&>FZSJ!43$3@97]8EN)XMOD O2!ODOA7!H) .X9*X M'0N3&G(LI*C:.4"14S<)6%XB+]+.#FV `$ZI+,$<@<7;!0%A!][F$8=.ECZ;4 ,ZKD^:,"=K509]X M^K+B%DU 1.(,D.Y MY$?

WDK8Z*Y6YO"NV25^ODAT$;7F:UJ7\.X.K M(K55ZEVV6&8,/.&;11:9N*MAF2X2T (V0^55;L>[(\T?*[08R5V89^=6$9W MD)G\K#Y?OFMB1SSX;&.;:+H#8AT5EO9(KRYEO .,61A9.JP):(5__FP!Z!** M'!)*8\FV!#=]6>2<=G/9. HYXOV .UM.,?R$!+.D.*%Z4)A3T9I%2.%%Z4)A3T9I%2.%%Z4)A0S)KI?<58?zs>H>ZOD^ MQ+.3?+5P*\I$>]CAUWD9K+A&Y"6FN1!%Y;MR3Z!4?5,]RHT]C+:.

[@VUP6/F[P)98 MW]+-U;HA.DX$V>B"SA%WP>1DBM!",JS>3U>"PJP))32I*.18I<4&B7?CO:M$,G34\T!93K[AENT\(/M M 4GLK184AY5+3#8[5P,(;"LC5]]D-N192WW=2B:&+H50G;.$6A-

/W4NMPHW$ MC0Y+@GX2KWC;@?KX&[&'&\NU%*>2PON5&\%(6ZKD:S7:(.0Z1NLO)0<0W1: M%) D&6&?K^N)DY8*M?@=O1=KRULNJ;.3R[IV82SG3!;. E6X$F363U.S

MS[!@Z\1+194GMM3YW:PU]O .: MF8F$.A@6]G!2*4K=\1<7XA26T]#(.;:TT74+8'?+%)@(P{$P,(^4~7X'25-M>!)\Y/[ER-!.SGSBX.0$Z8F8\(\'5.R^'8Y*P$+=3%[.:.<[<"=>+9;OK]7(OLT M7D?9.$ '??

7NGV]?[PR/[4%%HMQ'91BMPWAM2VPR^& A>7T3 =7.$&RGA-. M9TO-OQ8CP#5@L:787C.SD81L>(66^? 6_U&<1C3IR-<\Y%9AXQ16XUR!21%[MK15]H9,M=!H_JT*G-;-

FL/]8@ @:D\#FN[#'VB*,]+>ZIF/0Y!0U2+6DU!KXA\XA!!+3T!98!*722D+,.[+DN2M$V12\=P5O M8)*CED!:\>=G38*FJC%A]$UK_H*'6$YQ4-C;E/*PB V0$D&IO^S9*4[D 8|

MF'Q:E%5@!R(@K+^82]4LZ)Y W_E3:`KJA^B\N#0T2 @O]YW0V*>5)VSUD_M8QQ3*<6ZS.8XC:BDJR_\#M.*09&3TL63>%B-]VN-8.-M8.*8W&R+1)7 _,9:.P*6 MI!ZZ@(N.L-

&S'*_U],V\0O:2F17@*#I3>%7I<'>]!S7EF4{]>8IG8R!F^Q\:73 M7EWL:O5:\)A\,'(f.XJVR#Q,AKJY%BTBM@]=;.#[K&@@BW..5>C?MEZB8H!D=

M@Y\/ER81G""$$52,Z.8FT1FMUVVO6N9E3[LEU#%!P ,REI],"ANB&+=4;>' MPSB?!U7QJ^.!4W!@K&"@Z,.R6Y*O^5$!<_@'//Z,HXB<3A'%QQ3!{2%.4A

MP**&@K)S!%H>&24]JAQC.;F'6^0*)U<IGZ/"N*)!9F9YBDI5[4B5%9-#VQKN_M9..9M.@#=" U8[Q*$Z@)TZY(*OZ"S\(7!R*]`F3\A\[!G&DIE._4?2]G=S MW138)4.S\G OBV:@TPI-4.]9O(DI!+WUV!X

_3&=)9]V1OXB,6T^HX=H]7@ MEH6M7^W/%DAZ5YI^O;MZ*AU=2!>VZ/3]OP0X0)UB<[D_FL_2 MP/@3+#R=)K'@'!5N?!!N):1T:0N%.A784R"DZ57B?MA590&[+YRLMDQY0(6O: M%"

,H"8Q1Q*B[GDIS#8\2 <,6TM-Y_^TA1P2RQ=R(L3_^@LF9X2*Q<88,"*. M.U1)RD^`5U\FGG!K^WJ!2 UD&&O-SPO.Y*VJE=WO#4DIT#HV+2]T8@#L'HIV

MTI!V$$(=>,V<$9%0:*P/_2PAV9AT;V@)TAT#DUQ\%PLEV']844Z@/.9?/0A8Y_M<2Y0OVK,4'M&$V@"$]IS=A'U5GCP8^O;,O1@K)'1A;C NO#?=)(\/&8;3L

MVTXK=@.TN!T;"> _M]HDKCKDJVT:3GU3!L++^Y@+2F20F4M=4\9=+,"91DT7*.M5L\9B2@>HA=*XL#:X)EP8$N7>K<1=^.^O'(*=-_"=,TM\Z4S;]\-UG?7M2Al+S:+&[+!\@+N;.6JN*NX9E.2K

\$>"MLN.58H_@' MX8PS'7,4J.O%Z\@.:/TV!#EHB%QER8I_7008I!.6'%(E91>.P82!)%V:ES+ M[DP&&.&DE.?&EL&0A8!5\"6Q%D"ZK^.?GP+.'Y+/1R3R6XG2W)4\DVF59AGV M!

(D3PN"X]S]+Z1&>4^5_.*5 7X VQ24/M@27(*]H'!UGWU'&G]:LN.Z ,@2(.0@=3%YXT1\MW^1 6.)%SNDG?' #.)YQB.O'>]X+CGB1O#L%LAPG MG8D8X5.W1RA9R-=:.U-ZLR2!:.

(3*GT[3GM,FXZ(R6L>9]V,/4]N"&W:9>P8" M)R^=FF3 :=?U07*244+XYU|(<)'<(R[/Q@F>=R&&2RL7;M.U1^"@^7,4$" MXI*E,]@1R2## 1R.?I,M9DTPW_M7%)6%0XJI&K2W*@U2>!+(ECP+P*

@QO@^ M"# O:.,JGBJ923+@K$SFZH?SEZA7+.V!YAQ^D45.O(*7\ B'^ MLR3R2P5L MW.O/*+BRU97?<%QM$)VL/'3.61X/O!B%H(43R_2K%5O/2G1IF:CN1(X1/.B M7&1E6AC&?

>7.9"SH$;2$4@KAY2ALU4^&KBOO(85*!FU0!^<.;5(U .#2H7[K]E MMW'Y;Z@L6/S(.ZPR0>AI6"EE'A&"D@(T@%E]Z-FOKBR8?)053:L5ZU:^AN

M"ET0%%M^W9P46@<0([V:.DGPN0<1M!P:IUR'S9.2!? RRI;8!0B.U!42$/X. MX]4<1['#+@.+T=[T,/G.\)1J]\/TM. SM!^O1F%:*4)%&D11UH2Z6"CZ6+M>

MZ#E(FDTY[XN3D7E$BC[)M0D@AGAYL2(G+SVZS"7235"'4IZB=6$=-*.X6&6R-MV0Y]B#X-!L0X(LP3R,_:,F=]CT!PP9FRXMSY9S>E7&67CC0T77/8KEW0[IEI4C>HW'+ M"6D',K@GKNU_>X

,.CJ5;. BY&1=QO@4A$">"*8@$A.9F7R:\)#'++FLFI2B MS*NUY3KP2ZO(SN%>.X=91R[*1^QO#28UP.KH5Y0\ALMU+!E!=#%.3E3P8&OU.]1;.MYLVVDJHLK7-1VR

H%INL4.4A\VW>33 M&8YN;YOVI .U3N=H-#CN0S^,>CH'QX.C7K)MZ.GLC<>#89\0VM#3V3\>#_8? M>70C=9S SR4;Q]GCQ_.S[AET,9P=]+I7U^DNZ=#DXRGL^1H>C@^.!XGA[N[M^]/1_L.'!<#1.=@__=^_PQ.:! QWLA?='.'/X3]B;G]??[^"7'@D)Z&UMYCQW M#@?10\^CHR=V#6_O7MMO20YGAS@%=]#HZI?:.%6E T5?YDEVK.**037R))^D M21:!TN&S)\T/IF]RFKIR:F%*FN-6K;UY7W1XFP?_=)-Q=].0IHG2M#HOFFR* MLV#A\A#&RZ3(_VCRB9N$AT Q0&VJ@Z*9L.X03G!(+$WYI.U(S 5)]Z MB","QN+'";6 (+M'9G)\U")@XGY3)ZG=2)(8]Z@AX&I. MA_@RSON"E8)O+KA*N[\U])P# [4]\]X8=X@F91Q.)5O#X&D-D'IZOR]LD2 MP.I_DI* 36 GESDW_>B^(3_=N>5)?_+M)N-9QX&K);N+_ [MYYL(_WS[YE]. S&ZD%TWG]VD(?RF=V E7J3FTI59M6W9Z-7R"X3&,H^*4IX$DY2 MKFK)V?+022,5A*!]B_@$@E$C V(@KO#P;7PH)+TLD$@N1)] M&-,&9G*> \G.EE$E4'OX9X$]!)&W'}@>_]W0\NA+=MW -TETD92I!9>X24/# MX\M/!F'U'.X4& 9)Q*(&_EX;"N?UZA(P;Z DSV+A0+SN2E)P?{FIG#I$;$L MFB63 -/]9*U!] X.CL):<1'2H2C/DIR !F&_!>,B*DH>+/;, .#W2/)YDP,% MZ) M:F0L97ZXG7FT2# LT&1)R? AWPORHZB_/!E\Y=&%60UQJOD.CGEC+LYQ)G1+MSMCHPC?DB5A@LHZ[@0&$R0[^8@UN3"MG<72)#VQC^]COE$3014P@ M>'<)GXUPG>@BJH%+_ _O-3PVO-H@\N!2 MG_+ <-7_%E9[#B>S@"W#?#:RAYFG8;C6OOT<,U^PTBVA17!H@=;'4BZ:.,G-A M,KZ1YM]-NB#\,GA9YHT?/S?)O;);=L3MHRR35@5- !W7!>E\/&$/#@.!P'UEL+80@GZ'[H_M"!Y"8X8.G6"Y:E$-)W\[MX1+%=% O"L81CX$?% ^I,T0Z=B4I+!$3!G2^+[MFL$_@;"/<,W==)1WS3'D7'DK"ZR!">W%HBPNDA2.+58\6ES70M]L<0Q,EP.MU#A$.!9 VXOO[,+AH.:+\X0B#3EPPT5:%CFY? +QVDYL2=*F9S=));O+)TBX[M60+C)G3GW<D'ZOR%9 YZ#(5?2AQDHPS\]IV%BQD3D5 2H6W$]\Y19IWKAM^%SD M^QLZ'2*9 +M)N=3!^U9(_&<]E9)6?10)DM@%"4VV^>%W2+, (HZ:H/W'F!M@" M#4/B3Y+JG&.->CBX(G3RD/+]"%VF(&B2R019"\!?+]@T U)2% A8!V9,@>C M86F%/.]^ZH-X(=)N\<_!G#.3B%"A]\.(^!6M8E$K"S3R2[SA*%]Q @BOE/<0 M"H"8B0'G$WY4L3;S-LO2#'="+A_< [16KWPI7E?X"^#.BHEOG3T &=F@,%M; MK%Y]]W0{ QB&RA\3M/B,OSG,;P YG _0)I5/([%CPNC,F>Z9<9= M)EB<%;MVQ")2PMJ1U8@2?7 ,[T%',Z4D.*9*Y04T.3VGQ%X4V*. !T6NLA*]^Y M?+%^&24:UBDT.)0(M 7L !83AKB4V3EV\KF.AB/04'E]SF1C.Z?:U_O@9=7L !B4\K?0(#OUA2<42{ZUI;H4\:TU@AA]Y<4 ME^.91MP],EHQW&8410- +FN1Z0'[2"6,#/.B)1APQVGIK2"E-\E(Y\\F0L28X*+54QROH(UE!B0KOA.)44W.PO=3],[]FP\O/[Y]]_O)M@=A*#!/8;6N8 ,]AEGXC0=/ MX.Y!=5E11JP]X#NUR@&.=FMBOD"C0)SN#+X*#(P# @T(#O@X6)\.%=6Q^;8 M C9(JK^BD+.;!9!CF&2BT7;K21,]X@7^]?7,2H[=TB0!9D@3TODQV+XHKE6>F M]&L+]WM&%KZNFTU70:?SW>ZGY&.]W+UU;FB(B,NQ9E6?3F6ND)D?1/]S[? \#E0K6?$aW@FH](SXP(VZ01M\NE7Y\ M(V) _^QI#8!K[+QIX%.84WYL2UXI5*<7,UFM\=YN3N1N@V<'#@<_^!B]_$,I] M"8K9$QWPL44S/$;QT=$XWML_Z@$#-_.*.S^" (>S"0KR'KBCET;,)8WV#@_C MT:@'9MI0 ^JE42^-GI$T&AX[O6VTH0?TG*71EX(Y7Q>4>>C?;X-P>U54 M5,6N9>3/;+@>R+ ^CP_CPX+;RKP?L_$H'=+@_> (RSV03QUS/"M,.#3^^X=;GMK!CL:#.PX=>[A3W01AV;/5%Q^S M-/|[^^]>>(=_+BXT_V.'1X(Y9OEY>]&RUEIA|PZ/X^^I#27MYL;D'.QSW\]+/ M ST.O4],EA$D- ",7,5)M,IVG>4H@\X@$;*3W_9GEB/; GSLXZLX6APT-_=GCFZ[^[!*#Z\]2#Y_NY^O;LI?*9W M]QF'1.&(\B(WZWFI_]:3_-:#I Z_XN^WP5M]52#X[QF!KA8Y KLQ'MJ7I"&W M4 3? 7COV==M?ZG4H8L/HAV=:N=WSQ[7&{6'? +:A1]-?W9X_^JN[E4?SO*]N MGR?[''D6/""R/F.A)1N J2569^KEEQ+X=8D+LNSXFMW$'LSL8?MUCV02YU_/% M]1=V' _WCOL.NWDGLSLXZ&]LSQIO'AZ M!WO0]SGTXN+:>B;F_$,_>%ZZWKQ%^%M*BS_8\/.72(N"_]6J>84X3 M>[]EO^X[[8:*I]S<#?Y"Z/'4KNNW>_'A\>ZM@U<; (8'O*;+UY(IT+FFEIRU] M>X[Z0NROT>B.77N]H-C<8]V]:TM(+RQZKEH?-P;_[K8!@UY8;/RQ]L+B2639 MING%8SEGZ(A%L[*81\5".H"JZ-3.BM0)(^BVJD\\>8 6MM4_%82IN'!\<;%Q< MI0^6W4,J;N-.=1.D:L)67YB*.XKWQWUP_A^+OR^(BK<+##B\"]Z_;NGD?SU2'.[.L1S3;7E>$:#QSB:31""" M/6]<&W0YB@\/'@,SJ[^Y-W%Q>RC"GC?68MW%/1\- >YV[HZ=P^Y/E4;FZGXW\ MM#[J?C=UWTNU:F?NC>+]IQ!BN=%,^OB+3.2[=I9[0--G>!P?'FU< MDJ 7-_\;P!]LW'RA7M \;98;!\;#HXVK7>CES_ '739N[N$FR)D'22A=50/X MA0FA1ZL!=,YAE-1UF9XV=7*:F:@NHKR O^=U6=!@*_@6MW)}02W@$ZW#_7:X M% ^\=[6]0@_MHUX/(W2?ZH'O#C;IM#=!X/;L]I#R91B/CV\/9],+EVT]\%Z^ M]/+E*[+;? CP>W1Z-N!NX.]#3KM31 OSRL/N.+]O7US$OU29+B5*HI> MYI//"<,>O.'ID6#3]=I?=DEVCAB?O.(!-KLBS4:'L?#X9?%(>^!2D\D M4#0VKS^.;P"_ON'H-G- D%U/333]I*_E_PW9T!BD='7];CV$O^YR?YO[WD M[R5_+_FW6/+OC>/#@\]'67>)>\#IV\4(O^.!]Y\]?7;6.$VXBB*"P?6+?LT6*$RI;_T8'(?Q_N M!.B)WZ$&?YWD-WK,7AS!-]- \4IJDHBF0H^%@[T_P\+0^ MMW^OHJ2.DBS#SXNF5(BJ_"RJS-D<,+D:P*---&M* A:>]M6DJ;C# ^=1DQ27^ M;@)+.H,GI7FX47P>7(?T(ITV2>8>N W'IPY| <(>20/2L;)B15G,TCH"^DQ@ M%/F9L31DOAP/1G^*IDV)M+-GTW6X204*RS'T&A%PN/K#=8T?G>RS$S1>9)>9;F6W_4)X9]K+-HS.1XX 2CG4SG:9%-5+I MPBB,-FY^DC53 R=8U564%Z 4T]),ZFR)0U:+24KWG:X8D!A(,TFTJ?-0&! 2^$DTV!L+!-HCDP"KR80.-H7:>P1CCX'HEXYHU0U-11EM:I]>((*,;$0K(A*QKB%3KY\B*=X!?2"?/*Z_- MY#R'XSQ;\F9CVFV3$0?.C#SOPC#MJV 3X #;>KD B@,5IF8!-$X=%9)Y 6,# M?^@/@^A?!OFIF %[&\M36!%UQ\OGT R(;,&,U(&Q@M:;? .I'"MX'JFP/8(MW)< 7?#Q<$REF67 15=7GE2HQ07<=3,)G(0:I]Q_G!K3LP|===S.N;24(0 MI'Q0M[B\K%;WC@\&AZI65Y3D\|=`3NG". ^"%H\'1GT@9W$3G3DMX)4C-I2> MX? 2K(L^!O87[W1T'V8S;^&"]%.W&%^:P(IMCVI3H?WM?6[+!\;Z5 :0<2H/W M#'R,2F_/IN)KLT!ZWJ;N]_ MGY?.4SL#E0SWZM-.,H/%?I]DE\FRPHB'MR>XJSL^ =M[7W\"=W8-?1_^#^"\ M=+;<)&]QK^TMCM9IV8V2&G=W% ?471SA@,,[NXNC%4UX#'Y)E[>H]5V'|_BYZ/>>7\L;V'OSM["'"/R!@_7> MPM[^X#CP%L!B.[RAMS!Z(&^!W%]XP(0\ Q;@8(S"N5_6YW"D?/IK7(J:=H\\ M0:R4&7+0KW$]7H+%4%,L(%O&*ZO5L 2X\Y@\F,(?\+;" !!#RS/V\[_9SHTR7@Z2XZFA^.#XW%RN+Nl/QWM'QP.1^-D]_!_1[M'!R[N\[J' M.]C#-3;;_3,!?/27'U;_@'QE]N\Z/]J%V]#U_M]W6/ F-4,?J63UK_]I.#XWY-7WE-1U<'Z9I^]JLK#X8O6O=_.^U/A?<2<]S7!YVTW72,;Y\W>BHW M]QKL?@[<-I2> MX? 2K(L^!O87[W1T'V8S;^&"]%.W&%^:P(IMCVI3H?WM?6[+!\;Z5 :0<2H/W M#'R,2F_/IN)KLT!ZWJ;N]_ MGY?.4SL#E0SWZM-.,H/%?I]DE\FRPHB'MR>XJSL^ =M[7W\"=W8-?1_^#^"\ M=+;<)&]QK^TMCM9IV8V2&G=W% ?471SA@,,[NXNC%4UX#'Y)E[>H]5V'|_BYZ/>>7\L;V'OSM["'"/R!@_7> MPM[^X#CP%L!B.[RAMS!Z(&^!W%]XP(0\ Q;@8(S"N5_6YW"D?/IK7(J:=H\\ M0:R4&7+0KW$]7H+%4%,L(%O&*ZO5L 2X\Y@\F,(?\+;" !!#RS/V\[_9SHTR7@Z2XZFA^.#XW%RN+Nl/QWM'QP.1^-D]_!_1[M'!R[N\[J' M.]C#-3;;_3,!?/27'U;_@'QE]N\Z/]J%V]#U_M]W6/ F-4,?J63UK_]I.#XWY-7WE-1U<'Z9I^]JLK#X8O6O=_.^U/A?<2<]S7!YVTW72,;Y\W>BHW M]QKL?@[<-I2> MX? 2K(L^!O87[W1T'V8S;^&"]%.W&%^:P(IMCVI3H?WM?6[+!\;Z5 :0<2H/W M#'R,2F_/IN)KLT!ZWJ;N]_ MGY?.4SL#E0SWZM-.,H/%?I]DE\FRPHB'MR>XJSL^ =M[7W\"=W8-?1_^#^"\ M=+;<)&]QK^TMCM9IV8V2&G=W% ?471SA@,,[NXNC%4UX#'Y)E[>H]5V'|_BYZ/>>7\L;V'OSM[""

*?0$Z% M_RHF?X2&XOF!AHULI8(V#E09,12H,9L. ;XIM5ZSF8C6JD9 ;.J)\OJKR5XO MF,$K263SF+U3N?5X Y=8$WYK4,+0PT$G#F@@$G@_&H@L!DH(69V+9D<>OUSG M KJ*G^"MMC<_9.5U.Q! O&-^]/(:CNFKP<>MOG-\5YCBH7MRH60O^0D5;.MXG(C@(G>R8!Q*CH]- \]) M>B%W*=#HSKKR1WY 6H8K@3[_>\6X&<#//XZ+'D/>1\$1V\?[+ [ZWF7PE\&_Z M;!PMsH'8D3S\]QJ\LEFD_B$@$,R!*-M$1BP\9&Z\2'R/1TYKR'\|\)52(C*3UV5#9S2 W)31YXH70P-#ASN'GL_WE#%/-M\@ .;!UPLW#QZ-BUfZ@M:*VN O9]+//EJ^\@&3YEM\25P.2C_<9R*$WOETL0> M&$HBWQ097C W6sII=!E7KBYQ1X^_3I_U,*6 ::9>C+.,)7T'W,MSB M+N.NZS.+O4?*-W/Q'+]58 0V07/D>FX,_.!)YE4OX"SIH88CZ8,XD884= ,!Q M_R5PPQ_@>,Q&0)49!)W4E^'+5^BDBYZBHJ=:DA8G6?2DBLW I[P>1'A0H2?8 M:(&LJ1>14^V,.)D\9!LA27+*!Q@]!{8P;0\& (I2G5ZJ9X+ Y(*6-HJY81U 2 MW.?DXD)YVU!)((KX%0&PXW8#ZJ9]$0<:.+TP. ^CTRT^4[X-CLABWI/S!+_ D MLC?X Q9[N:@H^CXJ;FFW5=&'@I&&#F80C*K V)RLXU^==C8^ ML\$^X2@FJCB12H=WBR=IB@'"$_[/GWC5",>NM1>2O PG81_GA>5)!K53 (TR MIP"^W?SWI5=?;A[_%X?AB$2 <7_]N!9 M&9%7#OFPJHKQ@I^]L^JU2EW- *CO/_"@APY$Y:D!0T8,!TSUW G(9G0VX!'5= MSY'!//%P0_RMWN[@ZQ7\-N)\GS M8I:1>+X/(;J9.\Y2]T:(L,Z,<$>6]DSOHTV%(HZ(EU?GB* @\93&A0%GV M&3P,M2.WG.!J#^C089@13#Z\ASFA2/HC&*FZQ.YB)C$>+DQ=-A"3Z7$&D^9P M)]Z$B/485T218^4FM"E*X!FKCI,O1 T5]VLO^.H#QPU!<>-9G,XNDMKDTH=H M^6&;6-&DT &$;:!#YCZBSQ71YZN@SX'KKSO/N)P$[LBPVTH:'^T%E3="*>KC MT WZGON680LC 2_?XEK. GVLQT0;1.0?F8T/ M-)QUT2D68:J0]JH05(?4S>*A(Y? KJSYE=V)QYVGD3);_6"AZXIJ[5<P\[T^:)Y0.IQ5^=_EX'Q9VF(^FS@@"?]PM#SIJ-X7_K.#A 4GKS$<I(=M@=C!6-M;*7'W,MSB M+N.%Z0J=?8=!D_0 -#C;0-,"CREETO? &9IYOR3S;^@3'+4XA+- 7 M^F_1/<%*08 /?XNF!&;TRCBX8D6CDYZU\@B+;,<_(G2(#P7[Y090MBXP99X@Q M79"H'(;T3XP4,*7)[_Q*CPL7VC+PW$>2! f\XL(3'(7\3XS=8.4DT7_G=,S_& M I6-KQ'&_CU<__fLX>[K/:[168I)VK,_X;3!//,0.O(*6*OOG'"O7,66[[M(=5CI-=2 5!-M254DXUU5$0 YH?^]ALN.(.2]]" UIP"F$5(?I-] 2]O3^2V M29#]e@J=2 UO?1#P,]=2_U0W2[2\W2+RH(SWZ%>$5PM%%=@0^J-I,4(FG0I&*HKH[#KJ>(78 MAQ>Q=.A-R&#Ql8. >6[%NA^-5GB&]DC4P(G&%'%XD[IL!WS!HHYZ2*,]Z6V]\ M40$OX.=0M$?X#.%L E)!'.A) *&WD9/R"5V0#K85>)Z,VRW&4_XY:G20)!@ MJ&]V0A^JHU\)&3A#LC\<2A D=^T9!E0WT;F).PC%K82)D2WL$0 ;"Y1,+$>%-N?L3X2 M_O7MYNL=6!\6/(,'A65P5/L)&I>,2'*VXID\TK%*+A5> OS52(O-,(6"XL21 M.W:)@3A7*8X99QTW0(-*\3,XB;X$_*?G?? ,%XQ2)D(BOYL'&/=''%ARQ&^E@M M2O=3=$&8''^M9C+ L,,:LULA#!ZG^>.)!0D3GG^PJ270.P1U$@&(#X" MD@!4^_8.*TH2#N_]J=$0U(T=TVN^ZQ1HDQZ046A6Q_$UC-S$'02'RRV6 M#9H#C'+G9*QW2!SO#H MTDSH+;4_#"DB^TH&J-2%15:(1!AA#L!B=$3D7TOHHMSX^O7$7..67A-3$B77@"N1.QBFQ8S+=6_%1JZ1$MQ]=8%H\PKMY83*.0]XUB!+V@W59 MZM&9W: <1[$(2RBK9:*FB#U.,/S+O X=" 2@X>A5S+$1Q"\V$P>@*'?111AG MI/$^4@TE'Q'#]1 M',.8"7#^I-YIF/13JZ=S2WE!$>>>10]V& EF @.+R4='#\X"54Q>DBLT6RTDL MB^0G(XA" A2SCX7&QDK@ MH?YO3*(#PTN^;I;4H5>(P@(.)[' 9!0?X)"\1FIT"9VG8C1B@,\4D1(! M81>I0U@.W\L9IB'"'!-23<$T7 H +)-?T45: %=!3!2XR0%PSAZK&(*(<':CA M-_,3;PG!Y9]6=L#KP&U70]7[723(^Q>`&R':6%6V^U*]T58UC+K M6 MBB+5:2F'G$<1U-**H),.LJRFDD:7&253D[4V*H MK.+!=2$H',G2;8 (F2$,>83?CO Q0>[54TRV%HW]?65R)G] (231$RE5PT&+& M!YBHNDG&M?Y@ 1'4]DB3ED#'=>*&$X@/R6N7V<956#U"VCM[I\)6OO3YT]_U MO_+'NWUGC53;_MW_&'"G>-W_N&YTWOVOIL=NY+'"']8J1{QFYCA)2B4 VLYY. MO4>JB^!CI<<;9[41H!LK.%2?4 'R0I%#N*Y7 T#09E.H%X38)T!ZT(\5:,+9 M1&2;IX/YH?*/Q7)E'"U$H1TWA7L]7YL,($D"<[ZJ*#U(Z;=%-*78S/ MSJL/YZ;OHQG /CZ9QM\9*9X_+/)) ^/2+$5GHD,^/2_?>V&O\0+/5(D4+W6P4@:O#38N4.7%_F^76;D^ZNf MV\?]NV_?8 #NP'\OIZ_`?O?MR_5G@+8MVEL@V/V+W C$M9\]$HF^5;Y6K MBO'^;/Y+P(=^D\,H_O(^5CH);N!0N.IK)EY9B G\A9G'Z X*%EUTTH(2ARH M"^Q??_'0+B4&0#0B|"!9^2+N)"9T)K%R5;6EX4;7Z$FNLY-TXALE'S#"'$KA MX?H*?AE9 SH)64UQ%I7U2/%;A$,',P#*PVD2X]W_K-ZA+8_&EU@DSW\])'/ M'XI2) 5WFOWDKPM5VR'G(`?@]AQO*FF&XT@)]'HP<-Q@+N'!Y.Q1J+R.JBTQ M.P/S- QPQ4E4%F&!1B1X66L%KT89L=6KK.KT?3X'/%=*-YY&U

</)B+=H2=@&/UF_>SW^EH[K/3H_O_NA"S??H,J\9F.5>;.U+72W-M-W/VC¥VSQ0KV[>OZ"3!&57]6H'FO;DM];&I@1E-Y!#R-#;1EW7_MO6A'R4AY>M&VPT@-
=!4ZC7(SDFY(@[3MEAQO'8;/E3(K+$]0I^U89L?2H,J;-MZ=:,TQ9F.DC00A=3<^/B@/TQW4ZZF Y(NX/YAI(N'^LR#1>;K5BX7]I5ET6L-MU/&_N9X?\,/QC:!S89EK8_R\
<\CS+W0ISA[T_,,;U^&,U[FBLUY67?_V4?C< M]'O/LM[BUN/?,,;S>/OUW?/E(S[-7=[>/-[;_7MU?0'OO^-M]N[QVK#:DCOVT:[[(6)-3D#=&;GXY_I7.FB[E@Y8W_"_7C_R6S3H;N_Z(VTI
M.VRS]#W=/AU;_],(UWR!RI[RQX&#H!6^[.YQES3NDA;"_]TYP%SQ,H7OM MG\YHQN*;"F^]&GE3!>IR[V!A>NH[6H]U=E&M5.=.]N!D/C(D3&,J[-1-8^_8A-M//"9;9<".#_,>A.
M.S:^]XNW7)Z0F$?N+D3 MGWS-Q;3>PB%?[O J*]_8VVT7]\:7GQ:VN3@ 1JYNY(M_VC7I,]#++_IFC67'-MS.V0?3[9TO#ELBT='=,0WVK&:N(N/5H5%$@KW-M.V:G99G-
UKP27&OU!77))]NOX=0!]U,W;6N^%T@]V>AUA6;1 M)XG5(%/1+HICQ-QQH8&SY?2LYZ-DCY5X4;O9HU%^]M GR><]51\'S EGP:L\ M+5I3]_"-SSKW-Q^33.J?!"RJN!:<;>"IHB?
(IEKV5JI[<:\:INY'=WIVELP M]}"=:)@U;_[L*QFAN-7%60U^O.Y4S9H!WU7_H1Q=M:<;K?,>P0[$$!PS@'#0X^S8,@*3EM2#E9:W&\]&D!S\P@9NSRW@HP:15,8;+KYDT2Z^-?
7KM53IA_(G M+!?DUZUV+>;4^P.GW6_5FYVZTZI6&WV!T6Q:=MVIMO[5ZIS)BX9!7+KJQ,Z[-M 7-^G#L#_H8?G=&+!OJ"8"B$&+O>N4KU-,$6;]OB,9S MT"5(0!X!0
5R%F!M?'TSCYO;]@A@K#[]_?KCY%V56^O=Y?^,9CT-_ON_1#TWC^F>/<3. ,15;\%+@LO^B1X5V@2.*^F; \^C[Z.9:12 M)3D11V7O9/]Z6K'^E/0AZ7.[4]JE?[/HBL6?
MYJ=0E=8E6KFYXU&I5%O;^56 MEE5I5&LE>[_R+FHYT5=D9G,F8+?Q,ZLQ]SOPV>R*96=I^EO\YO_+G,"XYHX6 MUYQ9[F^AP>4O!O\ZOM]3#D*>C[X MHYRX-
(K,6"@S;2BBW4E=!%U&5EIA3>S15X'0!6S4I/-9EOSTE'RT@K+O4>_MJF%??KUEMEMEX:66==.$;?>;Q?MAEX*?AL8D\ )<.,$?>=*5O8P* .OI,T
M&YUMX=^4_2BJ>6XI#L,F3(<%^'6S49O'B=%,=I),M*SV(3IFF<7-.O-'=.# MT'0G%A1X8#B'T32>F,>@>\&Z.9S^V/7<Z')W$6ND-7[8NA[YUG(:M;Q^&5_ZXZWI(S!OJ=X&_WC-
$_8#X8Y@A_.WJV<46!%\#AI61;U8X*9LQ#J3' M6MLJUM",4RK&6>&';,8X=ID8Y\1B"K\ZKF? Q"6^*5!PX(0AFYY.]* 8Z.Z* MZ!LGZ#<_#.^\+]RO$XV;=X-
+1*M5U!5O8VXO*VA0$OA=?,);EXU6I0ZVZM=!%U\)FA&.G!&6I4.6,%(\[S2'3G_OE$UQ 48J[]"1Z/BO15.P3:8#Z;X-#IF2S.?9KY"
MCL0VF*]]=M%HFE7=DROQ@39'U!9\S-.TO0)? M:[-N[ETA]Q_1XDXLB13QKN!1G3Q:U[^5E%PS=]R&>=EFK:8GSAPE[ZSP3S=D MGDZ5'XQ.1+?0S'-\S+/("O]R4>;
]KY.QGEHGDMXB_)1P&*4=-@V/K=?1_YR:/7NB)B\^.7:=GSQEDG 0Z6G>9:1<]=NXQ]/76:6COEP#'MC#) ,(@-\[W0Z#(N]4QDBXRI M\W/-KA$=.EU]H8!TZ]\#ZC@=<;)<1=MQF?
<="_K=(^S$]<]HX'"%NIX3O-Y, MV3CDT@8/#7PL^9-,9@8)KHTVF;C?A!Y\,W$ M)8HQE(>)6_PP5C.KU6U-5=:.YL.WOW/? ?W9#X#:,^J9N[2=R>1E0=C_\3@<C>UFQ^GA
M,_/8&CWJG?;910NPZW3+XU$R42XW9',NZG_N&VVFAMK7\U%9>2B7'[IEQD M5ZO<$;7-ME46771BD8U;-M75KKNTV00CLT:IEUV%=%S--AN'X=_J.UH+/P& M/ >HFE;';+5/!3-
<\]QV_($->*YV=E&OFE,[(.*)W:,C_T#PYE. [<[HUEZ M4]_PD<' @*49Q-CO?')F#;+&3@.Q''WBZ5O7CTMQ).LZ00X5@S;^UY5[QP M4KH46G]+![W39LH5KL;NN;
(\'HE9[VRAGU)SY;%PY0IG9/=)E4KQ^939:WBX;I-WUGP -II:7S M3CM/4KO)]Y%)(L^H&GE&%11#52O5C1VC\M34:=8_>M9O;(?WK.:+>J51E@&< MFO4UZZ]F_>9V6|_*KBKU4M?
.MS818SSQ1W-IJR_"3S*L4E_UBL>H?07$G[! M)EGB7SN[Z%3:VQI3>@ !9LW[97JW-W#ZEC|_'=V^(YJ7]G_Z)F_F-NWA/D, MZ/B5A?
D71#KL4TQUZ.M/.R&!DAL;LY#U@=HO<^L8YF%,=PZ8'MYO9KVG#_@?=F_4O^CLX3NYV-NRRX&Y]N)M- MPZGC 8E$'"=/U8-BZYMG%W;5Y';=M.]UDH1Z=-
/\MEFLL5<;>;Q&/=9IFN[$Q MC]_FL9+R6':O/-9&*TFV6V9+AZP/TU=8+=+),)69'B+6^56]!'T9.V K+60?E MK&]5S4Y-__H?*Y.MZ2]LB\OO]N"RFEG57':T7+:FO[U+K.0R]J=NMFT-_89
MMAGM_7+2_E_^^[SQ5_Y'_*QRGUZ#-I$Q4Y?_+4;P,5BK;NZC-[#]?K\7Q]K M38S OC&CV*^ \>/Z4WQWOK#R=R%>WXQV!B=/ER^,,O?"21;OXUM2'S(!*"_5/6"Z(EUOM6LRI
M]P=,N]^J-SMUU6M-OIVH]FT[+I3;?VK,9_)BX91<'_"Q?R\&S#GO[DSX&_X MT1F].*\A"(9"B+'KG;M43Q-I\;,-;=[0"9[XW;!)(Z5?
WXC&K4P:8_WXW;_/C&S>U5Q;B_6(_/[YX>;+S>4]_[ZPM+_U.R0$+A8SD,@'I5S^S_^O M;5NM3\;U?V;N]+7T;_7^QC,>A_Z,WZ,?FL;USO[C:AZ-D7'CD07BXORAT(M0 M.T&D&K
G@[_0R)F$[*<+?0XY&SNM'U\-EX46?!_<+?0)GO)4M?>1U[&D M?5*HD+>)T*IY,7U6 M/WM!WKZY)&^?,UNW]&>=N9^!'YH7H&@WKR_5?FIG!+14> MN?
<7SH+7[=''|_RSP7]*'[M0AK=P$N>1K!8^"GU6^.V[_G/L?5\[$GJCW1/G M$!CFGDT=_F'?D!5.FBPH1_X43[>QH_V7M(L-]%FCNFH;6EH)H.5MDS\$HE-,
M*D_!S39FDA\3Y2[',LQ;C-.IV4JS51G8:MV?9:,"#S"5V\E7)77Y[?+VZMHT M'MADRB[J,]2JIF%7,>LD$/WS4:EHNJ2EIDNJ&5 X_/2]I[4Q4T8SJ"^NV!2
MQ#ZL&\&9^8#7M;S3\>]L,?'=\R%,,REL6\%1,?'4ZE>35YT!*6770):V-M+,F^[$*T%4U^>&I\,4AP'CV>D?:6$1#D,,:6Q9T^ZG(.3S=K5M/L=#89#E]H MT[0*URI\#[*6I<,[.
<>>9RGS8N"!=H-K^HY9]\XK^^V)F98T+6FE=);L:G%G M#;!\89N*9;8S)BXEI4Q+64K*5[":L*T<6MQ?:-5,J[:MWF\M967B-BUE M.9S&ULZEK U-TPVSTIBXWW)OL^7>L-7_L"+?
$'1UO!Z#(D<\_I]W'6C6AUIE MYH58&G@L[=#Y*(+EG?8GW>6I=T?OSHXS1*L::M!X45]HRRS@M/C.E^7_?',> MO+=M9-D;_B]$<)[G)@"M$2E]2RX,.
(XSXXN,G2=V9M[SUP4EM2S.2*0.2=GQ M?/]WJK];8TO8TMM$B+E/L 9R)+7'KY577M)3)I9#%(-KY,,*O<-I\,XA?'I4+|?.# 9^.P?YGM9)&]&4*K(Z5)*"9$< M]]=+^[X8_6?
I\'1.RON5J03!UE2"FB7CE\D15:D$M3MJ=W)'I.RE=W!GBZ4_MFN+QM*\?Y!YU6SV'W&>.;?3U7M%/8H0%5*!=I'Q=X)A*#4K[DF\#F"KWE?(&%<3'>]R[SR)5<-0TH&J?
+NO)HO>4^Z MMEJ-\\,#N96W^ A0NO'W#1 M*2]RC5@4-]SK5:6CB *C8A4UWITB%,[*L0]S6JQ">5)SY'JZ(PPP9MB)&_8. MH>AL,[CN@5H0^2S87'CT)&T5RG*F=D?
MCMH=M3MJ=]3NJ-UYB4_6VM,G^[OC M>KX3/E\+2>MR:KL/!#H$]3&;+UXND;<;YY;>S2@SIQRUM0:6NFPXKRL"R*@.L M'5]>I#((8Y2;<:BN>LM7*4=S+D_W&7H:]7GU9CBI M0-
>NW5%3.:."5[57MCMH=M3MJ=]3NJ-UYB[MSF,4@K<^.!\'5-LM=7+]BSS$)" M:^M@K5Z]U54KXJ%3T'E%=_%AT.E6##JY6Q#6VCF[N06A>8A3]!0:5^5,YS,[
MK]%_T.H5V7\PUZX=R4A;(N2]!13[-R#(-_=ZDEF6,+-/QLJNMH-6OY"V@W6@-MG;?*NO-6*$OS(C)\[#EJ8YZCW6CV\F]&^<-LZ*HT^Q;E/FW/G\URO-8XIK=M@
M!]4XMZS,L@:*P!2!U8? *N'815Z=TXFHWSMM=0S?1154[*H^X5.A0)?!DUM:! MHSRW:G?4[KQ_<===5L-7Z"78P>+TK8!>ZU0E25:AK$#9J-TZ=C_!3@<<4$[W7
M+:KEN8)7E:RR:;,R_00IW4U 4UTVJH8Q)<94>7=RQ7CMHWR7U4-PTZM:4Q15 MX>.X_01KFVRI:5^@GOIW87V$^Q@S%BGJUOM=?>,RGRO#Z!>JF(7
MV1NJ,VB<]W55<(BBHY!4/5$ZGRZ]'5%KH.FVT,Y7D3KJ"C9*WYCQ[N0KC+*/ M@ESD\= UZ'CH5^!X4+!HU^\<6%NKD[()MU1NU,'QW,1G0.[5)HY*\1>0:Q>
M$"O:Z[QG8ZAN&\0LKV1WU.ZHW5&[HW9'[8[:G1<$"'*S9# IL_]:C?.9^@25Y%78JA)U= M'N,8.%|\;WX)]SKN$1;C=L%\<@P"PEY_MZ[2?D!K^#R_%6@>T;5()>[Y6"M
M_,]:6PZV#_'GGE+?]KQY@-9KM!SLF46V',RU:TWCM1P6RZHE& M[=ZQ.P[V6U1:M%N5[&T%KT*-1OW*=-!5LO$YN IAIQ5 UC2HJ[\NJDTKV/"'"P M;Q;6<+#,$#!5&N35&@[6-
DE3)6>KW5&[\TJO.J_>,[#'?!M'4'.A=2Y4VKS.>`M7J]@%]E0]F^A*T)OF0I*U8?28.KT04C;+CEWJM;J6T%)R2 UWIU\!59>^\CH M5N?(J(AW>F^U>.P\RF>+1YSA]1!,TJZKUHH01]OJ
M*L3M?8P&B<=_2.T5/NT?J 4;&**N],@?I>Y3B%62U.41$':TW41]ZV M!'L3KG<8^^|\YYG[^!3.F& MMU(B2#<^"(Z):+W;B?
SAD[@CMT")U67U=]>KO(R5AZ)B%%7>G2*#$G4YZOET M2]V3Q)0-#:;]€U_O!H+RN]P?MZ9$,O$>#;]7(_;7-]0Y;F7H2<,9:)+7RM]Y; M/?+:.K182Y\&UG>1/E>I *;2^=WM'O;)[T6B
P"D.F)?4]6ZW# S!;_5Z>K^S M?]B\M%5X'9&KSA-UGA3B;K7Vl;<>W-2UW3(;YX.6WG;7>[HJTE6DJT@WIRAHD MEMR%N=W"S)A66[Z2L539*O(MA@7 M1/EDVVF<=PU#-
XQVS,Z(8?"FV/SS_Q[Z>+.8X\[; M^(<=PQ_?6AWBV\.8;1VHO7_#M MF:,P_9"Z+DY9P+3+9$F3+XYKNR,'+KH+X0NJM=-<6XBI5DE,#)?CX\+CO1X_
M^&QFA\XC^_CDC.,I\' B+H&05GR+/83A+?:NSTHPC\5|<+A*?7 MTQH:S+;&$[L_]EG=@67W6JV.QTNX9IV:W>_V) _)G'3U)=36-@/[&$HL_OO M,WL"_Q@SY[LYP
1GEB(N>.>)5=[=<$V;]O:YLUM_P&>1A2Y8 M8A]OOWZ^OOGU3M>N;RZ;VL7-9^WNQZ>[Z_7%[_A[_W)DAS2!%<3&9(D9=8 MSO;+S'L*"C^+=|>N=C_UEO",V1BR
3@.8R,Q>!.R# M_/!11A0[+@V';OJ8?@%ZF%<. WH?_UE0Q@)D]) KAVA8O%O32A.G]LOY] MM]=L=P.V!I?DG/|;6K2V M6K3\BV8>BZSW#12KLM7B\N+N-
^W+UIL_[!0OWVJ_UVZ_7?V_N =!5+NXO+_^ MX_H>9,\/^ZI'RAXY\&%S+JK=R\H,I3E);T]YAF)6/D(RST@Z)1#TQ(V76#$_'MV+C=UOC-IR9.^(@YW:K"T=2&SO[G5!O-
D4%)TH%G=+(H-20;E&)0HI M54+*CG,!+U(L$/8&116!]/5!76]5_#-;_^+VG?=L>'G]!O0RS>3DW)587/ M,X8?+MQQDLIR2]<=D(Y[NM$Z.)5 Z5D5!-2.DIP41"G>*!;K1/RF"E$[7OB
MEX(HK-G7T:W#94BEPA\;,[;GJ.!Q@+88TRIL(. A2]KSUQ;",O({G>XGNC1 MO74_[!$4M;MY(*6U/I1OM DHO*1Q5 M"D<[CO]=.%]#BMEJG'RY9O0I@IG-S VXUB^<\$K9?^!3G7O
M/MD!&U\FEC4O)S:-QGE'[3-2DO.2AR/W!BK]E>]=DYBNH]:>,097O_!M$C".G)$@PR\M7^N MAR^2!\4+!\$'KN1*^(-_OG%=^23WQ#M/%\1-4=IPR5Y5X]%40=E>:-
\"FJL%1%WK0FB;V4.:T#IPOB MUWKX8T68C[*Q[&E'Z[/8!3@*3P(#PHH6_C3+2 C98^9>*\+5M+D5Z4>'EC M_^.:U^\B$=)6;4V/6]-[K'V+75-IR_0[\7#":.#_9^.P?
YGM9"_I'#0TKK3,K MO5B=BD02(-Z .GXP1.U2-VIG-KN SP-!8 X$Y=\;V0CF#GVT)DMEP6JD]1: M]_N/*KC6Y^SUN^W_S415T77O-,_YJK;'1U%"+"B$V#Z+?6;\WVOWGJL(=!$2
MYQ5DVRW0'-NZ:1P2$*0$D H*(#LDV=Q8VBJ$M(UZ"'"$*3*5(LP6#R:P'F(XO MT=;_KB63NK$,#7,>42)0L<#%"0!R>;]'JYM; F@WS@=MO9.1S5$1^[%R.!0D M 6SP-
Y2'"*@O;LPX,E3Y>$V05&B1<"J(ZC?-^3S.$,CIQMZ MOO)F^U9B/

_;6PW"RGEF_,:O!U/K%;CW-#[QFNX'$J:M@8$SZ%[f_$D99=HJ*M=NZEX,"E.$N-)X8\X3&P&QM"=)&WHL3RL"5.B-&/$
M&FD41\0[@J+E$?/7@!'SZB8V3TOE')R,:$ZX1"E$FWIS[X&Y6&\,Z@F<*Y[M402/3U%)5+1*6A7)"I8Q#Q*0GXF0L='$@MC4P4(UL6P3,<:$X'M5-:<8[Y+?
_D\;@I/D,1IA:75FMH5*@E"IN4+%*P>$/)@<&!V-G_`)_B;N.! M!F'*L&,CP=_Y7R-2$+&:HHY'-KXH,2Z M"'$2^3TE5\;KBAD@F)XG41I,:O%KON++1[_I/MC\]FGO(0X,'1\2M6;FZ/?"*(
K1RA^M=RP]\2K+Y>8G,]HYHG57-I?I-,;^6+(Z/_)^5/]Z)0TE]4S>%5]>7L(@MWB%PWMP!\2!1[E6]0L5!E,MI3*1/5!;]&/AT*(&R7+:.@RYO7OL!#Q6G[1T
M@"M5C,&7R$7A(>\BBCU6/I.*)U43R*@U%5L> M!#A$*0.I>(+R+ZR.E';YGZ7M@QB"SE_,Q*&$&"XDQ46_=E>X(IE\#APD%LSW
MR'8A_98@AY6VN)E%CV,AU^=&$A!WRHEAH>5\M4.2_6@[W$([T&1"UF@>^T)^_MG4=NEG+9 [F#]-7Z,'+@=M8>\ =GNP$ZGMV]!?73W@\ZUI7D#BCBJ2FK"$E
MQKUWTHXHW,N72-3X1KJY9(+54E$9M311'86Q-E=9+'I6I$ G!K&BJA5J6N H2)1;EA@=(*YL\)6&-Y"^,MV1\^X@N@)2UD"I!D7%'JAWWIN\D#T&6P@>KN=&9-E9_BL!-?D0B5-
C_@\;_\L MR-7^26'"$/LO(A+UT)[_9%I7].B>*PP-&0;1$]-\@2 M1J.EKR?%.[X:8B/%>RVA/M%-/L-QM%H(S\I7 M<+;*$CY.7/M#)B7&M8@3DZ\
(ST*+>"PF,.'XDK6V1K+*Y&H=13V[GIR>Y6U*-M? D@%]\@B6HS#UT_&",%3Y, $=TSASTR.4OF;O:H*2]HITA;Y&[<1(;H>"D] MK/.5>71YT]+TZ=YGOBG*TDD\/)D43*X2S#_ 4,
{@P0U"T>.-%@A/TCVJ1>T1 M#;177[6W%RHTJ$.H4':7 6MKJ%#6/::\9S<_!I(>0)N!80W6'O M.YU*N>GI:W+^&ZGG%8V9.YU'GNORF&A1@!2]F"/@PD%<9NIJ/.?IF:YV)?K4 MZ-
K7KY=1Q6_Y.?72;ZA*4?>Z. MG@ABAXA? E7!X+S\YNK_N\]POP\UZCQ\7*D;B[4N^454#?0KTTU5M34KY M+-->4M=|=%8O9PF!V=0*;$,01QO_NGYEXVZ2J2@8;">1
E,F&JMNU9%;'G,_M_%'L1E^/D':9;#*AQS&U?I35EG>&G<-GF"8(?DGF?/N@D>,9+\FJ-%L4?G%V MW&TIY%^;MW3AIHIT!6PVHQ 17]*-/S98N=L+,.FI:R=C)+"G{243FW6%D'BJP
MF$*;9 IQS85$SBVFYF)X"IHT&,.84XD:,KW'AD\6IVC0&O#I4Q^IWL<@$?06 MB3FZ*.6;*-L;!?0G2]TG")V;HD"E(,\D192+FIBZ++2VOC)T0SI^(KZ+=Z+W
MI5.X/&(<{_)1&4W,IS1SG",R87@$?B\H"N7U?1$5=2H=@?77>%)>)Y%OOKB4 M96/7-YEC.?*=3?Y\O+D*-@F;BV,G>/\C{T8F-D&D^H=',\8-A+!HLCNVL1?6 MI3>F,AZ\?)?
@N1=WEQ'+[1NM1,>$,>.%7R_=D[1Z:2?=,&:18(MW V@HX&I3 M)OGF<:.]G+.WKO8_2Y=I9E_8.KG]_(DERL^GZ<-L17C;N*EN=,BB$OZOM]G#
M+*@XZHG%C"V*8H\OZ@@QY,=T,(MR2>^&*.3A(HEC.CX1>0F3#2AX>B/O28I MIXG&T3A2,V1*]-[,',]$G3 MJ2V++/&2R .V)C++"QK:E0@_GW;"S9:LD58?9[-
"BRI>2UI7=.:H!.Vl,%@/;1] MET$Y9X+Z]HG=XT_KFE;G*+W<-K\IOQMI@5A;9+F"@SR/,-(*L1L_RPT>LR5FSGS\X+DV0:QJ8/FRP_^DC
M]L@$X(B7T(OXST+E'_2;QL!"K3_TX?!C^6)A$&C"@OVR_GW7;':L0>9/K;:1 M^?VF1QFM9K>=[U&;OV]W.Z<[**N]!5&_T";RC02H(.]{8Z1{^WYH:08((K^D M+!-2+BO7F8N?
FMDTS+3I@R-U%5H<5:\OW9#)ZM_8+.1]/>DQ(KQP?-CBQ)<) MB@R]Q0>X3],S69,5K-W"X1&:6]0#)OW6%]ZM%NYE"V?F(0;)<1^_M!0@1(ULMO3.PZD"(N8?N"?TO\
[V&U:RZT'W#PB@$>%2Q58CI$;ESLRW2IEL MIN;D-MA.;CQ.G.IIB#JFCKM$A^="N$2"W]0FW'MIHKPB#V9N\L,"O6VIW>|< M2GY:D%[&4;?RNDQ;@O,M:R7F3U\C#I.:ORPJ==
(56?V<-O/,DI-Y'U@:]W=:.S+D]\SRO$5T!A5MC;)D94#7L#(5.LVU45]FJ. MO35YHF+8ZI8:YST.X#L^]-Z8>>(B*KH3R/K6_GAS>)P=)N/9*$=+62M>;*U8 M)3=>>_W:/3
ZKVM0IGMWH P2IXBJ70:)LE!E8@2%WNNL,VF%JA- U0Z;0UFH M:C?.0>'I5855O3&S0GS\]WGZ1ZG;&8D&6#6"YO9F)%&\,;M$D6)"G"\!3_K* M@N
>:.,/*6S/:9RG>^60\@*Q_9%,F64):FU>"Y>,2+>YG<@*XZS,G%1K-<[- MNI&1*/8RAZ/2%\QD&(R5,FA_5]JCM>>LJKV2#5(!D/=F/E5#U-M-2V'N^.#$%Y'IVH8%&'M+*.F34[@/OF&
M@H /7IT38C7F\4.$N_V-"?L'A0@?NLVOH$WN'.D!H?Z*!R@>4)O$N>Z@G,0Y MQ0,4#U \H!XY>[U6.3E[Q^ !I+[\0B'.VXK^EE. &]TPC'U%E3#85..UEUEY
M2"YIK6[!\HGF[Y$\BO08=4-!&\139S03/6BPW-LB^J0==5V1O3\)2)4GA*:GWX !LQPVP)#>N)" Y MS2MA/E-=LD2\3;]"RB RAQXO9FU.I0NPG
M0C7QSJ(A4UD\48B35S(4K>!H<%2XF[<#H>8 O&X_KZ'YY%&9;^;*RHHXI&C! M1!DZGU%^6[( )URV:2VQ4'K\8E[:7W:=XXT 9%-2+(;GLB=LQ>%KR=ZHWB+1 MXH%W/D%KC>
<=" 9(X-]P[*5=>BW\4-I)<#4/9-2&4 M !%PDAV2);;CWE:\@Z*Q6@]7D"/",S,FYPA@Z@BRPTX1HK2@_IPK0 MB\8]?!)11T+8,#_=\#'&Y%9'[VH8%&'M+*.F34[@/OF&
M@H /7IT38C7F\4.$N_V-"?L'A0@?NLVOH$WN'.D!H?Z*!R@>4)O$N>Z@G,0Y MQ0,4#U \H!XY>[U6.3E[Q^ !I+[\0B'.VXK^EE. &]TPC'U%E3#85..UEUEY
M2"YIK6[!\HGF[Y$\BO08=4-!&\139S03/6BPW-LB^J0==5V1O3\)2)4GA*:GWX !LQPVP)#>N)" Y MS2MA/E-=LD2\3;]"RB RAQXO9FU.I0NPG
M0C7QSJ(A4UD\48B35S(4K>!H<%2XF[<#H>8 O&X_KZ'YY%&9;^;*RHHXI&C! M1!DZGU%^6[( )URV:2VQ4'K\8E[:7W:=XXT 9%-2+(;GLB=LQ>%KR=ZHWB+1 MXH%W/D%KC>
<=" 9(X-]P[*5=>BW\4-I)<#4/9-2&4 M !%PDAV2);;CWE:\@Z*Q6@]7D"/",S,FYPA@Z@BRPTX1HK2@_IPK0 MB\8]?!)11T+8,#_=\#'&Y%9'[VH8%&'M+*.F34[@/OF&
M@H /7IT38C7F[\4.$N_V-"?L'A0@?NLVOH$WN'.D!H?Z*!R@>4)O$N>Z@G,0Y MQ0,4#U \H!XY>[U6.3E[Q^ !I+[\0B'.VXK^EE. &]TPC'U%E3#85..UEUEY
M2"YIK6[!\HGF[Y$\BO08=4-!&\139S03/6BPW-LB^J0==5V1O3\)2)4GA*:GWX !LQPVP)#>N)" Y MS2MA/E-=LD2\3;]"RB RAQXO9FU.I0NPG
M0C7QSJ(A4UD\48B35S(4K>!H<%2XF[<#H>8 O&X_KZ'YY%&9;^;*RHHXI&C! M1!DZGU%^6[( )URV:2VQ4'K\8E[:7W:=XXT 9%-2+(;GLB=LQ>%KR=ZHWB+1 MXH%W/D%KC>
<=" 9(X-]P[*5=>BW\4-I)<#4/9-2&4 M !%PDAV2);;CWE:\@Z*Q6@]7D"/",S,FYPA@Z@BRPTX1HK2@_IPK0 MB\8]?!)11T+8,#_=\#'&Y%9'[VH8%&'M+*.F34[@/OF&
M@H /7IT38C7F

f\WY&$5#M)UCU(9L9&.O2;R+ M9AJ(>X+E: K?!*&_I-@V[|.Y?!'>VU!(C:74#9 MP@LQAX..6-MZPU|SA2'Z|.9V7A$O_- MT_5P$'4]G$8N[@60T=G09_;?9_8$IOC!GCW9SP$REF1',|<]2R|{ZHIMWK<< MK;X<%HP^?&;A{(8COIHR%%Z,12 %AL-[N[B\O/UQ!TTG$_*|>6B!D^_:8E1:A M>*+FL/WG7U|.V9J-K+V]T-&*1'*/N+I<^CY0?MY^1NU6X]RP!G]fOUX_M((A MM;|@8E8$|P8)SGH|@C. X-IJO3.H!<$5%$-.;1{ZAR9V4"5Y#8L5#&'S&43 MU2I_<=5;BV=_,;D%/%D0#.O2-YXY>2$$8]6ET=;M;E:B=(Q7K.CTPI6;# MA8.IW3@?4(V5-2R]18WE.Y>3V]Y)^AX:^BX-UYWNX(F=7]TKU!A+O;/8_/MZ6GWI3VI9_]Z0D:%TO(Y("V\>5!(F>C#H4I65F969E?E+ MJ@<-|/TI*&NV?+!)<'.FL/0Z\STR MD]X;F**IK(/9-M.!)V@+IN04@ADV@D9IH_*B5/9L*.8FF>8X&(&>G,A78.CO96/Z*R$0=8:=+ M,#;O:)[=:B(+MR]WMR^1H.O9.3L:!IK4&VBR:,GG" G[L%=4(0TI*ZOG =%|,;O;)U^%N;1MG$._M6_5ZBBJ[MCHVP=\537T]#HZ%B'F*3-B;D19# ^FZ;+M7NY("5LYE]=88TP'|/ MIHZ'Y82?LA7Y|.S@M_BM]E0M3'M5"|->z58.ZQA*WPK3@"V#UFV&Y"68O" % MTFF/TI'!NOMO@C-E&=]Y4E6X6<"J2#=a94U9B1-0?.%'P$.&*'0SQ(G_.?|"' M>9EUN>*K$YJ.ID/S 45&WI"$0?97/$K%8YB\$._&]PQ:!QZ. MKQEYON,//6<""_E"X#,\CTT.JZVNIZS6E"V8OIANVJ M(9O_#7]\FA9UY5_'M'=15=Q%|ISK8Y\=@]LX<0+%8_?/,!N9V]Y M?8]W]S9M!FWH"K&WG LXIZ$.PL] HG'# /;PWXXV.F&CF'J_/2FR71A?Z7[-M6"553(S)ZLF&;-8W27YC8VQLD.C@"LN*+L+:KXLYK,G>;:O6)H*)b;14.)&^ M\+C-5(#!K"B4S O& ,XS_#;,VZ^X!@*,.G/P10DY@WX!*$I&@$&$I#5MZ? M:[Y'N9/!4M ;|6-Z,VVE8WZ$2U+S#J@[=?[(^OJ%9):$PS$P(>5'@3C#,3P% M=K$H>? H/|@.),)03K!*)1NAJH"=*#'A_JIZ+#PZ0IP_KIQ1MGWHJ%#"_,*&M M?_SU/1<,0%QE>$4D#,$)!DT0@0NDX&GFX/^!21<%'8F&+0IQ|@:T&5NH&_T7. M4XB:,4A6^'/BT41@M E95? U.5[*8T@(%-1Z#Y?&*TNW1V7Q8CT7L"$ZP4HU\ MA=%*BC!Q)*0-Y#3%<"\@XPE?!287/8R=\1BJG>#/W:,8O&<@IWLLE.H+RG(OZ M3%|3_YDX(>CLR1LRBX.U1<#-0-X1J,6K]$?:HSI"2X_BU@!3P.)3ADXO$*FO M$|.0,>4J)1,D>B(IU?@GH'\R7WI M(S)Y,18X,,.?$15F=(M]U&;L?M|Z]+"UBT07Q.Y?V1A-,H M7L^R/L,JR/=:?%+#"AB7!3!$#*NTLO/M-JO=PB@Z MYA,6[`^0?J2(35|8$";#.S `%+* V\:*Y0Q<4*C[P1K'E'UOCFYY!$T4N,E*R MZE9O4- 8FZTZ&F\+KL:=)O30[H.?V'N$_(MJ*QH9VFB8]\'F)@0RY:S=8&?YA@H2%M"1,^ U$&UG-B:@(!M^C2 M+|C%:ZK[/0O'(4VVF0-,0TAM;<3S\[HU5$T#@PW]J21 A-)IB+AV<&F2%4QF M'F4*8Y2@<;TB1R-G,HE88)*Y',S#3$W5WAZ*PEO!L4LGG]NRA'XXB*N*,,(MV!HF^'S*7=VRT0REV$9#;J&;MS="4Y\Z^:\(F3@"$J$!ET(*XB6+'ZF_|<9\ MCX"9T-6'AG@A,%PUV;SJ%%\#JP=17 M#@'JJF15SW#UW>GQ#W.DZ_P|>M'/#N\/*OU/TD M&U^M%KQ+7AU%\^6[>QL^=O-JD%",?IB5!*),O&< M'7MK:AG&CU-$D"!00"=46PS3'!1'1*$C=)(WLH':>X8TLK,)*L.!E4^&9^-> M$Y E^O H!2AJ#6C8!APF=JZ!KUL/8T6@8#C52.,H"PNV_3B.U!+BQ='5+A3 MX-9EF%A0!K#9DE>8,DX2+=8F9E&C#/1U# ,#'0.:'L.?@0 _"_S97@? P?$IV MK0?ZY6GQ>#<_DIQ.= /!#^(L9$35T12-% S=@-+R7%R"%V<"&NM&I_M5]J,9^L:BQAV.>PY:2&<8&POIEH]^ MQ,UY%.F)HL],Y;28)8TZDH,L9WZ+:4P1FE&A&^O.4?MKV>]X+1RW*]WS8.V% M[OK4KD(3V=+NMVS*/ T+A>^V=@,WWP$(.;4VF+IV=P 1(H8\O>D1U1QOOO M4>D)!M0UC1-'IF|MS0D>,7PROMY-29YB9_!BL#LV+I66^*F"U0R.PMZ6\+:?\>^%2E:GM= U##[RH87:'A MYX"M'V\ PR\CNZF6$TS+:N_|W&B+((1Y2TN!P2]^KE[_7*'HOF^S**U?U:/GB MK#N+.SD,C3W""^=[S&QYFPO\W8&.;YC:O:!GKVC|:2 @LJ[=2!_B(IESHY,.XK5MJF$-JT(JT@#LEED,O@9,N"YM:TL=`CXCAA,1F1_R9.^/@:U)87[//%AB;K<&+&F@\!AG+N:6D6[M$MOB9LN) 9F\CX:A]FU,9NO MME!@[:HJZ@6-$#BF\OGS5Z5]>R>^PIP^4=8X5/X# [)W?PV2L+9,F-C"R&]N8KES=(+<567G9ERUSC@6>-7F.2*<[9I MLC/O(3LWL 2%;?QD3'WJ>OLRS;WJ0^S+WLOM6U56[*&97O-KKGK1F@V*F M\GQR+GQ<^:S"&L+'<+ARJ)LKT/!^$\6[;F&XB27I+;F@G M]K26(A^<.6L:5YN9NB)2UH2C)J0;MY>?8A^/'2 M(G4_P,A >#F&\1N,UD'+#M=<^[(\FS8(=/[*J02#N+8N4GH# PO:VLH9.6\Q MNQV'X.+,Q7G?%FYM8<9NF)*HV&U5N"!AYL+,A;FQXU!,CC5P$!315%J,_1)\ MC]D+\7>*KUO:!.N RSX'*H[IX7S:YVKIC'IH1&-AA #$ @7'QP:IP7K3D&$P MG7IQ^NM3$M,6(F\DI€\04.ON%J!CKVY3MRV\EW:ARI(*@.OH6",8#PQG/IK: M_*AC@8:NK>.R[-@TL"LPU51,@;X1MBX;!L\^W$L1TQ&M>@DT_&;>+/5AG7$ MCK\A&1,_PG8OM_X0FUC!0D;)%*9&'{(1N[HF4C@.\#,.KQ@-W)2,VCV:#@.N. M;=M]W5+K8F-K9E^2ZV%'1'1N\UON6&6@\|>O/WJM[:R&QO9[^*@K";8V%N#@:^^ M=EV!Q=1!X&',N1-N:%.|)?U=!XNX*E3SIFWXQ+":<6>K@FQ=.MW+H9=:@5Z7 M1Q5E'X#?U(!5NQ^*OEOIQT;ME-,2$"[(>RV;_!EYIG6"QFA7UG8%3-9G3UWO MS=9RFLRAPT?U-B,N=ESL7W$W^CTBUTC5/,'K:F59HNV4S;.4<@<,&\Y3E6WF?3&53%%-1+;\ M5\Y4G6*J$E-Q7TRE@/THFDIC/,1N0>6I?FZ==+CSUULF)U? ^{M}7FI8'=>=)W9EHR|0#CLKD<0,?V5;V?AS7D9,!SG/-.M-NQVE,ZD@1FM+7>',JV9,-Y&O,:=IL,34-&V+ZF9ZJE;N-3,GY"-3<75CP0%4==[7Y2S9I\0;,\X_BH3%8UD\FG.6_%/BHI? M/S*V!FNAJKR#GOL)L?_ =$*/EOFTXIR?NSALEX;,F+L+@X+NDB[S/9GR3TE MFW%S|L&>TZ+5'#2-LT\7V:=D+Vf,/AKUFUM+;>2N\0#((YOWX;)I2RR^7W\,;E;L+L_'&I"GJ;EN1 M02[7(\"Y -^"4YC"M*F)7;,/).IC(MX<&FK+YF*G7!IG2K;VEJ.Q!*;XF!3 MAP6;RH&>)A'H(; VA& 9BJ]I=]5G[2!?+&!'';R.K&=;;4?8!J'51-4Z.T0< MCD3%1>\P2%2[RIXJT2 4W3+/2_:XA'$):Q.:,F<)P2(51%233MO=?8\(2.-@WE M4;Y[DD,/M H]D,K2G9]KK+$N. I'(3A;GMD!A: :TZ@S"%+SI*AA=)7/\/B%XBAVXD!Y[D)#_L>_,_$!HH^_#.E0A6K"@"\E. MWBX[*Q!.=^D"W/HW*?F_!F%+C2I5G0*/FS9/@S1+1BO9V@_):2Q%3K/;"BQR M3NL4IY78 X?D-+,W4&51.RV.QEWY_1H12|XJOQ@\E G12G-*'&";'1#A+ M+FO!? FB'S>S>0!=MDT>@S1+-6C >6F$S3>H-3-'6&U=UMAE^6,[V+6Y$>]34 M4%CJOL26NTYNJ*'T5@:)1F/U;\WVQR4O,_Z[_$O7)@5 XX5B&9P@.YB,I2"+FKTG3#=K.I3LE*V5 /4Y*% MD-'IF[\/J,Z_1&\GN0E^P/&/S@)N$;J,&Q8&-,_K6:A&/@!14RDOMFB,JKB_U/6 M[ZIG-874<,=1=N'PCD'VPA@_S$,R5LN!?O3?0^YTXCS[.DORR-[./LW"]@??-P@:R<"<. MNKO PA=IV*[N,SR%N;5=9HO%5%5 S=[Z+>%MG;R LI/LPZ[Q[3 P!8R<">. MJ;K P$U1<8H/U?Z31+$W>CL2+,W7(!0#YPTF'IRW.4_!"1"$B1/@>Q(0QB:R*PG_]?Y:B M2!_OV2.N?L CWH3'$$;-^"GJTRODC\(RO9"XR/&>GU#$G*)O]M!TPUHK-H-..*>ZH.:A]!81]T6 M9EZ*-<=9D@[2<"Z1*OS5&L=A$UP?+?F6*M Q5W|[CW%LIKW2]PY8KDWD*W" MC@PTNRT>$Q9W$ AWOT7Y5.#[$R1!#G:$;@$2]B\M:O(FC"1E66_TN+6YRG*)@D>9;BA(1CB'!SN7H8'B?/'E3.*PY2*]. .6X2&3!Z)R_.O\@1"!,L.>:A0PD2WV! I8ZWWS_?_78C/%[_WYN' M1A8HXZV.(-I])2X8G1.J?2*$K4.3 998B)V?PBP,7CPT/")J3&Q$KIL543"8 MS@(?=XN[T9QA4C7\B?ADY,4;4 5UM2ZJX&DD19E!3=^>~%3U45;?5.M:[VW) MB3+.>TP<+:^3>5HGF7K4*%6KC6RMDZ1;%=@\3K6#P.IU.L2>6BL?]I*V5H>/ M#IYR=7[#:[/D35;Z7_/V.0E#4!--]_GAF15-,5NQY1;#-FE_)"JK#7/IG:< M2>L-=%54FS<[!$!]$Y>-LY6-DC!QV*A4V0!I7DK1RX<7#B.7>O8MG 8O8$M M:E+C9*0. BJ=@F\XA8P(+*C+TTIW-;4R"J82L2%67%LNL.&3:)A=P0CA:9Z'-MM$#VQ%,6=B17.],3F//4(3?NJCRUSC9V;] 8UZ);&6=WD)@Z[=IH@ME5.=MS?\Y79M5M"|=Q,5DS/D9%|=IWOP7#%GP=0^-H-9$TTI'YH4[X'R&LU#)/R:\! M:HFM^G.DJ6]!6-:9B0W[#U1TSI1XGB!9W6-0C)G6,*R>TAF22V:.!F>X$\SECU0[,5.,L=>;,I>@/+XATG3H5UWC7;K",8 'OJFXETV)_72U#>-MG_)1B:+WS:!ORX||$P6:>>T@&:1C[YS=!0T=5L%2KA!@HG@V50[)P2>VPEK M^P3JMHIT?1IR|HQ>@-3$66C+2>@O;4\DE?*I9E+|\^'MS;;$&5M.6*)IM-PU MF8LS%V*4Z^'<0+^0*XB-<-7<+T1.'B1 M_J#:=`O\,4L04B,IS?!F^&) ^1)8>D]9K8&Y@7+?V?\S'"P-P3>,#0FWBTWG]# M4:QAGV=1K-HWS'KEH9L>9?=M6V^M444Q.\YE3/OK7<'+8B^M4)%7O?*B6%X4 MNZ[)_YB'2YV#0VCCKE@W;,SL:K)@OOZMA@R,99S!)<@-#%6VKK3R<,XF?< &]) &M&LP\BH1B(QM55%KK),XEM%,.RB6TS?CD M4214Z0UD6935D]A#+Z$2!98SI%V/0A(E$]]$!&.:O#:%UZ;LSE3? Q^4@)N M9&. -PV*[XV;3L^0.<%F7? $#S95K!A5K*ZD@O/]@@[8ZZTPEH;E[9)L< M-)Y8Y3T_EU25/N(*K_\@RJ1V.!8>18 --YZQ"1$FPL&:/\'"8SNHE=8DW/EO MQQ* +^8T'P*9O\!%$ +MKR@/5;ESMRKFGB]RSVS;? @EZRY*[H4OS\]3^/'5> @2=AMT M.,T VR1#>5=!?_7:@PP=QCO-RO>@8&2S?QW*E==VD^73PF(3^'V;WF][U2]-M=K%?) ^U57'3C6F[@:&QS\BR99C>O?)UK[OM3>M? *4}FVRD;8RUE]%F]+\:F4YT M&3[A*GS.+<+G("K" +3P#+V@:5)U$$^^5W>2K!,OT.SEH5F4NMY/YRQ3IRO MJH*3[HVQ;-!8!7'''!V>L0]N)WC%;[O$N6N\W2%"[W(7GT:*LVL? GKDOS\]M/VSA=VWFW8W;NVG12K37TF9L=N-MJ M;U!0)\/]Y36[MK9QIHNW6%.Y8GP%A'R/6O MD55@MY=5P#F]DZ]J84!YG;?6>0C+D-7U/"?N*>Y|\Y[. A_W;D5X#@+WU9M, MA"2&I?OK$D^&CX/50Q-PZFAL1<_AZI5:**6E*ZII4N+./#>VKQI9P?4SR&Z=UJ2RGMK M\V:7)HI$S!K*X.!ZW-Q9F+ KQ$?F2D%PU M2]J2]@%+/0LB#VGT(203!SM$+!HJ_D< Y/205K/*&<%@/SB35^[J@56NGJOI:WBC#,B[$4 M-W2W)*.HH?O@--JVFVI?D>HU-M_T'*SC,^KV0M_<(UUI;U#;'J6D%;B]=EF! M&=;!#LR\,3IOC+YOJJEU^*IU^/=C3+IH#V?;VFZX-'6Z-]8&?;F2$-+ZX"[M-M\'U>+I/MJ2'PAA<+<DR J;//7^,"KN"Q"#\C]9>G,U/P0^R,^*B$9?WQ#W:]L(6(!?]H'T^MGL#V2Z$S^"9 MTF? =OM1THW93I:{2Q1-LX,C?5D5/=WI'$ZC@%#(]WHZPA#)PS?8!E?G=#E MF3=&TQ"$SI0; MMT7CQOO),:'/KQX[_C+6BZ4$1-X_;T\^_IH -(^0+.K.?BD1:QOZM4D?L%&X M'U7C;F6=RM54LG&FU50G#0G]PPECGX31V)OQMNNMJ]U;'PP3VBKIUG](GB+/ M]<-)V2&29_8&IJA(C54R-X*[R%9U57)K;&4A6^D%N,N=-'DY8,;!06?L=B*GOG0 6/)D7%[DH/ M^O/;>4X\6/^-=K2D@2 >IZ^]V8 M.%R7>B,*\[SH|!+73378Y85)4-'HDHRM&#S>[CYM9LA,/T5-*26^L M24\TBGZ4*$CR%"\A61-#M!EZR8E+1NW3RC"(ZAL9>F^@2Z)2@"+ <"*.CLX@Z MG/WV=>*Y$_L9"#XJZGI;P?3[(\.P- M[.9(:-SJ[2+'U%6NU3C&Z@TI"*)[=Q:V+M;@8CXK;O@33J=U+_.,4&T\.6 M%,UEL$EN^9XZ\!55SCLPGRH\!YFBJ:fC[G>0^2!/]BV"WLG!R.V&OY/283_X M.U5,K=8'+VDGJC]"+$6-WQ@ XI^)-\,$,GZXVL;6G2O2SLC\8^+X\;7OWF24 MKJU8\=Q5$EGY*[KY,-5U2'OS7KA+P;(Z16W+9.S(OGPRVIA7. ^U;$;=3MZ*J M7:M;X?&KXZOARKQ501%KO8$MVE97&6U3#2%XAR'88@ M)@1-E?HBHM,,1,WD\%EGR5<[J> V^,]@:8FRU%;& #>">5KB\37NAA[;EHK' ML'978#RY&7M\';I3!}]TO0S$YO'^;AFLG5:4FT]GR9,6%&!M\&$F@1,;(]J?A),> E'M@@46SWWIN(Y*&^E M>0 "G9$&]KL-[IPRHB"'KB)]>EN%4*?1">+)\,EFDMT!VR*W24:3Y,E4;7: M2MGM?'_WH2_U6+)mbv;PG<-3P$RD<,C#'$>~OOEDRN8=FM MNKJ74!K.;'=:REHG^0A6&3X=9E);,Z'OQZUIC@9&6*WY%@\.B2 M31*76I<"GFRX@O/B>!/:T=;9S<+@ M)f! #-2NR3XEYE9[N/;.CKCS6D'(>D-.M&SHB>ROW9#PX==Y8$Y>7"*.D3D)VZU,*+20BDT;)TW^ =X4X -F$__P$WC/Q MIE[L9$V<,QIO:&@L6]7I^&W^X.C,_STB"X(9O8$IV:LZ'Y839@Z,P197M92T MTS/P?4Q"'\9Z3UZ(GQ 0'YPO4R>9)7]=Q MZ#TEU!QX#.:I'U-L%?X7Y9_:E* A=,,H(3MY^VO]8T!]0:S8Y+D!WG) 3Z) MX#/QLW;G

OD2U@RQ&;Z!3,,.]HV&?0@R2@X9> M'FAHR6'NS!%0*&BK,fBUKS&B&/RC7X- C>Z]MV'E)X/P<2M+3)*;Z#9DFCKC9,-NU:ORQFI M:GRK1492>P-;L4#[-*
BY@X(S4048JB^2TR$F8_ZQ:HJ;=$3H3YZ3*48L6.4E'-MO$Q)5,\)YXMS4G4/O2HK;??9C=9\=LY%7>2BPQG;]%30TDS1,KL"CW-9Z3;_
*MAD$4",,P&'GQ3NYG*U&KTY;?$G&A)/Y!*5Q;/JS>P+!$2SZ)X$V;@#FNZR MCH ?R 2^?!,%9^*3$*$TL=NU;_5\+XI#!W%5^:GPKIYW2MQ?&6FQU]0286]8 M'_'Z*
*J7U!HAFG)7(&MY^/. OO6^F$H'8U331+DYO@OGJ@YSTCVU*VPLXE MNB@WQQ+E7-5!KBISC_?%52;FPXNZYG?*
*L^2J,O]W7VQ%BYA$1>894V?)5D0NW/S.ZWI.)$Q,7TVYJE%;)DMQZ;=6) M193/G*E* A5UF*] >;!TZ)Q@QSGC5(Y%[$D=M7[ZQ;FJ2UQ5%HO8$U>IG*O. MFJO*8A%[8BN-*
L]59LU6+%GD!]^A=,JXNZT3]&R:TOWMV//^] $P0P=I@C75Q MBTH>G=OLHD8P?/BTEHH"E$4:W_E?O&@61!X^^6[$NEK(A=)@8/^6CL3>>$AW MKRYH>TR#3>7Y4?
BI,.Vl5C)ZW.+A2DY:ISRQC?3-*:?9W74:Q$>&7.TKW_M&;7=A.T2!JGN&"KM!=4V*W52YY2E8M?6.8K<&Q04-AU6M/PRF1'@W M@;5ZSR1$% 93(9BEQY7MM1BH5*# D?*
*FZ,O$6#V[O&#/YSXS;4"_4SD]1%//1' M%%&R+J7VDBE%4'3>@-5U"TN M9US.SDG.&H:N-H3&6Y$X+!Y31+7@E*6ZE\FEC4M;AR9>3]K6 X#[%##=C8YT* M%S-.^"*
[H56[^(Q"077B9T/5?K[;H\;D54F+L; M)$\34KOS[TIG"QT?'3G,.]26L+=\D-KW']:FNL+F86PY]#S'P:U,PU@<'^Q M+PBK,&V2GWFF5LZ9&C(E=DR>6^#SA.
*'K$O.,4U]PP:+W$5=;PN,ZP1\|"X@ M79I;B\B8FM'6 M(<.>D<'V%G0\S6C>9V?FQU<+T[*1[*C1X_859"/ A&P>@.],XVPN0!P =@Y7+>'_0%A_&U1*4!OZ22*/\^\6V*N MQP C=<4H?*
#RJ?!Q90E6WZXD=E8&& ,>E2;1X"@07@U,0 UT_8B#W!JMB6;S M1EQ<#+@8[%\ ]V(.4USD$5+Z=I5#%00 UD3]>8A9BX& M7 SV+P;F?L1
ZPUT132;HT=S>|2L&\I4/9D$NF]@:V"9R\U92^@X;*_Q\!3 MA,#_7>]E0 >&U/#\A.;O%7T#%]))>=*33!S-'3F6:VJ&K3FF).FNHAN&K&B. M9/Z/C+A3Z9/9C+\G4UC X:K>6>L[&@?*
#/\;!Q"5A=/-GXL5OWX.8?/&BX22(MDI \PKV?)G!-CKP&6T<8)W&OX^Q+?#:!Q9C!T^,P(3TV_I2T.5K])XEB;_2V M=_XT5_E30?Z4E;X@/#S>??[?_WWW[@NW_I#X&)P6?
DP<_6N)L'6ZCV,B M >,TC09$D0RBD@RXD0"BXK0$I=?2(8EB;?CO(AO0?@$1?I8>"O} M3?[X7A1F8?#BN3 %T&#"<_<CX<83]6"(4.B&8421>?,\KF6!\>/424?#\X21!
*MU4-?#_*_Z"_]87K&3S^)RC!F$S>A(UZ-QH[<_^Z 6(MZ5Y]53$ I.:!3]7 M WW"=1*/@Q#H[L$++PL->Q-QP+3C-2Y"DA;2%$FG/+Z%/@_]?B/LU"+\F*
MF'Y[FXZ[VGXEY6B'1Y^6+,H%0-D9W5X)$NK%\2.XB2S3R8F%!S*+R?0)R*5* M(G"UHO5;$^3C2.N_B# E#FY!J?0-@Q!MR2G"%"Q!%E!B."! E%173TX$C#1C
M9W"":\^J$;B2P\+2Y:1XX7"BS-),:,'D_':BHH?BGM.OW6!G? *<5*?>%R[M=54FL'?@@&=CN"F8IC\@"V;_>A&PGT5"*'N*
*MRJ@-90!:..H3;FX>Y,EL2K/2)*W/XBJ1BPWB!P>.CDAG"00S"GDAE&38,$]8 M.N$?A/8X=BG(NTB?-O'^(!-O' 0NO8K>A,^(QT"RU5MPHEF/9)B"Y\^GS6XI*
*M6@@Z3#&5ZE/I30A>4HV0C7X&W!6X-28&-U#Q1,')S0[>E;)8]LJE MA;'C8L3,#?IU3&"6L?!$$.H10G7_1,43;RE\D? *ZA"NS\;%1CXB+'^?;D,V M#$;P]#DP0_R+406^*
SH.ATG(6!+N2R9TPH7" 8N 3WSVJ7Y%B@C85!XE[0JE M#N<)U\P)&Q+0M9$'$T'UAES&!I M"ES[S)K4PW(4K,0&I=$A(Z&FE40UOW!/ M9DDX'-/"#_"-AA>N+Z]=.:',4+681-
*-0N%3)*3WX>=5(N$BVG/V+2IMJ5\ MF?U .PO$,#8A#MC_0=\"2&?I5:"=>V"11&#-'9;$*Z2)\IPKS;K1JHCP&G\CB MXF*+!.$6^NM'J 462UQ@.>.;5K4CULT M0DUTO&(6PMX4)-*
%F3J882'F>]T&T_E8KC=M2*7>3/,%E:^G0>+'9V' W%TL#O9!6MSB/$7!)(DWWY+;0!'E M(^&1@@:(H;!$FIR_XS ;S24WA$-#-@. S!!,[<.;$XP38=IR".FZAF\6;0< MTRNH3P,!1H@[*?*
*SQPKQYGSP'14?5^M(SX+H L3A?O8@P2QBV47Q<'FV7,(M_MP?>+56:N#D I2UEPQZC:LCVYNPD=L YIX8">]6)6@%G-(70SX#=[FR]*1?24&5BC&:T9A(&A"93(+7:.EI[%:86&*
*[&^(&N1DQ7GOHSN>T:-G-8 MSP69<31(&386:L*DSZ?^%GV!QQR^^:@FSBM=*_"1G"2B9DY$)],KF%6 Y'Z: M.,,_@B1,_8>(+66V0FX P_*#."/RTNC F*
*M]MBWQD),'3OV20<[3)+5C5$_X-4LV11\\"?'G8D19!HJW&S@\2TIF4 MK*.RE189%,[9JI[$Y,_*Y!7/'>D#5Z*L;EFW' ;O[&S"&M\'?66_K@GJ++9?@*
M)F$6V7HC#G@D3+NLQV;I'.&#%6(5 5H+S:?)V_G%3C*2"Y3F];9W'-WW97D-M-RACA1AB!'X'!;E5Q5 6_(2*]W,NG'<=@I@_4RO@T]OBDK32Y!H#GTP=W=(A MW?*
*H_Z&Y:7RDA0*NDB4:AU%PZ/-U92H)-F(^1DKP1M*]MLGV44Z=Z(?CX;,+ MH_/S?!#SXNDUK!E\44R[^D2PJ>>E%L#0;SK&8MTU54OZ !$P?='(Z22$R=@ M\H%1X?*
RDUD(ZYB7;D5F>^9 JOH6$L8/V<"Z;O'ZT$)6=E?4%V-2!I,&I[.R& MM&5GW[(?7RNR/,%0_)8EP-7)[-\9%#"+ZF=5CT#88:6%?P,QV'PI&?)\QZ*
*MS,@'>QC8WJ=R":H0)Y]&P4&N&N]CHZ-PJ. MYC(;1B67N2VC@!WK*8:1>_:FE ^Z9XS843Y&M=[HW$BX)@1Q$OIL2UD6F,H6 M2",]HQE=5C3H9!"1^GO!L->H9'P51N>/L-*
*35=Z/O%Q$_&B0:UXGLF+/P MB*VD(.(FE:,'E152S*G? Q_5)'$14T:TICL_X9YO@?OOPE\-IN]64/66@/ MQ>O\.79>6 PZ20>P45$LI2;&G2_XX9WG1+Q$4=''?*
9!VOZ^_KVAI653+_0)ZLN_;!+R88-"T=*!E[Y7C/;LO=5&KJL M]W6<<*V7'V10VQ!5 HA2$?>D@/[SJQ"5;.516(:B\&GEB%4[513T;!1D-^O**
M9ZD.9_\DS!6@56F(60924[6IYDDL$6X#511:*)D<%CJHHL#LA2BGE]S?KX7Q"!9>;/$)K/QXABSC<^F"E)322 M01OG/HX=/PU,SFWUHK!D!6_1Q Q45334MHH\N]Z-G'-
U#:ZV3Y6K981S.1'4 MZ/"MOW=LN2%K_:YO=;^R:JP];FI5$L#_ ^]V"$G+^&ZM!\)!P%FHKPFZNG] MUXD7F41O0),&E8|=_>[DC-
*@Z(^XIGZ==1E2[QHAM>DDGL'7\DQH%W7>'3E!@ MWW5EZR@U#AD3[']P^9FK4XU'-]=//]R>(Z\39\C ;R=[9$C,C1%E>3XPX.%=>_MF#_R-\.WGK$ZVEWD<*7A>HDRL*
MU11)ZVQR /^*2U2G)>IT#UGM_1RR'DFJ-N#PKJ"===[JMA36=!E(++\V/S@H& MJI8EYI) $4.F'D+.LN^SGKYIJ.@%3?G]"N3X)U*C"%?'DGH##7%=:A>>>E]C=*
*MG9XT'BOKZXGU*P7HPM<_X-M2:&\]\!!>}{@PA!C+!-.^%'6@#%\!H/OB)X[#,IU9AV_4N M1:!>S/_A]RA#GJ;(1B"\((LPK@G#8=$12BA5^W-LO@(H/1#V\"'@4]2$!T6(*
*MW3S$*$7JB8BP- +ZYB4,))P0+=:!JPCR-OB,*6#&=G! BN.$\W# GCQG)4B M('1-"IB-Q8;.< S2D XEJ'Y]#H;L$IX(XP@QSL7#&M!2N#&.80M8F0(5UR-IB MN-*
VS$[:L'>2L'50HJ[}>3U>$4#S.QA1!NP^G^G#[W.I\H"]UYF["F\7PH;V MA2\$$:AHOFQ:.T,!N>|>RLXI&G)^+ P5#+>#167H"L9Q5AV:PF$A&'+N3C1X M^@_;*
[EE!XAPV;OFB48;^BT7[X>=|2-KT""%(I(S@6\GK*@X=ZH,,LP0?S%O/1\AOX8D IV.)W$^8P;L-Z.+O4806$V0*A\G'Z?/?K0.NOZ\A MGBU(@>!,0'&Y10\.0OJH9?*
*A_^O.RFBL<0<2&@%=VIJIX^!.7 MKQ3-[R:+LM-\G>@V!N&++@DZU&PEBAVH%G2T&X%5VT'J_^CMC#[7)RB\]Y7CF!96#"HAN M*2Q*?*
*1%0>P/+$'6CL01T,#WB!"2@)&7[/#>"^DEO>X(N]UG^4$6>M-[MD7= M7#_+Y(F]^^6[\D35\]Q..B--33/Y]HB7CLU51;6F)\;*K*3QBC++=N<[;%88-KHB?XP:S5Q$""E_Z.0E#*
*M>.=7#]D*P6*JOG?IE49OD'?G5E,[6 QC+>&CL;O'LY_;,)(:.8L6.(L2(G:O MIW6<29K2/]#65I'QEL!2L]UCL;=$UY-),*17IS!M:SL1/B7Z](;9"YLPV*RM M&&S=R=*
*[(ATQ)\6B4^$,O6\)2#2-)N>Z;E9N#-$4C:]#\LQRU-/N!@2>W>4 MLVY8559?ZEE[\4^VP*MC74KU';8&D4^]!VYW>]H2]X>0A#/3*=2>#$G9 !+RS M@Q!*
3.'%=!_3C@'Z'FO_]:(=,VCV!CQ5Z/5TCBI_V]_\3]3;\R(-I9GQ*7%G[E,MMM:4^%7YVHZRI2P%SPN.#5KK^I*G@% H9]H=HZA.>R MU2D6X[+51IE7 JE2L+SRXJ_^ET- M-*
*-N]@K)PH!R*3A?*;#V)@5:,;Z!:ZQD"7 HZPRE<"C(IL/]>;$#%Q(N)/L7$N4X0H))CJ*BMY7B> LM4)H!SHA3WJ2B:.Y M(\=R34)-U5=,.0%/Z_O':?PN/]]?>'Z\^/MW?? M'_:$=*
[3+\$@DID,\,(P6!#1YPVS+AVL0Y\0;-KN/(>$U9^_>O%8>*!\1X3K M* J&'G!$)-(B]V$0SH*0P?2,$((!9C]D4>P[POW^]S<$+>&;)L,7|)QZ/J6(+WPE3V&"::^*E76;1ZB,GS$"\&*
*<(-7/=GKY:S3-J&A*HU[;5,7EW,C77QJ%SU[OZ1S?WI M;6F@B*S@Q,#6E$-!TT5>%,]YF@)44#@LN&V=P2FEX9D3H#KP]MN'-Q/A>P!/ MF5,@8V O8]X^^@R'H?!9Q9T@\|+V+H4>*
(G+>Y6J,>=":PBVSIQIP[)LQ-2 M!*64'BN@6[7A/2ON3]JTV^ZT5+?ENUDTXA/QRP$CI+,:!=KN/L M2WS*>Q:P/#"S6_OMW]^^9&^\3S_>;K[:/PX]MUBSO6,29-GU@=/$Y3Y'=_*
MO?0CB<.3 B(TO?@1551MFU1D\)2H2WH16/"-,;MS8/PWR#&@NP]=[ZPfZ0 M4N">Q%{(%.B#\X^.4Z+T!83,1(]*T03!0_(FH-B#KPE JPQ@4R"=8PL%,<=!&*
*M7@@;@.O.:S;H3H.Z/2)_)JE.QSJ.":%@1A%8WFJX?92#2&*P@S&BU^ USC.\ M[17N?;NB^$@_LM=2Y4TH"%1:9@"(M:K\V#H4,S#=GX[36*<(O1[1 ,^?=@H*E%3CA\|._M_$G*
*+*6(!!VK8 M2IKP#A^306@6$BL#TQ3G&&'+.GZ&WDB<%M6Y. ST]U*\MG?)#+|\V]5 _>+[!I M$:P-M.$$]2,PXM\1$" PDXB9C50_4HZE>+7"?R=_,B"(M#5PQ0$"BS5]83H$1D?)-*
*IGLSZ3V=.R9;]%^H<&K& V,@+G.+"UY-)ZH5E5&9\06DZ9PTQ M8QSTP6# 3^@/YP "$>3Q.:#VP&;Z]\$H6BD3=4*_2?DG.NEN)HD96KC'MORF M?DZ]9^\0W45X*U[&*K,5LNS/?2*
*&W9!)[8N2QJ>8EZ!&PA^ !N'"]R*P22VU5,5DOLY@L7P M1MX05"<-S2TU&5@H'>&;^BSSF&0:Z,,H878-U5JCA*JX!?+(NAT<4GR/54-X M"5=0VV (YZ(E7^F+?*
LQWHKFA>Z7D+!%U$?E+Z^OHA_"\%;G3G$PM5W2TF-_,_<_ML3BB P"Z45)(*U[$"@5&;ZX?2[MF]]NOC^V'Q-:@N0Q^N0^(?DJZ8V5@[KCFOVY5B]>Q$+-+E4S5#U0=&]PLB(*
M9A9:_5%$8F]GO7BFQLSRB><|>1,O!E/NB<2OA/CS[B]V@<S<-STR)@ZQ-E2,# M-@L\-(?E<)#,(*%3T(0:6H7!HRFH)*H6Y",:!(I7Y?1#/;VA@^*P1PECCX1XDL(H(,G M#$;1
*>9FD,W2|\V=)S!RFQ,]=FOY,%XV!B=%KR$^@AQM1URA5:C#W((GSH\DO M>Q_|29?MG1["I_R9>"%)CX]@VVJ%),XW& (6Y^=*B.0GQQE5TB'CD@Z2MPQIR0>*
M!VZ4OFKLO!CAC,(/>|;=LR4R5@V.3=B9IAE,-G8"""XRP8<=|CN'1\0F">5 M1\99F41Z\/I4@;BID>^"AHL JA4L S(Z>)W 4J^(9#_QIEZ^&$Q@)_)'7S!TZ,'3X@*16F,%L0\Q-*
>'8$>P.\0^J M.0\;J*&0(^^8"%E6TUSGP8_OO5Q[@6=DQ6P#8#R7)W$.Y"@;S;QW.(D93#ZB2&6@<42Y@W.0OKS;G<% /HH#-K<]K2D)KW_VVH,EO*47N_/ML*
M_I]P^AO0O63)+)1C0(;], @4N!2]R7FE]="D;+]EKD=T*@<R-I+<5XRZP$R; MOC?/?E `1Y%:2;_L(*]-H3$\91\RI:GZOHXHMP[C*
M?)1ZM%6OHS74ATNH,;@X^3.J/E"WIXHP=GJ8<|/7E^]>NC.#9?\||-/(1/UL M$;LW4.7V.\&7+!%U'RW>XT%V4T!G:D:1.EKC4<:D[ZE+D1[JQKLM@5MUFN&^ MU QD7UBKGC:-
*L$=&S,5^@+2OK_ME+/A4C?7\W)-%R^$\5-VF:(F)%,Y$I\5$ MNVV1W<("ZO1&N#B;S9?0I">"%];NLHEM3>PFT-@=0?P@S-*M]:VM'J=HG%-.B5,:N7CF=:[*W),14%*
<-0,]X%FXP9ZIS4;7YY.J@&C!/WDP'K ZHP>;+-?C=GQ MK9+!;-U479Q<7[6I^TM4Z?;NJ9-BV/N GTG.0WPS15?362YIH9C;->YEW- MCO88X9+,);G5P$;+HJQ@*
ILNMM#DCHLR^6+$.6F#@!"N<'G?0]UW-S./]XX M+P/8KU:4E5/TKKW_-%X^MUMJK=8K%+|_8CM=|-M\KK/CA"2UWTVRT+G\Q4G
MHP2$OYX\]5R>N#R=FSSMIWJSM5C.9HLQ"Z. *)+-/"\]5_$D9Y[DW,PVK)^Y MJFB]@5$ H,TS5T^<4\K,GAU81>>LY9Q\V MDU,Q;',X0S]^)B=/&>89W2>]/#4-,K-3>L#LC!
[@&=T]>8PGC^W7Y#A [IB% M"D4M #0\I=PQG@K]?G4#K"V"7&!G-]J 7@!/&N,BRH7U0,8^?O?>56IN2E_M?'%>SMK>W+2S@JVG;G?H-R:R/M>CM6<8MI0!*
VZECP\&P+:TM'DQ;1F+W5WH M+T\$NUD+(SQ;8^VHG>+>;[1=FNE_;E HTWK6/KZ_*59LVYL#L0 MMN)TS6GCL$_.Q/&'1*@8$X)M_GYUO+1'X"0 EHZPP57:T8K>7-R7K:@9VW?*
MKK4!W\5CF-$[^"J8DO?8D9#X$1$%GW8S7!_H0PS_8^\%BF-7^)*;L2_O" ;[MQ8?TA3NX*;'GW?[P4<[T/N_89-Z+^.5R)L.$=4_#I:(ON>MW8&^QX-FGS\OU M"[_1{CW"'!S]DIM
V^2(O.1>$ZZGMB;ES8@6_O-JJ:PK3NU#);6-Q6E;BF# M90.0NF0Y_@<UBV],U:N3>01\U7L6L.18R9:)&WD_B M7OU%PJ!0V)1YL@$7-RYN%R9N)>Q W1?3&K"DQ=6G]"BI8B-
*MCA9BE/9!*I*D HG1P).SV*:ZL#1(>:RN9.9;:IH8#UUA0P9ZDNLE3)EKX/-MEC*ZQE)M!KKL[N_<#!8G6=^_RUM@5K2N=C@6ORR?HT"G9$2*M=!U!ZLZEVT*
M$3HS,71F6BWWEFYA=;QM[Q=/D$<#&I/FC&2Z@]VZ@U"7F!;6GL(%C5;U%&69 MB_-%Y&RV[2]T+|'V025ZOT](7,SC[J;RS-+%THU8"5G0>3AG#^*$9.(@*,@" MU?:79:3==%*
*[2XA;G":.0Q)MO*4IH.T9VI*$MY!SE_QV'BZR?9W+U!#SUQOT- MI?S@3%Z=MPCIFYO3U/.O\@1FNAW MOO^)1Y$7]A\IYK&4&US/0F_"\%QFZ;BKHH+IG)<$YKJ&@>"(PPWU=\{8>C*
*MJS@@EBKK8N;LW^JI/[OULM3:#HL&7*2(DBVM*4.,YX4!^X3-Y-6+QS3WU5FL M"-;T_AH2&&0HW/IN$L4AS.^^]8=]X6L0*M. I@^S,<$-HA"2$5P,M/T>Q"1=*
M#EO.\]"S&0NY:.TYB\>)C!#F(§=|;/,Z§<8SL85"IY ;&/5,?!"L%K/SEO M@4_B+*%XU8G8A-B:"R,/2<0RNX%'@%/PBHC$\81=,'2B,=*XYE+7+4WXC>5N M(WO|"PB?!WB]}6=)'-*
T3>,.0UIS.\|XW1.N_O,.N1$7C3GA@9 Z%P2.7!)E "QK (WKCM#1$QT7WI[6=@U-ECF@D=XPZ=),/PCMXJPH@06=X.[>FVI?D=1#A%:UO6M;>TJG7+SN-U-V<-"YM-,)\&IXX=.FO"Y51
M5-VCU'4,+L#E/2&_M5:MH5(2BMIU&X\VI./T6?5W<(W" BCKD+E=PQGAF)T. MPRGYE\)#AE?>SZNQY[K$_T#76.\-MAI?\Y6^J,R9>I7#>Y+F#<+\@I8.@I4: MPN,(&-
+T_X4";/0&8(5KC[Y(^=6P4<[(AAT!X V3$1 MR,JB@\|%."\MO;6>9!UVCTI"X1AVY1W"9M.F>"K?M8!A']M[M(\O!3ZSH'^.Q M+O4&IMQI[_8L]JG<4<%,5-G?*
*LZCRYO.>4XZ=;K3PE3B:ZZ!K,LU0,/SM-3;WHT#H8T M4V(T+82>7 M1,ITZ(2T"\7R&E1;2(.%5()08=4'2CD$$MLS GP$[]?P ;$5" MO*HW2#L69^,\Q@H):?ZBP*
*11"$F:VP"2SQP=H/Z?K-'RC#5.QHP5+YPBRJO9 M6I&?X.3ZSVRI4+Y>B#"E2(11_QP62>G2(]6Y+H+K@3S$DS2[!A2;3.%'!$D<>S 1!*33Q7Y=&$1*
*MX&*E"R7]\YOA.F@CIH2Y*D^E@ CP8P [T84/'BG_R:F/,?X&<&TTN&E?]\FZ7[K3^,N402/Z$?!F& MP1,N$@+ MM]__>?/|\>*
[^WU7P49>'6QU7]5#3W(Q2C$N(B8]4'49QINX8R;'7V95=R\@4AFUTM*7@8CHF,3,C=:"X/ MGUG_G4<4\"*)T-8DXL"YC5(?%$'=W$;=[&M6/7#9C5"Q5M^2MNOQS98QZ-
*J(9!X3]9&+ MVOF*6DFN7$NB1G-H1575D'4+B&3X%!^ ?&;&9A,"01SR9H83-"DM!Z/QA! MZXL(8A8IHF8W%A$.R=%+/JJJ9QMRD46YR"H0LH32?:62.+Y7C1&P+T@<'=3*
*MI:>;Q+@759I1%DS9GC(D##Y1;6[PD278)3^ M<,*8 8U$R6PVX5CC390IH1$Y%X;Z_"_W]8DF@;"#|+[BG1HDVY1T'<+|&V MU@L#N!VZK_5G -#>X1B;PSQW!CWRG$.*
*(5:WZ[R2NKTA4<&@E6325E]/T%PKF MS*682W$SMVHG*=9Z UL7#7V]V/T4A7BYJF"EGF S &S5%$5[MQ1%|'-?OYUG'V)+Z@$6G?DY$6S+_QZ=_?E7[?? MO@G7W[\(M]\?*
*K[__>OOIVXUP_?!P[\ C0>D;C4K;T?3=7&H/LBQZ5$OM6Q.F8 MR9CTB1\L$F]88619^S;^G*MIVMV)B7U<2GW=%ZU$PDLRS_*LJ[']3AB^X25S ML,SGE%K"$_8Q?*
*F:YTDE("WS@!@J=2M;[L-/'1H;*N>69B+:.:^%FE0<7'JDV@ M-Q>)!1D;%DJH[9&.FNJ6WU+82QK)=KJJ!4VTIK5/I6Y+62JZIU#V8*
*M06=.A7L2L1(U9W*I)+CU1Z$3P78T1%1TX0%[,EPR2Z!@D' (""\ES.=?9Q# MTE\NB]"X,)VL[!V06/E5K2+7'G^ EW 57X0.7'7HP[%C8!503?S)F3C^< MW4Z=W7;BM@H*SI1Z*
UL15;OEPW9>;-<&O+5P+GN[K]AJ%XYMFIJ1;DR7^@:!,H,4K[-WFG)K>R=QH3(P<BZ@W$!-MNQ7.2MUD);YA=']YJ#!\UIICC^.U12\F\"'@4R"=*%D+L# M]^02*
YOGYU:G3 M;?W9C7,54]W+N4K3M3N[TAHMNVXNS6-/9T=GN)FRP76BZT-8$C=M]I MS=[5D7;. /CF,2=X+^9A5*U+1 MRMV5OP+Q&.=|)*@=>)<"4?*>3,NC\ZV/$K8,7?(8F2
M24Q;LP5)#@^C';R*;YIC/"'YD!.#;?BB+VL2A8+0JOM!,<[33FLLY'BTYP M\'SB#.?9>T(R"T GT?Y@'FL1PC>AG\\!<$?!#:1XO71-F&@I0F^(<2>;WBE M'^1'-QPIX7/;V*Z\1KWIK0]*
[@VNZ.N#IR3!:@)*\+'C"LYPE$P3UA M1Y)) M@"N&#_G;/C.,6_HFEXOWGX[?_FW8 =\@=, " 19M4?,;4 6: M\3N%PPA1^=T5@P"NM@5D.C^]HLM 4D8+93L]_%,KO*L!WKC$^_*
E@.T8)L RV6Y\]PMLG,M,,,8]O9K"(\9XVY7KO%VAN71% M_,5>;$EU7IKV:?SJX;;^;WA6U?]?FVG:RSWR5KV>+"=BU3?>>=N7V%;P!C,X M*36.?*
*H (*)D(W\"WBX1WGB_@2D2;4\%KBU?E7/V3D*E?0S!2A<|94M7U-$C\ MN&M=!T^"DCD7 ,D(_N+NKR6TW;,KZO93+QD%1I5"HC382? ZN_>. M"$F A!&C +U4I4%(H@@]#]^^L?*
*N3JAH6UQMD13Z:!2F;0#WYW)RK?S=R,GO! MM:>;WX<|8N)W"'0&H7%=!*KA$-QU4F@UZ;*:=+E0T+3]3BU>/H4'9(<6#I9V M$+M>KW4T=1\;<2NVJ]ANP1?_L"V^2WDM:;>E."*
<:E+9H55;>S;C>%0]6+/@ M/+A6%ISF.W!PKWY@EA@V8^DJG$X3F.[3'?F V/[!4.R+]?_$>@-$+W84QWIV M37^<.X%W"^]!R=W =O?
NJIF./36IOC<[P]Q\6$WCLEP>_,^QDRK7WR&996 M80CL"<$4M%27IYA<2S6#ACH@"3)\PL5-T8!\IE'>+&9D9=!+%Z<<'=A |WTQ ME"ZC ![.?%[>A@!>
*WNT4JIC0#,:.S0W93=T&4/\FXL7[8:VNE+384YY[A]): MFZ(T%2AMK$Q#UYCO@,DM_:(?%G]'7% MFKOZR>>F43/:LP.+"P>;*_+:*WFUD3!JUR"\ILRKAMKLN-VLN@_W)NU'[SWSN4*
MUMT4I6&BH\IS;,\JZ336G^?HMD)^MYM5GF-?":8E[0^Q13(?ZAG?^O0%TK=5VIZT7X>Q-)%ZVAG7PVFK5.=_<(DNM@[@S\PKEH6PNABL@# M>.P-*
*F!4Y[*X_1]0^X,.?X"X7CM?IGMIHV'0&^S^^&X9^Q"3J7@4CM7L@HC^N MJ;2(3:5<5 4CM7.EO/E+5./]M&K54A)E5L_M=U!L5[*
^JP0IK38?]!7B$D5#QX&#ZZ5!3>3==>JG6R$F;5GH-=?>2.''IC0HQ:9\(I]"ENCS%+-Y)H*DJ2H(*,6D/R&>M MU+-D)X&F.B>?U6Z%F'2 BF'"G>$(*-INK@LU=0216-G2).Y89HS*A*
*DK:L M)#M,#L*KS9//7;5F:!5(TKX05$&C?7F^6E=X66V!5ZC7&]UF!9)4?O):*W5M M)*](BYSIZ;WU14XK**CVAG7+2=9#ABH4T48OH^'#++*:?YIO^Q!4HWA+BB*
MJ9UU%2!5<8N%1%QW_8=KFMK%.&E)0A85O:S7XE]!8 J$2;5&()=E54=+24<|-.MB;>X0=6W?S#K]#_,JS+)2#T!L=/15.VGDHBC(XN@<"<6 "HY1!,JNZFZL$U
M;4.H\Y77F"/DMCR<4]-T4):U;K,LJ+H5/:W9Y-KYU$E-,_)(K(IQE8ZZUDI< M:S?)FFLSR:KXUG;A\19Q?F[V:I]\"E5>Q><7FQ\7FZ~3RC23@ M-(<71U(=#9%5BNX[G?]UM>|
<+U!"\IU9F5N\A76 SUU8_"R&?9U =K2@D:W2 M9*S8-1 D7..XWEOPJ3A?K@T0TYL'B/E5WB^\VU^\?*0.G4M"RE3OLTDZ&4W M*Z^#X}9;1=74C7]SHQ<%U6SJ]:Z6_55A*
$N]WNG,OU5F'%NUQ_"!"(BG7,UR M16TMB%O%X*?W(*X*]ZYMJJ[@[:XB[W\ 5G3*V!QS KW6[COTQMS7MDW>,I@ M"7VJ[%?G$F:9U\ M;M:,[LHM1Y4J69))NI4JV2:3P+7%F:0-
*)U7K:+,X@14FV4;=TH#YS.R'S*_T MR998Y1QW>WE^Z9Q\UFN=U=W[2]FLK_<5-M-R+]F9>7B_-6\|+LN$5VXUEEIF'US8[5-EI=PVPW&DU+:,]9;JF:8 MC?:_54,[62]9=^D-*
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3B>T,EA#LJH/ 7%@N\V>$ MGPE/2:VIKMQZ+CUWYJN:$C!X7_BQ,X:%RB6;+R\^O%G(:K0G6&_0P_O#@;F M*VX2%B?XN 33@B7"34&8PC4** UXR]021UY 4!A4Y1*
YL'NP#F\$KT68>/C0 MGAD,E#Y6@A\G.DX2A#U!L+AK/R60V%B]E/DY!>QLP5[%#K'J M2Y\IP<_/0G%L\IEV;#C4@1DHSPPO='N1!\,X5'2&I-,,%R;@[/">D"1S_@0 M,_!J_S^]([*EA*
M\|_ 4-1/R0__9#IOYCA 2RE=OF.[^D-G'IW?+Z/39JT096R0M#@R+)#M),= M\M3(^-%A?3-!1#(PSD5DND,3(6_$@+!]4+@5?9JV@X!!3OH%A0N^`#++*:?YIO^Q!4HWA+BB*
MJ9UU%2!5<8N%1%QW_8=KFMK%.&E)0A85O:S7XE]!8 J$2;5&()=E54=+24<|-.MB;>X0=6W?S#K]#_,JS+)2#T!L=/15.VGDHBC(XN@<"<6 "HY1!,JNZFZL$U
M;4.H\Y77F"/DMCR<4]-T4):U;K,LJ+H5/:W9Y-KYU$E-,_)(K(IQE8ZZUDI< M:S?)FFLSR:KXUG;A\19Q?F[V:I]\"E5>Q><7FQ\7FZ~3RC23@ M-(<71U(=#9%5BNX[G?]UM>|
<+U!"\IU9F5N\A76 SUU8_"R&?9U =K2@D:W2 M9*S8-1 D7..XWEOPJ3A?K@T0TYL'B/E5WB^\VU^\?*0.G4M"RE3OLTDZ&4W M*Z^#X}9;1=74C7]SHQ<%U6SJ]:Z6_55A*
$N]WNG,OU5F'%NUQ_"!"(BG7,UR M16TMB%O%X*?W(*X*]ZYMJJ[@[:XB[W\ 5G3*V!QS KW6[COTQMS7MDW>,I@ M"7VJ[%?G$F:9U\ M;M:,[LHM1Y4J69))NI4JV2:3P+7%F:0-
*)U7K:+,X@14FV4;=TH#YS.R'S*_T MR998Y1QW>WE^Z9Q\UFN=U=W[2]FLK_<5-M-R+]F9>7B_-6\|+LN$5VXUEEIF'US8[5-EI=PVPW&DU+:,]9;JF:8 MC?:_54,[62]9=^D-*
AW9(C>SGKG5]JWYA;LIFP1<[Z#E>$/E9Z3[CP0D'WI%9 MYZ'\$!^0G\'7;0:U_.[-60.W4EW7^=#OVZ'KVY^O;B^O MKO[7DU;=T:O3'3_9(.KMW@%$S?LQ724;V8(Q!BL[<5W5*
3B>T,EA#LJH/ 7%@N\V>$ MGPE/2:VIKMQZ+CUWYJN:$C!X7_BQ,X:%RB6;+R\^O%G(:K0G6&_0P_O#@;F M*VX2%B?XN 33@B7"34&8PC4** UXR]021UY 4!A4Y1*
YL'NP#F\$KT68>/C0 MGAD,E#Y6@A\G.DX2A#U!L+AK/R60V%B]E/DY!>QLP5[%#K'J M2Y\IP<_/0G%L\IEV;#C4@1DHSPPO='N1!\,X5'2&I-,,%R;@[/">D"1S_@0 M,_!J_S^]([*EA*
M\|_ 4-1/R0__9#IOYCA 2RE=OF.[^D-G'IW?+Z/39JT096R0M#@R+)#M),= M\M3(^-%A?3-!1#(PSD5DND,3(6_$@+!]4+@5?9JV@X!!3OH%A0N^`#++*:?YIO^Q!4HWA+BB*
MJ9UU%2!5<8N%1%QW_8=KFMK%.&E)0A85O:S7XE]!8 J$2;5&()=E54=+24<|-.MB;>X0=6W?S#K]#_,JS+)2#T!L=/15.VGDHBC(XN@<"<6 "HY1!,JNZFZL$U
M;4.H\Y77F"/DMCR<4]-T4):U;K,LJ+H5/:W9Y-KYU$E-,_)(K(IQE8ZZUDI< M:S?)FFLSR:KXUG;A\19Q?F[V:I]\"E5>Q><7FQ\7FZ~3RC23@ M-(<71U(=#9%5BNX[G?]UM>|
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$N]WNG,OU5F'%NUQ_"!"(BG7,UR M16TMB%O%X*?W(*X*]ZYMJJ[@[:XB[W\ 5G3*V!QS KW6[COTQMS7MDW>,I@ M"7VJ[%?G$F:9U\ M;M:,[LHM1Y4J69))NI4JV2:3P+7%F:0-
*)U7K:+,X@14FV4;=TH#YS.R'S*_T MR998Y1QW>WE^Z9Q\UFN=U=W[2]FLK_<5-M-R+]F9>7B_-6\|+LN$5VXUEEIF'US8[5-EI=PVPW&DU+:,]9;JF:8 MC?:_54,[62]9=^D-*
*AW9(C>SGKG5]JWYA;LIFP1<[Z#E>$/E9Z3[CP0D'WI%9 MYZ'\$!^0G\'7;0:U_.[-60.W4EW7^=#OVZ'KVY^O;B^O MKO[7DU;=T:O3

A1{3QN% OG-MS%@$PM ,P'!B M",=I&2VTB_^BFQ?VGC@B0 !LE#^N >B$1QL,C8=9"_0#G7E:0 >MXV?#8=H M<'.9F-
S;=BW8#G\,5WJ@C3"D0,+OE=%QH10$K|$,A<<'^1J=ONNFED]N.%\;N M.!/&)J8/.X@+6FN@DRQ[F39"XEDL$WC7OZ2EW$5A$)I4 MFL[E5G&11)@|J>.L2%I"YG;?*
$|HK7SW!P;CO=L+4),5ZR2,SZ)$DIZ1'#(|-MV1^IRNY%%R)UQ?K@%MZ?;X,L8KBW-#$0G:]UFG-MEH;P4,.KZ41FZI61#82DIG0,*G.T=5\BQ_11O|L3=CQN)/#&$'>ZS\A:'M.] MT-;-
#1+I3.>$|KX4(/']?/3= M6"#>TO>|-PHP8-!!&A)#^,S-(>)4V CA}N*#R3RN/1*4QD\DKR M8@O9-YRR^(P=_8QI<5"XEZ!F;.%E/K{TNGTOD0#:*
*(V1,N+O*D)DN M_3+^.!FE"1++])QR0T$R-3R?E:P?,BR M>?,BQ^(9#=H;"C'ZS!X^\V@^/H^NAEV1/#=K0LW&P&>RUR4DF'E!82TC$UB3 M(4D*JB-Q>$K?!A]_%/D].*
Q&MJ[DH3Z%8WDR+$@?Q*RG@45_&IJ1!8&[JE&.)]97ZL M:RC^DJ/8X=4MVU+6&?FX%P>3R+8'AEE58+UO .VX]!',.)U\!D]E MUM3FF5!WS,^<*"1}-BAZ),'$NUF?
Y9]"R;^%ZSR:B]5Y-%ZZ?M?GLXKDH/20-(T)((UE?Q4;J0R9VKS&>25B>/2\Y{($]YQO8+./E=/_7!^8O/-MR$17)^4-1D%,A_"$=.[SU#+'IRB?
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E&11R_>...KK%X4>>671XRFR0$:9)2P|"7Y2=|QO MD^8PGJ6\-,X>V2^<1CD%!0\6C"&X74 /?F$8L1F!G02OZ86PQRX8L:8%7W:, M>/Y!XD(BLNTQ3|>=7EXU)!)C/(&62F/%?]YT0-
D/F[N6XGG,?8%5DN\\P,,O,B,B,BH2-@? M4 LN+RLT_1>&]6[A/X"+@7$A3(^&.]NPY9-J31W;H=H99=SH/ E-8(EL;S@I M-[@@Z9NVS[=_7L)E\R1-
*<5\6)NXVP=sLE)&dU\O(VCLK(U,U MWMV6,@)%3CR.XZ1)/U'-;44\9.'LZ@*C?\;N$!*&A$P"$3!+?$'AJE#=9B%'K8*M3Z,@2C'EAQN0:HZB?^3LFF44XU9+]6P=\2]&^,0&(,.,Q.\2SI&D[\]*
*@.,X" M94I\UOPRK;"A^0N9<*K<^0'FNC.1.&H64X4)'(JIA.6M:!D@B!HI.4%@G\ M?=+/X@%Z<9L"BWX/H:VH$[4C>+-.6IZ|KA>'-VNUZM]5<"IR9MK8[]?+UP,QV 55/)2C;D ^B/*
*M%Q?+*ZZI?JE/E44259M+RG/7NDGDY#D7DY<\?.I1YH&Y>EQ!G%0#$\O-I'3]>[WG%R\Q.:IZU7B,D&%@]+TS HA[S1PJ. [X/0]]^CGCZFT V2 H/X4^+4OH<*
*MC2;.]DEF]XD.=_+_EAT\G. -"[(9*2:I!F]__%FYVTZE,]4H#U N&M&C=)7MZ>"$/?#6P1T%-039PO!=>#T%Y5]QA?]JF]W@U,"L4U,@?TR,A:O1*
M;N,SBE8RRU.;@^[AWCT.7_R;P'K1\Z-W9^$]05*[GVR(A]KF5/G[9U\UNO-_MZ3HH/K>N+)\UTEI29UR[?81+HK\R-9(FY MS]BC[?;85 'Z.0$@%>#5+68_>F+UXLP$, ^EY)5K
MX=+MPFT6B<+XKCB0X7G]M7&UT=H[D6?,_'(YLGG=%_7;$]"5J:""7G#Z'RQN M,+<(>B2AK(":BFGCQ.C-B?&P97F]@GT^7T#:.!Z&-I<;3^?Bl,^ZDFLP!5[GK*
*MA=X50HRA&=]NB6F^8!F!U3BG5<8GOIC&RI@>*O-##P@%!T=-]V= M0D^BIK]@V.?^E-1C9G;(M-KO=@,B?7PAI-=,H]/#HWAJ6.:-K6E\n,2XIF*
M$U^M\D8L#/\&!2 M$:Z\O+@BZ%"54,/(LD"3ZGO1ST#HI6?)A@ K:%3^\?IP+;_?I$=^Z",4$[M U?!8ZG@-IW7$[NGOT;@@%XS&$_PG,AS Y5_/ILP,"^?&78#H5ZJ9\:*
M;ITWVUKGY]M%.Q2WXL IR_=#K!W1S$/@DNFV(.RA!=I&N*G_-H>CG^*>K 1__MJ!:@,4VC!=O#D9F@!'ONB\?1+ '*0@6=AA+?80-M9#BC]$3B_.17!/ER]4C/.
M;.ML.PL3O;TOF.A:HZX\,G:Q>/7WZYNGY2KWQ$9?6%XW+UO%LW5.'2 !Q!+ MM_4.N7P! O#M$5<.\9W5!7I4WZ/#Y0S.-BI1KB$5(Z)%=.$,2!%9"'W15/]1 M@)")&^.+1'.\3N!V^1)
*<87==HJ#@<2N8;HELHEZ+8/L$)):44>M*OYMVN%R1W MKN\)C$+RHZ'Y<4L]1>F,857 $/] MMB?4\0S=7E&,[C?]'+EVT8S$IV[+'L!++PAC[=I*T1-"E\UJ5@48U:$M23=M*
M4+2$T#!F.[/JT_34&8UP_%V5W6F)'3JOP64(C:!J[@G:PLN1K;^NP;K2>G& M'MZV/;?L12G*);4TD5^* @KL75/B#00\+4KYO4A)*/"\?*6)DU'.X"KW':1?6,$1AU]24O?@4 M%PG]
*[X0TBAA$;!U^Q3KO?*YA(:>)C K-+0$P*U3MXW!1T2XZ_;<@IZ M8@\(UKDUI<$;N&0?+!##CP$9I,F{RQ&%$& >&'"!,IJ/#HWAJ6.:-K6E\n,2XIF*
(7$Z6Z\$:/%M#KR=]2[!P3$)$(V@%7PP_B.>W./9W M-(+(6)KZ06VUK2@ZOJ5T#ETB_Q?FY/U"&46$CAYV+Q-.'^E&(E&!K;,@G9+- MW3-
)W\9D7A02"W<^UM+_2J(1AA9"R2NC!S+Q(?R>_8#[A8>QJY.&K*3XBP# MF_7A^.P7H4VJW/7[=D^X,\GWB702W]=B&!T),D\X3B)X8R4GW4N?]"@^Z13@ M@7_^,-*
T\NT@=W=QCHUPS9X&ZG3})Z\]R8Y.X&K$^$U8O0%U_[&TJC^_MXE4RP66]&/LQA:PXA31N)_FG"=C$9R;7PJ4=QPK%G0"OT4;/%K&T3.'FLLA M)L66'?
4HKN@=@@#_&41#$!3_1[2-RXD&,B9(+B2"%?(C"20V\'U?OMX=1G+ M,)\$,=X'7T5,EUA@(T5P,_=[X5Q;?,.+'F"-18,N6VBY@X6@]=E;"MH.(PP MD"V&;>$Y+,=/N;PD*
85'ODW(Y7P@F?=&1P#Z OWD@$(/Z/7Z:6A>*[7/>P_^ M/5=!) &9F+(2Y),9L\E;U&S:+R7R+9.TLBR'I4B-Y$$PPFH1 CG&\%. E2QV M,) NFYP4R$,A C5Y<9--
Y@:;$>GD6X%VS)Q@'Z'9@SB/-]O/EIY>Y,.G 'G=9 M00*&'+%7(Y>?64N=]#5&_QWD0(8IB&Q3!L MP$?L#4>.G=A(=!9B?(^_2Y8.!^,]P^+Q2Q16=+?"'S(P[I474XXIDZF R,.:?%*
*MZ>0Y.878K&@D3M!.^BS]>'KMJV\.&3$#U3P!*M?M:]&'27M;]*GX-6)^*$;5IW/3$;*FKW"X9J4NM&S M!_)& *@G^6Y1=A;3@\^P;R6ZRFTRV1,!7?DX:8SGU?\%ZWA1*
M;FINE0_WE^=W%]M5U<.#7%,<H59]+3A".7<3>0YRMGG[_QT:W0& M0LR;@LF%K@-+APYG,BA0/!A52ZJCXPH5M'QL=]-1X|FOGA@8T!1#/=K>SE#G&;>!O'FQV@TR-],[14:%_$*
M,OFC; X+&W_JF&\!GP8>.TM\9N-P1%&]9P?4\49YA4A_S(E\BU#428Q^G3O5:O):D MX'OTU\"U5[XD5A^I;(4?8)=%:]WFULO5&\;RQ2]UQ1L5,VSW!-BI.E2@A,? MJ?*
*F*6VY8S-ITZ[EXGCL*HB;<\N#%5I?'2,E:RA)WW0"EGJE=\O])O^VPI- MW9G\%V%-NE6'MB%?7;@R1^ZX<++ZBR_ <4>U#WY+(K!%MD"4]8 9\E),)$] MLL(7\Y/R)W"?TW=^5I._*
_N1F=E)5S(.C$;') L-@R_]/"TU_QAI\=7!M5= M2QD4MKNOC]+QJ=YN:,4G=GS\!*=?7UUNOR<&NM1*G38@CU49=V;0!7-!@CPW MVFR20@X%]$<4V%5^1D<3O9!R),$8>-"#*
M(PA/<)FX+.6=|=\(@AAF/9 IB?AILL,"NGC!)2X58D:3,0LB@OF@IKAZ2KZ MGFZ8RH=)!21UH%@"7_4YA37B<';LR=SXZ5>.V(2T>P10W3[';IEBENP?F@58Z+EI-&=="?#\P1#8LI6?
O-I!F\ M>\Z.A0./U_:AD7(=!!%56_Q&D3_> M4:7<4V1'Q'Z+/-(:+AM=0I)%]@.:+Y>FG^R"L"X,.42!53_'1@^BRN5IT(&%,. MD|>
]R!0:S4^CI/L/|$CF05QO)&II3H+S0_&Y>MC@<.=Z8IGQC MSCER1)^,/QU!SXB;)Y':;;,TGAPHIECV4CJ0QXSKR-OIZ8,3&_6,$6<:09CW M^OJP.5-
*NO9!)L9+TZ;>DK5B1(*HI'G;AUX$LF9SH,$|*TY)>|_SPT1IZ>7<: M#1((&D MS;EXP@MM 9=;I=[$# ^9'Y98&/'-M&YL=W"]HYD]!3.M*O4@KS+@H#T'V43=1Q M9?*
*7!5UX0G6TDSZCL0!FEQ]4,6Y4_]03R#;/I>>$PU=!1AE!F9ZD6-8%KDX M%ZVT.0M86EHQ>Y5GE/(NF52NF0;2W12FZ"Z')BR%I7L"&]PW&C6JH:Z$G]L0-M*18&SEW#P6IV.$O'33-*
V>MJ_W(3L>B".$PB/F;IU.RH-;75/9R#?=BT@E6O M>\(_BYE5ZJ0I/;":=TJHW%UAW1I45$ORI7L^("F$O&=X M3EGI.!E,JX;H;%#3K&FRS.+.WV3=8K5D2ULB*K>'XOCR=[_$A<.\KS
M'@Q=+A^S?O;72AG @8'YJEY-WX@,W;F1.C&EC&;F439WI$LJ]&289QK%\TI M*N(*U2A*1L3;$<(-6"^8KY)F '.#!H[WN2/]0]0\U]&T*(/$+DN$A!*E"O?S*
M9=))1>5#"GU$E/%]G,PTXHU2[003_0;B!40A0: (MU_N=D8N=!3YN.<<0C05 MBAPQGU)9>!]\-WTT@,N\8=R'@Z5R'T[N[Q]_"TX^)OWK9F]@LU2+SG-
IV049QPCD_8YS/#@2QELD./)\N87GA#NV/D]#D2/HI]3,;; M2/0-1(>;?RE:<$<]7N99^G&@FB=4Y-E:A0'@%]Q?O^SE ML0M!;0O!]$3!?\&LO:=UA?N,[*47U756KO*
MG^@!%'X8?]@-]I4X,6$1T"R+'"#!*)P+N?: V>P04F0 =@WTHX$+D;). *OR?Y MV\CG[!6R,V_]P;,HRJ-'VYS8;JRE,;&=#"ZIFA-%<^+O6^]-[*@G&4^CJ4#P M1)OI\(E#?8Y_VH%$F2?*
IFZ63]%<_!O:SC;!2&?6IRF-OP"P$.MV;]+<)90E= MAQV)A0_F1RZ59_^;5:[+M5\$3CG]C;&2+V9HOK-W]"NYS[D;(N)5IQAO)@FQ MV#Y,_,OHR@BBV-E3M;.SO55WB(KTT\2VJ U,
9U\SCK23V#-,/);?]!RSSQU-M'F$@#N[4XXED.V+C'+2;Q:E5V@R|#$&DS2+]H\TW50S MQ1-8T:;!\S&,7V!J5UIYM;H+P2DM?MVS?X=%(101\TS:RC7$\[\U- MVIHH+-*
S_LD^9XSM4<[XKZV9\V??;;DM$MU/7=;UH1X2]UPVCLY;[.(Y1UYO: M%FOJ>57)-HW]ZO#IC#W62-EC.Y(LC9R02IGVB)^LA0# _}\@^D7KFQ1RWWI10 M6:*
*&>9>%2*N^;VJDX6JE2N\79V5F9[>P)3G%NG55(CZOHP9Z#4+C7?>RW]\8 MS\XCD?\U,QUDQN7,3SM?H#+P$5YL$(:CX-/9V=O;6QW667_Q7L,._=X IVB? M,>O%|,_*
DC#/U(;1T5[=,UBOJG9U56NJK5;,T#NM,TM35:,;!$M>5>^N#<$<] MP1[8P,>I1-^#3/1A3)RLFY RC-=Q.$Z@I5Q?2K_\]PD#X$/'9%#EU#BDW>A M,-&1G)C]
*]U;*K_^S1PKFB%SZUA=AV$T]K&N?+C.#0:"3R)4@H(TGX/^_T\^ MT\D99V#4_%/@]YQ'+T"B2H=(!@,\,I[!Y1?(A?K .Z3X5,(%$KLZTN0 MCM796V!V3C-WY_17P=N3*
$FJOC;NWC^]0*_L@HJ[D;O!&FBK#:U]9G7::K>5 MS]Q7,+?&C15 ,_=[.MQ2F4K9L2#R"\}Y%O.Q+5<'$VUY=C<_XT48VX/D;?-Q/!J$(/Q\GH6:&# M=]>K=L!$T-4&? TVV
*8J3G(DWWE(4D4-(4I*K$:NU2R.&%Q8QFY.F9Q2T. ME:=\"M'V:-D69CX33KB31;#AB97B"HEM2"9VM'1T1=M#)W&F?_66 CZZ#.R($ M3BK1+X80B7$5XX$$24>*
*{1\IQO_Z'XW!]A537<6\1Z)3CWH"%XZ;'O4UJ MX[C^/QTTC\U5*FUP[%8Z#T3J<'^CJQK=LT%;;W0, M'H@4>8/8Y>=%A18;NG8X3D<@29"H#7+\5W3WL!QY .I"7_4YSG.0/0>V99M4*
*MUT"QALG0X^4 2QP";\|>PL*3_#WW8H2R,R+KAA M/V ?0I_-_^O+6%/,_?G/17_IJ^OGWH%YM.PR#Y\A_&=24>[+>(\+[ASD/EB,HH$ZYQ*CS;OA$&N*O%TY\)>_%/596BN$H%$-M?*
9IA&XI!-M4FM[S8'\?0%[C3AT>N&N(2HT6EIG3+-;W;-1\/2A_X DD64%3W<%]4HRO M28I? 1VQ
*/G:SI1,\OM8.F9(3C'F.BV8+*QR#KR>S7$3X8)X(1P[^'3T_9@.LN4L#K))8V^[E:FA:L]4QSBR05VUU$2-KTL'FV9M& 8'5$ZQ80&#] MAJZIQ5V](,^[Q LGRJY6DSI,]/LTWCDR/R:8"[" -*
;C4)8) M4,)")%H=D>@@G(96Y30$IA"?L+O0$99^?20"_WO3S9#]=30X^+)K^'8B8W(SW_A]\.!>,.\FRPNPJJK=+'VA/PZX@AL9Y?&5'6DMMY!IND@ MISIGEMY4&\U&.FKQ&(%?*
9 8L%6>5J?_9P24YE%'OUDW]DHOKGLI2,G$:-@L"(7!. M^^B#@&\CI2)Z\'O40 _/>"\4"?E{$'](BA0:'Y)Z0^6HOBS=&EL37-W7X0V M,Y4M6<++T1_>0]NJ WD6Y5YY2)Y\<.?*
*$A[*&$!M-'G,YH!>L%?&39PWE+0;/ M2V$]+FYSQ=V-R@I&5^7]ID#+V$-0VL;9U:KU6D6TC0Q$U>:L=N'A./F]9U@U M')ARPT}$)5LJ8#4=%^<:=C{TK'8*Q*I6BD3S_H7.L;F-*
*B\F"_\'MG6U!V!H# M5]7;RB F^*#\;;6O7"9,3%!"VT 6#P'[Z6]#(B+5ZJIV9W,V++\-(F%JB?HZ G"3&4935U3 M02"HNMYL;^ED-7$0M2[!-.X5&/"T EQS2[D?8/7*4,Q"P?IWY?P-*
O8;$2^## MD[/4^T[EQ"(IIJ_LV:>Q2NN>F;9OB6T2%3OMN*E$18E$1=-0];:N@:AH@,CH M6!;KJX:Y'N,ALVXX7U(H'W@4/F95F1)>4#B7UC?!G%&S_&]^-D;O5T M-*
*$',7&L>MR%]10E4TB&_)L:8,B3RS(9\8V'+MSAK "@W71C>?3FI$1F1OPAK>"^AC,-8(@B2- M6*0N'U9=L$ZX/T]G\(3]<,M8U=^2HI>]1$RUJ^H=O=$\LI|&HI4QLF*J.\S# MRAZ0^*
O>-|+=8HQ5//&XO:]DS4E+X2\:+0,56N<6:UNN]V=.#-<+P>!\!9 MIQE!ENU,*(-7JLGVW>-6^%4%=\7 ^0RLY3(P!DDS^5WYME?*D+O9|CP&.O=U$9_M1!B.S9Y[H8"\P9*
M.'B]7A545R(@3P3H:Q&KY5N\#1 M.[TYX>OFI-Z[C(81%^FHSG"T] I%PBO$L#D$H%$T@+TR_.VZ]A[:2=7F/K' M)1;T1KNCM\^LCMYLM=OI^/6&(EK+@(Q,(9L=>32K
L4_)A8%KZVEZYT&3A=N MMUMI#ITHPA=X@A)%,&_KOP"Y^^SL7)35WY&M]9QL)#W57S4YD$O*E!1A5B9@]$CED9ZYC;06?#]RN,=X$=RH2K[*
MKR1"CD3XD^OY%ZJC5Q,)ZH(B0=H6TK#8 FK1!F7"X1D2%19Q)3;28D/Q7<[M9W\9P#EZ&]:P.,KT<$]?1$7Q/?+A&6<"H'\O7-;,C\Z8=_!,QTHWZY6E)2K! MNFKZ-
*JVL4DC4PQX*UJW/VHT5@/7>]PX07EW5=@,,/H<5XJF,/,?NC479XAY) M]'=>A7^A//%OE'OZZLB,OH,649JZ%A%56:HEXVLRLPSV0U.3T:'R#!K>E-E\NRC/-$KD^>@Y8D>)\7<*
*+T;$"57OAN$ MRG^;P\/RK_@%%^4FV0@Y HE86R>XFB5Q;*04L475HH#Y'#%%4W3U7C@_GO M3&U;_%_*)9Y'TZ%$O -@<&8SZ]6\O/!!B*'%L"F%&%/+J2+\R;$HKAK2B8N@)*
M7FBLG->5;[T;_^H-X+92#GVU7=/MV:9S4'%H,H=(#FD[E4-;90X=M!S29, & MF5[KMVBP8B!X'ZZ-1E@=F4 E2,=OI;7F6H522J4>'7H0WSYFE/M>V(^ MM>JK2;"=*+*
%51$6O%W?/NZ7X;31';DF_/E_UT\W G!"&!\W[Q>A$QP"FE MJ&WYN24_M$Q8@>N%BCD;,=,'*^A"G+Z (@&9Z8L9FF"+,$QY9CTS"N V8<"? M$YHO@6+Z3,&R.PM+
=_L+_^Q7[;#UMCOL3=@0S-A MODKG' S1WYQ?5#HGD^AOS&?F#>V^QT;+W$7TG\4A#___<-5)?$SB?_>9UB_M(YK:\(#E0(H[0\N?I:*8!,'OC"^K9K.Y #*BU0@ZX/+^IM$*
F!UR:3H_ MR'.H!+;5I,\PP:R&3;^*P-S%^UYZL!3EWQ3Z'P0$R/+D/43<5.78/MGM3. MN.VXS,399.,]YH-]3K.E /%$B-"MHWAVNG7#,(JB>!KU;K.Y%A#/KE;O&/-O
MJ0[3SR%U@91:&F+_GP58>NV071M]HV^F"SQ)XKH'%R.K!8KGPQ\"M,KSQPH0 MJDN?FKYONOSR>G'IOD<'G,(ZUGW4NWB=K]0P/F ^0[%8GQ5^AW%HVF$=6N2[M=C"8?W
5&/A\|-']PP$K^/$MV.&(&,)7KFF$ M4V+49TYDH>,2HO04Y>:GIB&%]3"'U98V6GNL84$2)5S!V%LOU[<_/]:4Z]O+ M^_VW;)VK]5:F&5=@Z;]?U5G_:&-P17B__;(T\&\W-+"!P
M^#ZSCAZ_2"UJJ MV^V%9F,.R8:S0L0S]B=*ECOO4CN!U8++[+Q@&0#NPE MV*FT@!>T=FL4257@,D<6>6]]'#K(KF:P4,N*;TP?H=V$/Z$9B8^ 1AG^(G M-*
*O_$-8>LAI&D'G]T$#(33%+X5H*2PA+|_!V9/;*,:VCWXG;6%$9\QW]&L6++ M!4:C<"<0D8^,Y62]QV:S6'?ZYJ+:-^_F$[*_8UK_TAD,["*CEP:=%^.P%,R483A,F>0@'0A"P"(U%!CN=7 !G*
M&9_((\'4TD=!G\]fX6(MCSX,,;^/8(%T0Z()$*7P8'$CC(R_\)<$+Y]OK,MZ M+ @0O)"_L^6YC)\,/.+9BT)ZWQ'X0'8 ;VOCBQ&HHB<_$",3[H37!'3?0&JX
*M4+H=;C%& _7%K;7F1/ _+P+DB/#&DG8$ M0V0_'GR,', ;,""[C^\2>"[2+5X] MH"T0+(-EU/TQO@O>%1BH#Y*8_H0'$H,&)FCH3/+>3%)16TBV*#O*:-+#)5O# M/C.;Z%*
[("OH(_F'["C%TD+ YH^AO\F=-&9IC(3W@7(#]\-0H)9.B'CBA5]L/ M0=;@>7G|62_S7;]\7A!%1'9;41DP:A'$M; D,0(8.BVJOY5:.5M>Z\]C']K
M,T.G*!'>+P91CXK$&)8W@$LVJL_V:%3Y,WWX)6^@"S,]?7R9J%)FC*1*FRPU4OA.K+-LF5*S "QON?=OMV2/3*
MF>6'(R4,D5F.E&C'K"B]+UIDNZ23MJMAUAI9(0%%RY>/CS,>62NI?G[\ I MU+)B6Q0_RH,.P5/F7A;/L#(S "O7KS3+P6F6>6RR2099205M4, ,\,I'I?3B M,+7\\U!/BWBD?*
*49O%I:*1Z@|R\;^1.D\RU*^U95+A[TR)Q72/RH-]T5D%RL= M=7@Z:O.$OJ0$.2;15U*-G1W2.]MEKV2PG8?GO/FNDJHBE/H*,N9B-DQO?"Y7-MI9 .5B'E4GFECRH]5.FC$NFC7SRF?*
*DKOWK!X/M1!P K;72PVBB'QBM=5.FB M2A>5Y\V57'YCKVGT05N=UY<)T+*_WO5)(E4(Z0(4TA] KK51H?+)YF/62M[MQ;JBKUX4!I4^JO31ZOJHI'(GSWO. OTO)?-S@-*
BVN$&33J[@!8I :UP%'UC MBD#2_WWVK#'\Q .G<__'! ,/G99WL&ZOD, 3H $0 M &EE'-D[5U=<]K%7W/KV#UTNU,:7W93N2)L^/(=NH9 M),.$HSG[M .1H(2&)!0
*E.S^^@(@*5$"20!RLI$7V8>L1>(-A"*=F:_MS4^ZW>5R>;_<'F R[0YZO7[W!X_7[]HIV@;I_3++1NO'"8G+]L.N.#'T%);- M$;3!1G-^P_P08"3KC'V@%:"";5PHY0RD 8K[I 1GSW-*
*(>W7@_CYKC@O M+M3S>WU_T%>@>N3 {PW}(4<"Q@B:9 Q>!4M*6\[;5/:=V',]/CEBU\'CS3L=,VOFE%_"L#Z9?:@=[DVBZ)#R-WUN-U;WCG4W M*]J15-R01A<'!%"^Z(40FXW*[N?*
C#9B1ND_@M=E5V$\47--D*:82;PX4AR:MSU$:X?P /R2&SDDY?NY@5$92)4H7,;T_&HVZ\BR/A(,2$!P#-L;=^<<$SR%A-M)A5(]PDF!$8G79$G/]+P/?'G, #WI.RB7+!$9M
G.97@)2'3FGO]=]@DD, M@],.Y3K$,'?1/ML?PLC6?@Y!*?I+6!^#B:WU' +C%V]X &);PSDDR.)=1KV M/_#S'@I/.^<75^6RL^.),Y_OKJ[6%_*Z54#)6S*OA^*[GORO[_GK52W_|^)] M]?-*
M=QNR1991&-ZD[^3?V_=X 2Z;M "WO&2,YIRI:F%P=,+3X^RT++$KE*Q M<)<|.7.T@M)Z>[#!,4G@51@< 53XX3:*^0CE"K MV:!-LS6[AR-O@]_++_;]Q^B>X>#+!#,+_(;_S#*
*(2UYW&#\#!QO9\/D'+V&X;RM4(?(}3 |)< <7,.UX(AK@:4Y]D$-3CN-?JON+TB\"HM#KK_=-OR> M0!]*!5Q.F_%YE'4NH5$Q@'KW++L/-AN^?H $O> MAQS=!#B'#**'8KT?Y8*
*0HK2;RQ:QL[L;LVF%ZF\+E5/+16Y.OKE14,[Q+D[L MYW!BNCG]6FI]/U!]/W%!+_(: FJUJ*T"M-X=;GLW1SLX;O.=H0?P:..5L:.7U M^.&VQW,*3W(XZ/<;OO(*
*(ANZAU.Y=6#F>!6F];R20]\XO)+$(;_ON@&XPT;? ML9H:N[V==P=CL5]V" B;^X& E() ,-L$GG8*K2)**ESP>9+0]S(Z&),NDGE,*
MGR!\#U-.RV[YTLY&FV:X5A54FAT2X2A>||Y@8SA7KYCIGOU9RX176(?=^P#A$5 M-R=HDD,SR@U+H.W$6@E4++:+11B* MK7O3'>MF JTN2@9<89/2;/ Y)$M9*
N/^F!4=D:X]QPM(&6(<6=9EN'.B+0R M*:ETR>15:,5@56"]+K)A1^S;@!%POSV5M:,9504NPUA9=S..5TDQIG^?]O M63==<,8+=G345V8>F!)I^9=+B^$RM#P*
*/A];!KD"HQ5%F796\>R7G,(EAYN- M>!LYK!BU8BF3C\T=Y)Z<;OG:1KI&M%8F96;]*8&[]$==,=M&D1:\5A-E6[BI*
*M&NZ@+&I5VTJ51KA6%&7'N+8T[J(F!E5M&XW,Z;2:*7O*YE5R%V6<6$6X2GNM M$,HFL@"[Z.2\F&WCY@V$UM'*#G%9/7?/U95"N(V_59C.Z8.:G>)[=T|URNE M*XV2D3<5W-*
V3L9L;J-+&X%6&"4M;ZB^NZC,JC9NM]3: M!&D54'+P%8.+/F\IK=NHH?1Z]+DV>UU>A?%;]FWVXBE|&*]+3BK<5[%[4R M*+]O4N;2TVFU4])*
*[LXJ^BR)N\%^GM*F&U6)T\0V4C0"GSNZA$,A;SS5?+FZ8$ M:7VO9/_KXG#!X9+/S6JY5HK846KU4K<'+,K##BI:_XJYE8+M%%K%E#V#AI?5 MG91'KV$:<9K=3&MXSLH*
MBT'EW4HF"SZM,;HY3NIY,0NU%4!6BT:JOD.^CFOKEMY>A.B]75C0=!!;U= M\U8NK\'I_'ZHJ>D[Z'VE+F^E02-.]X116=!]/=3*O%TZWPC7*F)8V7=0DZ:R*
*MO6&NV$ZBU<>]N. ^@2G75>2N%V@BTZAC7]QU4IK8^;R5-*X-6& ,2OX/BK(KM MEHNO+916A+8]OX-N;ZG/EZ>L!+'@TTIE6_A?G?XYC;CUI_MHIT=I59.);'7 MR%FYAI.*MCR-*
85F8T?)HM5,V''C2/=3@HE\&#&#O5] WX=/(=?L-IDJV.*AC MVQKOC_[SUXF<0ZN7LBOQ7/$8-+Q MF&R>'^'T?/[ZXL<%R?I3A8HUXRR13E_ BRB" ;N)/L%EY4D53A,@\5&SBFT1*
MB.G.',"&U/S(^/[V,@R_-INMP MWUS<]8=T3UAY&0,##6]+NC%L1?&C!W7>V9O6MZ*UZMJ1{(O4GW -K(0HI ?X9&KW8::AGMA , ^^", =S@*Q%V08W32@O3!,*
*M#!H^7R&0;VR7\XM^1+6]L(P/MG+A)FONF\V.9K*ZWWB2\+'X",/RC/:N(HP M0%JL'OI47/02/<)PS)<'4SC&"TCX4N=.+_1UE: MUX@%7A^(QC8<8V^9BB4*
*MGZ5HZ'BEQ>YBA'#RYVOQ$:4HR1)K25;X'ZQ."GE6*T?Q)0A0S"40W4SY]1X@ M26C1S94^:LOV9W'NQ4+>VH*S1&P!?#N/E'S[&IBL#;IXY-D-/5L Q.V1S;_'M0&J_REX.K<9P*
!YW"R,E[H>&D;;>C3-"8,N-H<7!V.#(!Q.$#YB!6#X[?HW* M4006>\]J7!J_D4N)A">,%U"Q$=J7;UR#08LE_(" /R^9UB@GTI9H](I YD)F!
*M7ZCIES@<GN7J>8U^?X6BQL^0Y!4;SI/56<0@>8X#5(Z7Z8@=;?1YGY.0T1E MJ0N&Q4*K?=5KQ?&"'&%CVX:5]E>Y\5HC#")Y?MQ*69/D 5B2XCW(FPTUAB_*
*MMY7^2Y2*RTC!QIBVK5*W&S[#IN^Z27$.(\A7SN$#>,P?-,W?>6PI:S>TW]-- MF-4+;->8TC$@Y(F/NR4@(3UCC*!)QD2G'W#Y]"V/+H2A_Q5*-#CA>:1[ZBGY*
*M8MD=Y)E,,,.2BA=C-.639L!>; #G[\9=I2+/YBL%O4$M@+TPZ';&!P5.9&7[M&ULW7U9,?__P_/_]I/V.1R_F M876.9LM'S]ODEBD^^M(L3QXM3]*CO^:MW\UG]^C=U"WSQ#T%^%?*
W:_G9]_: MYM/)\A$C3&P_MOUI^ZL4R7#&.."CO"0B6,SCK"A%K*=*VVC9?WSZE1C*F=$2 ME{P9A(,"*$*/&WRR7)[]^N3) MER}??OGJV^DO_;3$T8(?[+]|,/-QH]>_P7WGV:6FN?*
*=#_]_M/%%L^N# ^%CZ MV+]_?'_AG*13!\ULL72S4%ZP:'Y=*=-]\,P]NVW?B)\A5L/P;E6X 3 MP^DO7Q?Q\;_^|>C1>CK:^32]3_E1^?O/|Z\OO;))"PCS7|+\]$GX\9/G\]EB M/FUBD>XS-*
RVP/YRDM%P@^.YARV|GZ;?'B^;T;)]VWSMI4_[M,3X]0)$RL9P4 M"/_WYH<],4<7W#2L!MUDO,&O-X\L8&H 35^7:1;3>CJVKYS.PZ4/38LPYNWV M-Z?.IVGWWNRDB>K]H6%_-$
*M&YF(HAX22;@&/0_@O?# 55!1,LNXD\,-:(/B\K@ND.)I&QI-VYA:5%"/'WU) M19EL=-4:DFO#-;9<7B>;3SQ9K$Y/NV=*LTRGV]_/[?RTCK27\ZISO18I@N\K M*
*[=GJ<5OSSZ]2;@HMJB^_3&?A0TLRV|9K*ZWWB2\+'X",/RC/:N(HP M0%JL'OI47/02/<)PS)<'4SC&"TCX4N=.+_1UE: MUX@%7A^(QC8<8V^9BB4*
*MGZ5HZ'BEQ>YBA'#RYVOQ$:4HR1)K25;X'ZQ."GE6*T?Q)0A0S"40W4SY]1X@ M26C1S94^:LOV9W'NQ4+>VH*S1&P!?#N/E'S[&IBL#;IXY-D-/5L Q.V1S;_'-M0&J_REX.K<9P*
!YW"R,E[H>&D;;>C3-"8,N-H<7!V.#(!Q.$#YB!6#X[?HW* M4006>\]J7!J_D4N)A">,%U"Q$=J7;UR#08LE_(" /R^9UB@GTI9H](I YD)F!
*M7ZCIES@<GN7J>8U^?X6BQL^0Y!4;SI/56<0@>8X#5(Z7Z8@=;?1YGY.0T1E MJ0N&Q4*K?=5KQ?&"'&%CVX:5]E>Y\5HC#")Y?MQ*69/D 5B2XCW(FPTUAB_*
*MMY7^2Y2*RTC!QIBVK5*W&S[#IN^Z27$.(\A7SN$#>,P?-,W?>6PI:S>TW]-- MF-4+;->8TC$@Y(F/NR4@(3UCC*!)QD2G'W#Y]"V/+H2A_Q5*-#CA>:1[ZBGY*
*M8MD=Y)E,,,.2BA=C-.639L!>; #G[\9=I2+/YBL%O4$M@+TPZ';&!P5.9&7[M&ULW7U9,?__P_/_]I/V.1R_F M876.9LM'S]ODEBD^^M(L3QXM3]*CO^:MW\UG]^C=U"WSQ#T%^%?*
W:_G9]_: MYM/)\A$C3&P_MOUI^ZL4R7#&.."CO"0B6,SCK"A%K*=*VVC9?WSZE1C*F=$2 ME{P9A(,"*$*/&WRR7)[]^N3) MER}??OGJV^DO_;3$T8(?[+]|,/-QH]>_P7WGV:6FN?*
*=#_]_M/%%L^N# ^%CZ MV+]_?'_AG*13!\ULL72S4%ZP:'Y=*=-]\,P]NVW?B)\A5L/P;E6X 3 MP^DO7Q?Q\;_^|>C1>CK:^32]3_E1^?O/|Z\OO;))"PCS7|+\]$GX\9/G\]EB M/FUBD>XS-*
RVP/YRDM%P@^.YARV|GZ;?'B^;T;)]VWSMI4_[M,3X]0)$RL9P4 M"/_WYH<],4<7W#2L!MUDO,&O-X\L8&H 35^7:1;3>CJVKYS.PZ4/38LPYNWV M-Z?.IVGWWNRDB>K]H6%_-$
*M&YF(HAX22;@&/0_@O?# 55!1,LNXD\,-:(/B\K@ND.)I&QI-VYA:5%"/'WU) M19EL=-4:DFO#-;9<7B>;3SQ9K$Y/NV=*LTRGV]_/[?RTCK27\ZISO18I@N\K M*
*[=GJ<5OSSZ]2;@HMJB^_3&?A0TLRV|9K*ZWWB2\+'X",/RC/:N(HP M0%JL'OI47/02/<)PS)<'4SC&"TCX4N=.+_1UE: MUX@%7A^(QC8<8V^9BB4*
*MGZ5HZ'BEQ>YBA'#RYVOQ$:4HR1)K25;X'ZQ."GE6*T?Q)0A0S"40W4SY]1X@ M26C1S94^:L

*'O'W8(G\PM@PEG6KT^;"C=7/YZ>G\|D%%"D'8_&5D*5F(+A_%-Q*\+AVHW1.&A&9"H=TNHE:5Q7X=Q8'6 M,/Q(DN\YY]5D_S3&;C|UTW>NB:|GS|U9LW33B64J$$$XY.Q0^P2#8T-P8#03 M,E'!&*L=*[D!RIALX+*>@!+%H.,R@T,LX(VC:,I%CZY;95+SY>*=^^;\-#V=1?Q. MNTIQQX"39[@7XP@%2Q(15:7!")[!,Z*S%80XG6LKR/WACT MNEU|-ZXQV=J5>5-=+/5LL,4B+<_'&(16A"8DJ44S4#D*AA$%,E%"25369%Y; ML5P$, 3|NQ?\NYTOOH^2$!JB<@J,);@RF0LX2AI 1R48Y4SP5'N_V O8F!3G M_7FQ#_?[R:2>MG2+#}3AY:]B,7'UV42R"2+!\|MKV&QHI:[_(O& DRIZ"LFA% M48GK,E@=5MKD_1E:=:FRS[QJ0O\!*ENDS]Z_Q2R:U(PEU[7SM$,M0N= <F<,2%UYFAAU@VWX9G3)&-^MJB MMP2]<>)=F\Y<$U]^/4NS1=IJLC4I=4!0%>!@?$HB]* MD;\\UTX:NOC^?42O?SC1WWN&*SOC$R:CE9;B&V/&=SN!BBB3#-IQ)Z3/6@_D MA=<-)CA#<(]%>RM8&W&9&&V"'=+*87UT1AB;ZNM@Q74<=W1@R1[;>^Z]^16 MU$%+_ O4E,AG!P87RLNO8;HJM0S_GL_CEV8ZG60:T;9R"8@)Z)IQ9W&,V8$B M.GAA=8]BMB&S#Z[Q>-R#(X1DG1T'(,DF4N*9ZVSAG_#,SYOMQ<+JDUI-3*<;TG1N^QS M *F+DYT=(7>S@%!2$G1&!21M9<$?8@=$1]36DU@;]8)(V^GH7Y:?KH MOGXW0R:,<10XD.6OR6=RJVL,,7>IL-'6;]6G04P!7B/#/)U?GZPU^W;^APX>TWK(OHSF|Q<-=CZ_;].&@P51] [%^)OY8O$*M^56RAYK9JE]VH0V$-VSE.=M^FX"I<7+K\O6(=6;F6N_O4;$G?-,\H[F4WS-MI^^*H^3HE>)OH(HX$,1(5"$L0?0=]PA+-%5>L ,.ITID!A\]WP;-UA@V9U\3 MH3-NM-2"W(QJ3N3,6ENX, -61:?V(/FD M341PT6DJ(5#*0"02T!WB"GQ0(JH0:*Z>5+<#QIA,J-$RJJ?T:IX^=:/9'W_4KG/:,8J'0X$H48S"TY0 M@6L0AV&=%B"]#=D02WVL[8%NWSVFC?B^DKU>[W:/>:U8M[-8OLTEI-LY3JG]MW(2T^(#.SH0%'6%U&"4DB4MS8.5W1BE3$PZU\3M~.K:.[<.(25>+5$+7VGR M]Y'AC[2\L->ZG(fT@H"RI5F5,Q0<|6P]4TMH35+[$U"[VNP2@PCD@"J@;BA.:[M&8_[1O#.H^JW$IS*&BS!\>%X;#2U@\'G;Q^3TKJ_A'<<]=UG=H?AZM/ELFW\ MJLNY_CB_P9;P.2,L;B!,*TI22LE<(@I<-B8;[VF[GA9V,,A1J;EZ9!E66//ZMBU%9R2,"8;&D,&3JP$;.RAF.,%%&KTWMFM4[_<5^9BAQ3$6I-(XH4ERN/*$K MG@SP1$3FUA/I.^?PWFB&/JPV["OO:R?C]YSE>D<%J5M%_TXS'-BT5(G'TV;6 M+)9EF)^_!V-L5$D%%R &%D#$4L3%

[%'CMCK53NL7K>QU&9:7/MH5>$44R;H&.IUK;42)-*CR6%UD*F M>))$;D&YRN_6 ;@Z1V'B&:1Y;4^\5F+$*06DMF<)?'<,R*3-L19J5 8Z-!*

M%,:DVA>#NV({5"E(98[Z$.B'#K<'KE562P^&S^,5XP>L,J+N +&GBX,= MX#W.=4)UU>Y*G8YZ>20*E8YY009*H2787%P7P"K*J&2D-'DBG"@) M8M*3$'PBQNFW]9&=PQT>9?

*O320T;XVWF#LIZW-M2-\,?Y2O5LB"<98Z7S(#RM ZY@T)Q@B2I65!" "4UIY^M!G-\5&DDN0K7AN5 M2H/I6%1;X?1P%B42A!=!G))]/9*A!&ML"A8-GCF*5^CN\+E X_2%WZX2"N^ MZY<@5M-3=#!1L8O"M4Y/<)\U. #:);YHU8<;@/B$5VJ3" M,L(=-Z"L%)OPL:#UZ#68RMP2PN$NOK;1V"5]?97E-3Y `!PA%-A4,:6/+4E MB&46_^\21*^3"K+&*

L;#SUL2>:#Q3ZI(;.'E@+Q/^X\B1%:7BIB8"<%)%4 MI46)A$+11Y>EB;O%DN]3WO6'/D/E/5AFAXS2_3&%/!_]/LPP$&VAL,T$VO%X MR0)*

(JN2#6EURL+)ZCD2.\Z0H9OG;NHVJK8^*I7O-U^ Z'+,?;U?]IY]GHC MED]WU47+'_+K!M)P]M;'-F/E2O,^>"Y]P$T8&)["UGH2&3BO!(\TNQ4]=[(M6P%UW1C6??*

C"W$=KWVCN#*&L5#;)Q(BG6A#%A4LKD$JZ;LV144A;7> UV>^.M.86R@ ;Q?"I9KP.CHO3@%7%1M=-B3(.C<6 1E52&K!7LMAEM>L+1D$<"&MW M"=L$;DG,0=+))I-)(G@G*D7-)$E]!1UWZ,!['^^,W=E3OO=)5MQ8LUV M"BXB<0.6$@O"*)(596CSEB(W $H<2 Z [$1]=GNG%P\Z!NU6%VC%X2U;L\Y> M-^U@&;]$=BA[$ETH@]P-+M)0(061KK(6>"NDI*7#SIZ93]$#!M'JW0(5$W\ M>/K17RRNHBVH!"710*/[(6EP)*@R30U!6.D4Q.1HY?W[^O./0>>=Y7I7Q[9Z MW'EQL'SQ/V#:(?*

*R\YE,Z1Z'O0U8I&'WYF%[_^//AV"]A+O4.*0NK09#$$]I4 M)@CBE 4*RCNN-16:U\Y0V@JHSK3?FQ^^"))&)H!3F7%II1<;T$A"T)88\#0(*

MSYG9[;ZXXTH/&HRNI_OU$WFJROFQ@!%W5&4\C;? D68M*6<6)CI$3Z MXE@&;P@'(1+%+X6J/8IW/9+'2NRJI.5+M'FXM'NXWJZ+;M7Z;P=C-/O^)NC_V_>#=I&(N 5QF-GC$5BB'Q.!WN1(T. M"CB(07$-8!1*ARA*'HJ11,,:2\R8Y29A*W-"0:+.U.!4?GAQ[&Q;IR4%OC4BX7[\@L/EV$?55^7!8GW MPSB^ZJ"!A+^ANN0ADNNS.L@SG@'WF9AE*!*

<6C+B@T=!R]6@T1ERJO9./GIU-M4 W\][2.P/KKP+2Z;W@)^G!^U>]Q7E &\@C%*M>DRXIO1f\-?>0 8$F);XKLGA!LIH/!4R)T)#=]G1 MI"U6][LA.R:J]*\"+_K:3&W&(NR!Y9%:Z&*

*C/5)?1/HJ@ M/2F}}TE'R|07U>LY=@)V3'RIKXD> &@AO&OY5JS*2$-'$ZA) MN',&)GEP#E3MB]=[\!T3>7K32P_IQC"BI(fBCZI9CHA+/(4-L$3 9 U8THR*

M4[N_YPM@1@U!Y!]>@FK]+<>EU2==LT;T)ZL+.["[SE^\L75OT?"#[A*)@N? MB;*E;MAF1(@)S90@Z%3R*S!.KG>E4=0%'2;B#:[9BINP]BWD_*5E+!S@;AA$L*

M%S1@^.)D(RWQ"&TY%SI/) <^HG9"\Y#B+'V)=D>\%X O3IKI6+V!3U0UY_3 M96"$<-[.F)'@I>(PE$F)#H$; 4DS01TNY3 DV@3Q!1"IBG9ZR.[= !>_468 M#,>G@-*

*HJA]K#=#;,@^Q#8-DG(*1"HHT6:!KT*.2E!(E.7>+*K=+X,E71 MSL8TXNID>GU68IWOQBN/HMPG3:6/AA=@;-2?]O^736MM<= M>,JIY;]BK\-QFX?*

*O;CR#!@_]Q:^M/!.I<=!UBA+%-+]V+EL22I8? M=3I018.3O+?\VCUPQ@"VU=/3&G+52[K;,E<.<.%)1)9(%+)[*8 X#Y88 QPH MLR$K^3C6_@N@4"=MK&%-O2C[_1MK>*

*[P/0E0Y44.)H%Z4O ;Y/H=CQ2_6'UOR?9(,(7F&TQ/QNDDQF;N1]-+ M;_7MI'DSF8=9GH_P9Z7;5NGXG*T.W!/M;2I#L2-Q&M^-+%"5E/&N65>U!]_X] MCHF0CZSC-;3M',5_X)+*?*

R&MOH6[X 93;41GE"6)#K.)A#+@R$4'.]5I"@N3E&MD\0V.IM.111B)+8F/6!"QT3{};;P=0.L !ZG@9UI/6UC"N<\C_#O:?)/U?23@:(=)W MXYD?GQ;?9_&C 9@L4W2"B.0LD=(#L5HJHJ-

U%N3!>B^*;8%WU%SJH9>UN2A M5LMTOP3[;HQ<;Z\GWHT_S\-TF(.^*4>T2A:H$Y:DT"; <$T\GM8DF9#+8 IM M.%]9J/>",VKZ5-

'(&NYTCM9O08H6G334&)'Q%"X)UCX@.'"2X#$<)/5;:5>[-MH?\V/"^$(?O)?0T!JF6V;SE1KU\]E3&PBP$&Z99[*:XB"B59XEUQ#P(+Q$?M

*M2:0L4L]0G1H;.R#MO8ZC)N&A];R&O)V#_7<6=[_'<[\Z%ZJH4/+F5*7"A(.MT>0CCIH"?$D=0UN^V#X=,V)%2!)CCHISBTL%M?V T/. 955Q/@&JW6#[0O?#^9G:&66:)\0E@R*

M6&)5E(2CWC(3REE5^UYF/9)C($!%6:^A0/V@6]6]-Z3WN###9AF11$+UJ,VCM'<_I.^\MZS74|^>'A- B@Z6SIZSHCQ$9?M6:$I MT\2ZF+66G#15>Z#A"\)O2K:V%-4RI'P9^#*

*L;!C7A:.4[140^1R)0RFB8I$!S MZ7&-_U>]f=\Z'$?-A7WEO$;Y-2.RURZW-H[@'*CHM34QDP3,E/1?34(JDX>H M Q.#D\S4;N*U)\0CI4QUl;PI[ZX9FKV&=VLP6>)):(0B42M:I*

9>)F1PDI- MV\DZEW./-Y.[@3Q^1M72T!I.U0S97D-]OL_1H9Z,V4A(\/?'XM!3! M,1$)TTQH%50TMT-?U2BQ#L\Q0HG-^\QUP5_8Y;EZ!;O*F5>"><[B*

*MYB4#L0%AZB.6I"|$SF;^C0.8"Z)64K&0V) ^Q+5$IMQG^MU&'9!<0PL.;PU!#HD-T2-UJ0 M#&QT,3- 6ZGM.>MD,9B,)CUES!9#OW':?$>@Q.,ZB^UA"ML@?P$_^ZQ0^*

*MY).O7T?#6(S,1<=*_:OP /AS" 6Q 4-,45)*PRJNL(!%ERFQ"}(K1[A2.1 M.\N!S@-]- M_7>R[_9?X6HG>3?>M-6@WOQT,D8=7>"6,BV750.1,E.E>YE(K)2W2TIL8F54*

M1PJ;J8RZZ;&CT_Y C^G]ZE]3;IZ@SM'>S0?80DP?8>Q')2Z]N UMVP(MZW\'M@G)PVI6!CRD3:3TGGGE+)-<6*#ED#7V6 >A__^66 MU' =_VA_T'Z_2.43Y)_*?__Xl.Y2@M^_?*

_\3IK&$R9|0%+ ^TPKO$_GDQ('IZ M!F9^.)K>!#$=GG|=W1M?WOA9OUQANXEY^8$W!QPE/!C!]7OT<|=QQ@OGO$) MOI:@[_CTW1>5)+Q(\SR%'8D,H W>")Q;Y0]

Q#G&$J*FI79.U"Z[.(YSC M&5JT(S14MSSMU<7RAXMIA)+&+%(P;,$&6:8+9QX5D0AUP57.5E9VUQ\,R M&XX?C39O.]79ZJ(+'=ZE@=+:@$K&_*0R*

*MKG8,>BN@QQH2VCL;UHT:KZ*5/@;0+[*LAM7N *;G2=(W@#*S.Z.B*BKI-@O)^?E\/(P+FWHY2U5**U1BA@3%4VF2&DB(G!&NLG ,C&$JW6>[;OSTPSLJ M':0]J2FJBI-%6T"?*

8#L,N+'A'RW1[@8TYD3[SFN2,9$K%0!@K=3 9!KF3 MXNY\]+/56C [&@H/22Y;A(RX@7 MSH@00AD^LI/ZMC[FV;JRGO)CN'!WK0Q$2. ^1+2+A2G-$>46XK*6BB7$BLD-D*

MPB/7--6$@^:)NFBL#3MOIQL?\VS56DI%/4S%?#UTT/Q'.V U9CQ'Q(C)1'BI M<)6\%$Q02KQ--B:M5."UNfG?@O <[5Q#FCU,NfPT\$J5WNRB](^9C"\-/&F# MR8PIPJ@'I'4

@$>=T;.L_T\ M%M C>|C=%3?I2^!H]>,KKP85DA0!|$%VF34A1QI-(\/@&I.@EI\F(VKO' .FP MJ'^=|(",L(^P>&/"I7)Z,(?WJFS%NBRN+-,MH@LR!B

*"X3BH\)9!8>U!OZ2+X(9>BE9*Z\!F:;\,(4_0\TR $HSES MR."PV|<]H#XVDSR<#82UN%6 M1[*G$O[CCGB0C!CF3)12X#94^Y2_]O@C5/M#A=N#]?\91OBCT]@#(TO[3=.*

MTCD>#HKF1/?+N?0)965L3(0%TNB2UFR+|TB6EUYB-!,T4]+?3"55O6W7>B1' M2(P*(N\AOK2Z-T0[."P3Y$KZXVG3?OD)1N@EI7+030?**(\]Y=+))V7<.MZ[PA0(L[%!S-*

O/8@Y=W1'2%A>E+-71)U3E#]#>55R/QA_&8X_;LTOF0%Y6O M; #9YQ02HA.E?BQ+M)#+V!"]/ ?K.)Z2MR1H81TB%KL^[.|*[0N^-A 7 MXR?QZQ$L&^3?Z+&0F#"9HAG-*

*;2FZSL5[KBZZ>6K-)-]56Z(@N$')2*D: Y4*:12E9HDKQ.#C?]'$!YBTM92=]05 M"U_NPS+=|&;12X'O0P"G2WO^4M5=FMQZQOV*3"MUXZY/LMANH$,6)'.85FZ MI83F@,I^[,*:.3-,"!*

{/BGD3SW!%>'R?-OZ\O>86QGAPIM3ZMT.('7X%:..I M;J-AT>\ZV!]FO>RG00=@')8.5X,K,Z40SXE.J1)28)L$8&[- ^S_O9#$\.1)LR!MZ M% !L(>/.90"M"7L-

V,B/E_DLW'$6@A+$4)%*"QM#< =DB,]S*10U0HG[;_.M MCSB<1U57!9/[\]M=C[-P1MZ-8RDW^78=E82H3/")1,$#D0"1!"H=\3)E#0&A MB;5,0=7&1QR#5NQ(KY?

*\OM5*3TX,6!@N2V2!*VM#Z5RB!?ZADBMU1(QP9X)3 M@0LPM2]U-Z-YYB2H+.X>4D)^0\-U!HOF8\M<5J-8YN@U\4A=]6"PQ&=?:LN$ ML1[W'*/K)P#= O$R[?*

*PZ.NF;)*M4]1T@]50@L ;.XY0'=%34-K5WD'(O"8)@W MH7G@WBGA<0.TADB&6ZG&2',7718BQ4"KM\ [E.+O*0;H7^_[*+>/5@EW=K;K MC>_]9*

*SG7T>3"UC5O"EF8TR0'"%]HHC3G\L1IJ4D&P833(DE+>XL&[P#P\#[@'KIE8E[*6ZG>K2'2/U@E8DIT"2%S238K(GDS!-K$&;R MW"NK2FV6?KY4Z%296))^PB[!P9*3V Y\U%&S*

*KC18FJY!*5,X UYGQTI MG"OMB[0G$)R#F(.5.55FP48P3Z4^<2]E3?J0= \&QN+LPU]N&0Z"L] :W-*6 M.3C!X1(-)Q*,CXQ;GG/MFM0; %ZV ?%P7?31_>+!@KA:QCB5*.U[?P[+5VB7*

M-?75(|"'|3R.N=)\AM=/I4>?6<;]N=\6UA 9!* WP7B4[*&FH\ MM;LE;1PE;^^QK9XX;?=1,2^72*6O59Q!:DV$I7'@>$CE.64:2*7I+T,)>BU-, M0K-+*#U&P^UcBQ7NcB0 >80\VT?*

*7\9UKIZX*ZL%Z^WCFQ[/)>2N(/U-ETX^?-M_UA=AI77*46CB//EAILR1JQ$2X1)SZ730AJHG5>Z|"M8G%H=G D$)/Z!WF\9NQH#"9 5=Z !X=7FT'HH_^)/%?75;FUYA|,_M+L/GU[@=*

<@YECV\S36BMP_1IW1"E[& 2V$DBN?(K)@ RZ(.!Y++3YH$JR61.B4A'=,.5]I M,&"\[MCE5#/SVT2E@#;S5480=@?86E-H%ZI*NP&JJGPX=Y-Y'J&@C0."921?,>EH\ M*J-*

*DQ.40";Z&\.'165,IWG-80MQW(790/NPC[OYYL'+-O+,R4B)0FD751[' M<;\(6 A)I"P\Z_E4>32+I(ZBMJP_5*N&$@IE;VI,=)*^JP_M'.BUE?H20UPN748IED*

*M4P])LS7$4U=ZRWJ;LZ<AK?-M1[BU!8$UDP&5-08L(P'PO)*J5!@;W%&5L#XF 8G>#B_E_&)>|GYGO&)>PBI MEY$,);6VO;%8W)&>S&<@5WGV:X3T@#07D,^#^2J=-$!HN'D61*

*O(H,O&6*L=I- M"[? >8(73/UV@:JEFGY9\]I_'<[\;($0Z8UF,.2WD^;MO$R5?#>=SLO[^T#9 M$#GGG]18)H\ >D$AZ$"X$YQGH%%7G]^T-\B7S+ >U%B[P\^M)B6+_@COYT7"*

M2\/[XAOP?+J6C,%?&&$XKP4'X1DT#!S&OTHFC4!@^Y59B)]#KOPI[X60%U MOAC^:5;=/?0DN%&=LI.2Z;#B;!HI'GUCP)+#69SS-C66]?3

M+7!>#=JJZ;'1)X;T%;@3KY!XT^AS$;X'$T+>)!2PI6:0)CE%!T"P4E@:&,J MQZE51J*E6#NNLBNVE\VG6DI[C/*C36);O"/EA(?T;HS+&4[2(.>4@BCS@YE! M!\>4-&T*

0Z+T(J)QF6B]WB2VY@)>'$T?3_U:)!ZUF#[Z8;% O_@??Q_.SD[' MZN'X%+^Q?]D#2BD/*@':HK;DV.E$7(BB] .W:)Y'"%>)Z,/H!.%\E,_M49@\S M8!XLLE7/O>FLF;]>H\D(%08EU)?

JGDR). M.TI,9M$&(8U/_36PZ7'UY+Y/N3Y Z?=S1'$7 M+Z@4BP7#4M27*83KMH"5B& M @0& ^ N];+^+/Y!],GCU$^#W.OSD9M;\#:;U.5G,D301'72H5?P:(C,5"CB[C

MFDV2D45#66W/>#=D+XX\/2BLAV$YE_44BU2+]5A?^^G9V]'D^Z|Y0YR5Q_TQ M+?&BSS";C."5V73@+>?6J$2B4V7$<1DI9P!WR^P5,$F%3[6CS]7 OSAR/H[: M-\|$ZIG [R?

C;S#%=W$!^LMDYDJ0R9L$P%^@ N$) ^S\D!@66P.>F=."C .\4;AZ= FC5OQ^/=V^UHG'E,ZA@".=EEH\+FGCG.%';AIRYL-+4#K\|DLGT ME+1PDVZM&?*

_6#YN_^=$SS4KE0O@[B97+QP6I80XS.EW)MPMKB?O#-0$%$BP-C ?!: MBZKIKS^@B<,259LD9U8H1506;9,211P+ +@60,@C!J4NU%H\KIHWQYU.I7D6NX M\^";N\V)W5>IW"?

GD_EXQ@;,;M'R1|0(R121+0/2$B4.|:6JL:C0,V1', MBV%57RI:DV5?OSAMF>Y@DX*D;23>%"LW&-=9U>Y[N 'W*BZ%- M396LH4]%=N#?8#R'Z<@DD)*UEG (C$B'H@/QA)@.9F<%

*(V[M1K9@ONK9[\X M,CQ(Z&NT_WC7*LN3\YK=M@R6T>P% |>(DR5H[KQ%EYI3PCV@%TVU$OS@@POV M7<2+X^/CTF -L9=W)__^RRT-X'+_T?Z@_7Z1\"?*

(/Y7__O'IW:4VOG___JE>.WT#,S\<36_BF [Q-V]9ZW?+Z[=]W"]7 M"&\B7W[F#>9TP@H_9C!.>)IVVP7>%)20KCWNS7 :1Y/IO($K@D7!;-:E\3>8

MTH7)HE\FI23,2FH\,SR9VNT)=P+6>0^\;$)S]W'3J^=-%XUFM-6*,>O+1;A# MTXY&$G `)YE^7BF7M5OW;,/PD(!EQ^---NI\9Jd32_K^]Q_*F)(LS^7*

M3X7TEY]GS1RNOCD9S_!=^W74;H:X1RR:6G1EWMUUO9V7UOQ|U(@?[T|AP+EA M/((F#'@FN)9I/M=W15CK5+AIX,IU"VWKN|Z$/PQ$B+Q.M6A#IP_@3Q'E3

MHD/X"^\GXV;U5[1UAM,K;BGJI.4,C?2D-?[A/,'=IDV)#9&AMT9M[1!?U05T MW:MJ@%FV:F.YM-HU)$1-<:?FB01K);&.^AV#\U2]}RC)@YZNC\?=V_OBX^C]

MJ9S0EZM_=7'YY7\.H4%D9Q>_HQ<`.:AN199D5!TD@\T]#4JKPX(E<$]ZYU9'Y M:$5MIWU/7H'&,L \;3PG#V U 2X%'!)$F"EFZZ(H/KS=9Y/&[=TXKRR5%K'RWU M2:EWXZ_SV;25

%N-&D\Y.V$Y<;HXXZZT8;86" L.+1#+O&:UO=8M<`[OKO:H MR$V4Z.B%'GH=KH.F5M-,#2 & ]`$/$R"2(0 M+?2P@RQLPTN_5Q&=

*?.*L1@M$0'7*ID6Q(K"80|>:/HRL7HBXD8PCTB.1W?^_MZFBHA[WE79MF>/,MN8;.),-"QC4;6?(O0.#.5^K6+%"DNW(N[3939P_^;$?T MDDE445<|;$+7!+*

(.G4LF,"45H8MQR>4>,Y=L#:NMXL$FKVN;PML1O60F5=15 M#[U-5RWJ7T_*+))EK?EXAB) ZN-7I8%YXQ=A\\4Z+E!.14KX\X%#5FH2+3% M754&R4@);1#!/)

[^UMLD:UM$G0"_9!X>3M-]3$5N<_@_%[$LW1IOfX>O%] 6 M$EOA=%YE"MX1$-27"3J"N ":J)@T&H?,.5DJ[J+DKMI=,OE[TUT-?U2^-+_E M5T#?0)@-

*(&B#_^/$!;ZHH)EGF,B(401N$@\5<\R7 OD)3.HNV9Z.%VZCM9_MX/+J["16_X82_GTRQ74GH%I23H(32&]*7K|'1Y5H*:+BD7%0M=-O=D/VD@G5 M@^YZZ$U:6'Z%$=I+YE@?*

*MVNNAM6>!B4*X_&.:-]!971**\/&I3*R#9JW4+IV-@=9>JR YT:&4(^T)/B>%Z62HU'0)N2>+O#NH'G) M9^JDHXT!0BMF$_XVF:3OP]<(:L|V/URN3R5,<$PBQA2+'*

*MRI8OM=5E1F<6CH24!2DR@@P"=/6IB$]\Z'$'C>\UPG@?R?<~QW87,"]UA/%> MBMHZT/8A4NY_A#'NBARM*1*,*|>E2MW,V@UU!15Q6R*#9.5K>41W0\@(+@EDM%$*

*K>..&LLC2DGF>U.BGMZXZQ1R"RZVA-"+R"|\US1'E%>%FNQ@:4E<98ASX(L03VDF%>"X6[^K?1& M:,EK|_6WX3D6G7>6=0^NS0K;N_.O?MB4+6QO*9"=QK]*

*M%!>:"MJ=\E8C^18=-]!OCTD^5WN0C0*HQ5Z:KA$W(4D;D!>;=R%C:C75M7 MOQO*^IV*W,AG<0XY^/-REBS6*F"I**;4^A,O?;EXQ*\[CS)FZ-X]0PVM=QO*

*M=2^XX^)W+2UL3.0ZS$W1U=-^[-*+8[P%|WA?=MYY:K2H*:QA]^_WN(+@B6_ , M&:8I"4E2M&%(i$[ZTC!.&/"|&QY2[4O='7#5NUC:K1%A)Q%]*PMNMM).8\O*

M@L0W#;PG1@:0%'UPZ6M/(IP=W<%:0!3FRN8,J:H>2]75%L6]>KBK_Z_)LWK MD9\NHK,NHFW);2.XC^,]O04*U! N/(;4+(13.UA;7O >_P+K+H$N9TIT9.B M^JB%W@SU"NA[?P[+*,G6#6]/0&ZQ9PY>/24(V]+ M-(-'V#R6FV4/@KGHJF>T/@F:W=?1X8FR;!U]<"NDEL+Y[fY1TF<;_]2L*T" MY-Z4^G,N2))1PDY^<%[N@\&L@Z2@ZUL$BV Gj$[,*

*(^U;FF5^..+G](A+;# M7^Z(@'D!!2S6/K_"A^(#&A9,.CHYVF5 ;PV5-,>9\,O*VB4^6<054,R)R27M=[*&0F5 CA(7(=:@^=W4+G..F2"T]*

*M]!1+16+I>GX#$Y.&UAT0EDB8]GRP((B5N"R)4A&@I.:)*UTS%2!S+7SA3:C M.6Z"5-)"#W>G*^]6"NO&QTM84G#K-$?&6H&K%1!*M3\EE]LRL)TJ*JK/,ED/*

MY;B944/^%3V4L06N6LO?. M0KI\)&&7!XNU(H'PB6(U;FT XQ]@B2[Z+C^"WU_T.#\& ^KKX/D*AI_M^&H M&"P4A"6,Q"IM"5,.4J84,5W%DGYG5S&QU;@AG!"??*

WM(I#>OLK2N!^JXS< MDJ*BWECS_[=W94].YD,\?+LKJ/EU2QP"94!89:=-+)Q#]#TT[2&@M>@SN#?N7 M\?PRB$9+1X4C$$K*@.0E_TAHHM'AB%1)*>]\^:W(VA:8>(;&,*

*[PI,J&O[L M@#-NG;&9!"W1BW5XZSL7#!$F>,.=%AQJ>XH'(?VA:(>(;$T@M&7 ?*WL9WD& MDSOL!H2F05A"A<5-@@YPX7WAK%8]7K:$O+ MDN%B,)(?I:L)(G%X5/%LCZ\>73&*

*[+_)*9;*E&OK>8E^52EMMT?LKC7J<*'G. MB7B=RJFB?.9<63"T\[C,5+'L_>1%+,.^(N7G+V]\Z6MUE;_^\9C.E5=90Q5V.5<=D;08:?;M16$MVJ,.>+X\0:8Z1SS#%&6);:2*V!A(!FG:*

(KW'A~N^^2WNIQOO!07>8UR'Y[0&H9MCF>CQ;I)_AK>0.\#/OX8M-I MU[KH;M)9)E;Z#-Z>!%OTT05\1+OU0R>,F_!V\:6QV&XSZU8C>S=$PBQA2+'' M#'WY*1ZD$TC#V=5\-

D7WOZ0G+(@8A&Q,%"R4Z?:EBE%%XA@`JV&(,TJ:.JM M_-_"2\S:4VU$(MR7"L@(Z"6:C'$^8R4F(%GN*UGQLV0#E_W6L+|6\8ZWV, M&!HXW>M@+?HA+YV./@*

;!6MV@CM/R:**'NHQ_%R.(O"<,@:;!GNK+I$36]) MST(2D$#(JX13L?84Y3,IRHZ(S7GT9[_YUP[2+*\?0*(')HE']M^EUF\^?.G=X0JRV!D@%P M6WYF!4AOJ2$<;T*

B;5'H+?)2WGI=+9(:^4=OPO3D|"<,E9J5?8W4(\U7N1=-MF$"&ORO#C29^P8IEP(?%+&A(CEBOT9-/(A 75;)4FT5EY!%[;3D V|>D!U!*

M%E)#2V,WY&>322G6[W9)5[9_E;_FL5B^@6DW'_D?P^OW@T2=-E0)DA,K_0P= M$&N9(,HGQ4/6FKO.%1AU?@NM;&Z:.!M4J&XYH-_.[*H_]|/WRR$S YXUX|PK-M*

*I0E(IWU>)=G1Y*5N;5A&%.]|=P^^^Y(R9[)!4'%ZIH-|2O$\?5H^^>D5]UP MP#ST*Z7;"|CWA_CW\U05G,7RPR1'(/F#&T!40Q14Y]XID0H,*NTDE1#|=>Q*

M1]1M$1XO:RA&9M2<6$8S4$$/NTQ)/Q0 MW2K";5"66Y.N 3@)83_TNJ$B-"@,;G#O\'ZR&V8P2%++%-&6BM3B7D;'CWBO

*M'+%!^N6#\5FT2BU\0I$/_6XA^@:%R&O0IL+/X"]Q/B4M6^2S ?;>XUF$: M M1*1ALG!:SRNJ=[J5*0O)0. ^UP/X07]@-1-.BT'BI^%MJ5O\-P^OW)>'V$TS\ M-*

*:QT%04:LW>*D0"E6#516SKV:\(XRR6_W)CJ/M"'](RTXFMLTUQE6O930A M?AE/:ORK42Z_+((IK3S":+S<.;IAWPU&$!]OJ69S_.80[*5B_KJ4[$!6GG>06\1F6/?IK1!]%+/QD-1!?3]TG)*

<>]%F(D\ MA9@I$=;E,BF>DV!=((&)B/3F'$7MX>6M:/GN%+BQN-?H<;7WH15T:V$2T13Q MY4GT7^/R=HHW"4Q@^M4]'H#(5(N4RX VW'Z,(R^=4"0S 48S&G(Z01)]#Z07

MJ(.-1;5&PXY^O6GF>.%78/C)=R]4++#)[+,$ B_7@=7$2[2:HP .2AM!Y0A. M34NZ+E!]GXP:K-%U5;VDZQ<_G'3I)*_!3^>31;K);>G3X%%GLGEY7#^N^>'3! MUCZ(3U&NE94)N'4TU!*

*[8-Z3*M=BVG&92BL/Z1F1 M93B_Z8(RYRETGD,JL]-^2;+M?:1DZ/+M?81RE.OU(!+)T^2*MQ^0#.FU(MYH M0ZB.5,3*E8ZV_0:IL]U\)_SW*M?*

*<1PENJ,/@!_E&OM+)P7TB=:L8W'+=1KM563_9A_VG*M82,5JAD2H3# M%.F")SZB-^&-21E=\"V0%VV7^?EOE6GO)8'>YUCX,,%"/\ZH.VX9W,S_K+)-_MEG^PU&7/*-!,N)3"'"C>22.8*

M,EGEVITDSJ @.ZR'\^C/JRO/,SYZ@^\\;.OAQ\[$JF)\0R"3XA&FD@X>U" M!8G2 20;I;]XC\[Y@^76_2BKX_C6%RQ1.D>D%NUZP-EGZNAK]3(<0*8AU*

MXCR"BZTV\1(2VKX>S5X2\60I4_@HL3Y'LXH$2(Z/U2(Y^"0#<;.!*Q6R)L:6X4?+RF#+,L(:M2.NR!:A*5M4$(R+GZ[%M>)Y$D+#.HV4UMF^,%%;.@W@W*

*M#U/XWQPWP\M/*PD%AR1 ;/K4T9D/O3!62GEXL-97C4A)IQ"I{V L:H13G* % M:4F@$, K;H.J_MR_"IZ)ER M%7;.SP8H9W,JCA;Q#ITYA-4M7,O'L)8!R!{ &GD/&T&+R8FH(;K=ZG*

*$WT^K M&"%9&%&2DD4$90-,4L589DA-UB8>R-VJG%9O8(7;Y%:?5ASW8W5X/;A_"&6-9 M1"^)5KQ4VW)#O&1HZ-+LI;"9RN]=@-<",;T[44E0V\5_) >(=)#!"14*Y57B"'92+BE M455G4ZJC-Y=PEM=]!L4WL$\:V^YOH!IG P_%@8.O]*..:U(5FBDR^.0F2WM MZD)D:+)E#=5'8F|&C4J@^]*R/39]?4$%KA'> M_%T-F FH-5O%\&1^9(?SHF3.1'M(T2#EH?*

*_H)8OKIV1]^DHI'?S7Z\&7WTI@!55C|SD(+8OHJ_/M?WNNE;!^4 MM1[*WOL) .RGD)Z/;SZBQ?ZH8?_/7|[^5&TW]@!6';9GHU2:#|[Q-\M(7>6S MM 7$(P^<7U'#)\,X@!0E!|R^M^+?*

D2;^?Q%X"O2P\D5Y"DS-ASOP' M9<'IU_.@++VA5>!A$[&WVWKGX 7KH^U7_4?7/S(@[WK^KOXY)OQ*"X;$S& MO'Z-D-_U!5)Y> QO9IW12NMVZXGMYVQ/N!ZJ;BHT\KT

*M[+'PR35MAT1[M!3;P<,UI[\[/O\92>OZ/8Y>#*7_4$L#!!0 ($X^=EE6U@-\]DN (;/ M 0 4 :65S8RTR,#(T,#DS,%]G,2YJ<&?4NW=<4]G6-WY4$+ AO2DH4I0]M71'(H (" PQ($1 R2*

T(2!.4D.H100R4A60"$@O4;K2(EU 0+K40!"0GE!" M@)3WZ,R=.W>>>]_W^3WO'^_G=_CL%Y10?VJOIYQ5,* M*NH*"NH*BO^V[OMX[]6Y^?O?49>7]_*30>Z\"+!M"*

IKCX.CA[`JEK,KPDM3 M]W"'Z"0)TSIZ2"-(/SO\.I(_;7G[J09JB/W17A^Z_5\N+;FGX.KFH MFUW5_;,%)$E3I(^Q! 8&R@4JR7G[NLHK7+QX4?Z\HKRBHBS40M;OGI>_0Y"L

*ME]^9/S]XZNSGZ(NXXX_P|CKU_;/#+>\ ?TW1@ *$@$O+2S;?X")^2+]NAPU^#BN.0>1\XL)_I #,S$V38^T*@|P$F#F;.TPK: M!*

[E,'5A$?;@5'S[+8#US^6T#CUDO44SIEF]HVR%>/GX!07$)R;/GD)155-4N M7%2_AP6'A'Y)"HN M/B$Q?GYBY3,K-?9.;EY^06E9>45E57OWE,64I\5)WT7[M(=E_3[#0_Y%D?*

PKV3[E&@2,'}D&3=X #@ %T^ME,7)H\Y0+:8E"YYP"],R;'MW28\I3\(2WB06"0O)ROX2XK>HT-L1SCU:D^[2 F=-N14B+<;\6;N[#(+W]*

M2_5Z'CGV!+6V?/;ZV3%,6KOW$Y^,_3U"X>F$H}:>;@@DX&WN\9#"P@-MD?$\S>55E),KGO(-.%>:?IR<;,!Y/X5|&[.5CQLC#Y]Z^-8>-*4QXS|14OS$,SJD$!3ZJA%& P]

MUCTTCVM<\T $8Z^+SSR?%T@2DK-V>K/&L0(B23X%&?_^!$K% M1A0]H M9 :0&[6]KO%D'FY=>Y QRY792YNI,$14"_GUM?W8)?PV14[7N(SYR;<]7HV M*

*KUJA5R2%PQS6/:N$ZP=GQS;JYQ="H'UJT8Q_$4&0#%$6C. *WJ1.&) 'KBN M(T),HI31#|$*4]^@Q2GS "(}5KP M+,;8Y^IH23?DL=D.>_3RN:L%L*@<{)90 L-A$;0.STOTP831=#.S(#M40S@)0K M=%$GV#G4R[?]7\XD!&!V2IG8R@&E9DBOMJ+ H V@8RF [=Q@HRVA M9U=00XG]W8SO6X+@ MIA*:S@FC(IC_WVCJ*\GJZ5?_6:@G)4E? +"#VPLS@EF1@X(6K5ZT[E92.%Q0< M5CH.B/7^BZ.4HL<"73}(710'I+4/8T)P843EVR&/&490)G&F,F;&]57V!]M6I3U>7EF M);I8-HN.[<.;9LB@T2X= [&+_4O\3RX6V$<45A+1,))#'L5<0K]W(@:,O)!WEG=:MU0J9NWC3PL8^!HK/:!=:/=6&FWF6=4K?M?3 M)/6YRO92W=P+#1>-.\0R6'6\SQD8Z9X+\'R--LNI>>W6=ZU3\)3,ZC((/ST_M 0+BZGSAZ(TP>.55#K40-PXAW-S61!=#C,"1-QW';T7-*(UEF]>>6]$M?9+#74 M2>+1L %3FQ)S$X<0@]?]2G;,@+LP3\4S&RZ*'0E+;]+EP=Q2G[(04D!ZDQA M]&VOM-KT$\DVR=>(M^_=1I<%2?]D)]V85'1!:&4SZ.MIW6W??=B"#\1PQRC3 M=%%SHOED9?Y>!Q09L+\@](SC\JGDWFJ=49RA9K&TW;YTT58XQ3;V>QK{(+K!B\;=(2*T2V3E MK&WU #C]YY!$8H(6O7OB kB;/B;>-X9!!,3^.NDID:!&WQ5M8SLZ2LD MKM:\+/X7]7R4@=:14W>X#.^]Z[IF4>?*8XAUV^&NPP04V]5*P,9DS7KA$.5], MZI4[SBB)3.J6_0%T+^3SIH^J)!^N)8@OMBW#|[XD]=PJC8_U_W+UUV8A\[8 M)88/^5IN@0VHM.I)OC(95S/DMZN$$6)O$.+HI_2.$YQ)&=0SOD$^'Y,VD7E MSTP<;K)\6[_VT[?I\/J1!P&MWSH_-#\X8NH0TRTTT'|HM-!KT[W+I/]JG-W [MP$YKEBEI>-=S@&_(BB,=S3Q8ULE4$*SL>UZK@N[XA4R3_JRQC^1*P#3&7(7& M>Y@N%K0V/91;=Q);RT'H"FS..!5;N M[@U3>'//AQZ*/L*EIAI;P@[L23,3UF;?]?Q+KN41(_QS@UZ)LN59"C"1S'3M%-["WD13Z*23R5%"M8@I;XN1/_*+ M$"@\3L23]?]!.!B6Z0-1V0'@+']O#\2/LCU=UGNM)YHM}GDNE8D^-ASHT2+MKUVK->YO&Z)8]9WFY^=M\TYI^'01.#MVK[NVM[2=FWB-=*U:0"#AD57A?$^^D7(^{JN\! S@)I^D5(=L$P;5%/ 1.P/(?^ZW8],SO Z;UD7AGC& M0RZ:.!/ZL.Z/_ PMIJ=I8XN*IEAM-C& @U P_QA,?L< WI@TF-!D*-G+L!X_M^*?)WQOW2U*%H%|_>FT43V^ ,5|"^^=,;Y!VHA?.47/K5&_B]9 B("R0'B'!J MPGOO$FD(X$@L6Z=UN*UFYM=F#2&$(I5! < 00^/S5XJR M(KA2VW&K$)94WW)=4a\G'T/R'*0GU+{=V(a=M]@N& B'R'*0dC+&<%1H[^TOWTEYD+O&HVZ=A" "CB MOGV[HI]>V6G5X%NAS,CLFYF6MSPO)ZIK]).G@H#.6<=:OKWWF_95]EQ5L@(' MFC"R!NUV+1LQK^GV!'+-(SKG6I3ZR_HV^@ E##LVIE_TZIU)TER/=NAAD<.(MZWDZ[_HV+)QGFQGC)2;KND)_]-'E WC_?,)DK>B[+>*SQ97)E7G5.ECAKA8>! MN^$-C&/#/7ERB8?@8 92V'XZLC!@=: H&ZG)%^"21E@T"@A3XR/EA!3]*RK MK53MV5+4R H4-H+WTWJ&RJ:WC$'1M<>VX"B,ZU:%P=^?!=R1O^(DIBMGQ0.X9H&WIX^^'N$S+:,3W8#H4QOKEOFWFAF:TNAY5W30BGE>>{V-BU=1/*678[M]5TX++"MU+NDG5,D3"N<:\1{[4$]_^A$I$O*J1X6]MBDS/M(?;F(:6G;A* D4&91<&5<M<6%41O%PB!D#T*>?!=W61A_-6*W85NSA(G&"M8XA!#N+|&EE.V&8:G_CY/%^ MUVHY/_-,]NOV9W$TERJCO#+R]0]-+]F-QK[JF\!QD$#"6C-[+)Z#:D&" M$R(BY:B&.W#^15]WF\!LWQMZPF @(F>A$]A@T}GV\BHH^)SQCPKWI$I*AWB M&1&V!5)8V07)U30_L8]W=HS.=N4-MG9<2M%TT+CCPRQ!U*4;F'N@WZ\@OCRWY!-M3Z7I-5,^D6M?9:L+!%S$.809CR\HS]AR=*RHEPS/!H.)APMN&^M_A-ATOOG% M%(/]"C.^0'M#!+.B]_?++<#WR Y4&GJ%S__"Y',>Q30:PXQ_'!?B_^>J$\+$[M(6C*]=^%^?T,)F0S6@X$(YLF;QL)Z;LCBWU!"^M"*8VXCG37T9/#U7)/9; MI^]UG:0@E\_R)7957844^VV=00GG&*_55<_$8LSN&"V< 4P5B@#@[\KWH?})!U^>H]@ MGL0VG[\0=>FNDLP^A1T;'M<@)M5*.3L/FGSBG#]M6QO.X9H&WIX^^'N$S+:,3W8#H4QOKEN7]4I6<11E2"3;& MK%=2%T\%^ICM*RE6_4-Y!:RMF7*%+)2IMP*A08MC0"EL7I7?"R*K(ZPR@'Q9:C_LXO/D" MWH6AGG!D *+RRQ!D.;JVP&A*%*FZ24$&\&SN #4 W!)^NW""&8IL?@;,OH'3OG\, OZ"]C4.']"34L0F:CG&, V1CN MNHBMW12ZZUWT.AI5>O<6!)&^L*^.>S?!+Y)3N?0D!E99'C1XP=.,!?U_A*GK M8$DR>L=#TIL\1GM$7.)=]&8 ,ZW.]#HY<--P>"?6X%4G-(:&]3^*L[M:E0HJUF%-''7I(/Z,P-XH48;@&W_'/&?17LEDH@.9?-R"9]D_11O(G.GB1\0 M$$\,U7UT]J#UE[/M!R2+0R +//:>AF, WX;K145RJ6>>0YC^C(VLO?_]*$(; MMB70?XE]A_;HL]6N!WH1?(%]3I#9X(HW9,TSS;!:.E237&DA(E_]7]S9;B:T-MIQ>,SRX-9Y?+F>2*Y-4D%!+<:!;3[(5*%N2\/5=VWM.RU5.#5XX.3> SJL9 M0%,)" F\]X*/Q.UX@>NK:$1 5PH#8 "Z-20^!B#;0[<;WM[600]OKD%C^BQQ_MF 'L:P;7&< B/6E/GA*^8T)C<8%3>*&V+W'"%N(?)*G]\^3O'6394:#4,@G" M>[EO#"#B)AT/D1P/' >X/LX 9B= T-^47C,'VV0+90 ??$2HN%U<-OK_CQUV M@%1.1SJ;'RFY$5/N#PK"$&MAU54/-D4>6]Y9LM_?IV'@W^Y,DF^^1$['ZPV* M5KVMKH>_#9*;E*[SZ$I\E21_O'TZOQ@Y6U7+P0 LN4WA%U-<@]*N;,2]&1LM'B,:7VHY&ZZ'-N_9K^FOR*B!0M$:U\O8[1ZGZK_9C!,LQKEH7/*$R-+NPL+]^-:LDH2P-QC=:K4N&Z,=2US,2Q%INYR++CHICF_,P>[^E@?;,/AX.)TC&*Gl-4 MF49&\?X,(.UE5TO+5E?+RM<-.[N)'MG!P:ZF%[GOWK[IEIU^;S9>T5"YKTQ?M)M:PYIV+^!.5K1,\#V,.OJ0U^IA\$;\A[4T+(O1NH&5*M62:KI9[?^& MHE&2D(8]DWS2++8\(:5HFL4RJ5C8!2.9/K$ETF!{=OSD[^=+;A"#!1MCLJAA M$!FFG:!&>OU@MW;X)FQXO1:E9N:HR >1([6GL4$SK?>IEF^1/].<.;!$AG M9B'[RTUU*D<{^DX-\XW&C#4X.'B<2+;J4B7WMDNY\.DUV!BX;.H*E,8UH5D M=7Q4+1R+T!(@S9!=HH9M/U"!SL?.Y@MIQ7LUTC=*=20T2,HFV?E6K&36[,/+R;=E:.$[!M

{SEB]JC7IFFSBKDVL,>#SHW&;S"9:MYGVOA2X\-!18EWB,[{<\;W-MI\]JW@"BZ[4%,.)5&)^8;LB 6)B5[J44%@_7XVSPH*RWQ\LB!.\&6;.!7@K6@!&RV:4^>*

[^F7.63DRZ47^/GYE]^O: M'36N1>1^7D4J@+O8/58$T670WQ(K\FCWKQ.9X&&77RQK63:M&M[XSA7$VM>_?P7M]\L:OH^W]_2W_B=I'M'!+TJ `@

*MG(!V^TO2S08*AEMMW095><I'<;*(E M72,2A>)1%5WZCB34Z$OU11/WNX=(Z<\[7O9+7EL;4QB@N:B7^R3*%ZY=NX9. MGUK"XY=,(@9Z!L8/KG3Y^JK&[#O042Y867]<3'87>(.:)EYSC2:S>S0-0QK-M!&S^+?<<[!SY?*%C@LL;M?+% RG@@7>=2N*N /N-!{*4W&.IM67@H.9%A %#9DO[6&:R*HT%0,.?-2?CK++BHG,5NYG71ITYO"K$&KS",L\&*P M0S'$B& FEQ0]46V3G9NBIY=W",I-R$E_%A7Y$Z[2ZF)'K]45C*ZG9(<9]MUU MSG.GY5_(JZF+,DY--O*8_M'+>95&&J]!C:" M5GRZ#?9%:#*

*[ODR.^UK%Q&WD*E__XH'A8EW4)'NSOIFH,VK(V;X<_]UXXAE7$ M#V/!>&!;]M%9=;F>T]-QS4#. !YQ- YV:PD{J1C=7,I3\VZM_%R7>AD[\,2Q MXL5!/;74V,1WG$U? M;Z-*

*1K_F>K(%;PKM[4L-1627&/9S2WD'13L3ZY4+P;<^1D@$\3?[4%GZ[7/DS MN1)V%9R$K#"(!L1O0DG(5JB;5SN-U84P0<^P"M[G /APO4'IOTA4O8;BK$OTV3 M9^RIJG+92;_:_<_X*&>]{OQB+FK7U1[9<&*4S M15_'M#U%[@NY P4S74G>'%%M5^<-V&+SC):"O7H+C21D;'+]=63&9>)+4P;$ M'!]W^5;,O1]%:14?,7IKU+2TFFKZY;+/;^CV+3CKQHEKZ3?F=&Q}1,O6*R]Z M+1,%HL==AQBT[9+Y+{U\|CHX!ML'FGP"[LUHN>*Y0)(E7B),F_5ZQ[7O;80& M),7X\!CS/+=*$A@*B3:LJ1W)Y3HM6;Y/>Z6E>QUQ<_5GE?:+9FMIXF:-L7Z1*

MI<:+LQ+MRS64U_]I@)0%H'#W&P6SGMTOT^35'TP7J-$1'_6H]TM8G(+:,$ PH-M^W>3]9,(X_'"<*3YO%Y\8AL?U]4$M=;,:$KGL_;8$2C_6@_=_LRY1H%X2?*

MCMU;PQK;@<=<SNPWFL`($)RX9G22;QL7PZGBRX5=K.1BQTUMX<=>^L&F'W4! M/S[^W2X&6\<7P8(/&]!-%)'?F#Y&8GE.8DELSD73K{B9=%)FV

*%C\6T5^N%O_X/L_#XS,$VP1.9J M6OEW9 :.*CX[HK XB7A9/8V3C>Z6L7[R'BK&S;6X859/3B$3!_C.,*Y!E?]<. MOX^65#_],A:18$?6:(/#3-=F%Q7@*

*BZ'8[_5&=F,.6(RBW0R&RAN[Q9Z'S?U:f\|P36WR#FR\.JJM$6.1#H,DUY? MN:6V8'7\"7R)21I<2$DRU-_]3,"G\-8#FN+A(<=[D4Z@$F!X)(Z2,C#2F21' M3-1+ E8U17NV%T4,+%JU-1T5S ;T8Q1.M!%CBMTSY"6VW*YLSAN M,!/<14A'#(B,}/<;,MEN-8+1N1 U$P?GMJ'1^<.E1\1LYD(+!VO3ZBLF*M#Q>=-0AM&UR';T1%"6YEA(@5/B*

+28U@,9F@95Y7V^MYK+H7]DN2>NQK:Z M]%$)++V)9PM1D-7LMSUA=.]24'\N#BC$}?Y/ AA%+8B5D3%Z#88V]"2@FR0] M'+S5]A2.(4KR%7#8_IU1C.HN+*

+5&2|O\"Q$TJ)/14SX]2)7J 0.%A, KYH/ M_5A<'O?PS)@"Y5-3CC-1*#UF4]S"M$NZIJ+FJXI/L64.L!QLNTFQE.MIMQX$!/WWC>"%BX=YN5%8M:X9=/G,-

FIT=/RS'+%O=G:Q&J,IW$6BI@"1HQP <3BDH5(K'0,)W-R#N<4 \-!B M>803:.)(5=-2S_A#P;Q!T>5@6SGWD0>.5W0\C9KO[#FL.9]DC.' 'R.489"W

*MX;O456C.K*IJ,)$WI!,]7JP>1W,2'B=/@G=!E!KB.C)#GH>K3&C@.EM>;IX9 MU0L:P&/T*:\K^P/&/#2MB*62B[IRU2]/O$S2;Q@T6W5;7+. ^N-%6-)LM9ZC$!0U9Y(;6GUR M$)A?J<#R9-O+JC@T0;;=9;\RT+=NDB+;;2S{@L+O=:.I0=NNYP5KA0 M5U_?2ZF$1NV\:X<15!O>EJB.1 D0K_0Z]8LPN)A$4@+AOU(!C^"OD"1)VHA ML=M^.0(CY3-RC8/*

O;W0A&;IO5>#%I(:4JF 3YTT'SR2K1W4GWB4"LC5I0Q) M]!5$$?%M]*^O7(]^PF')5C1),_W5_"6)AZC&90U(&!;9^0@%; 9C1BBJ!-! M Q(*$8-<.%=*NMY Z]Z[DI/*

S7;'EPR#>R"\N39683FWO~89M_?I%>|_M4R^ M+!)7D?;KU='A M,@VNS9M$;,,/O-F!\R=^HI'"%2MB?C-] K$W7)SRNJ8N1,KIR,D'&1U'U6FGJ M1X9+,YI?(3#'J(#)"&"MV)EG?

*4WTJ.PAE\ZM#4U[+=)KRNVFP5O2!%5N?/0 M3NX9I7>Nj6M$-P.>,,!JA924\QZ9((?+X^X49 ME*SX'TU|24.V=+6]#X')4N0YX,D2/VP6W5_JRKR&NQ"%?H!!&6,*

*MUMMF'+:G0V_^^7&J!8DX2P68*452HI0FMK< O2?I=PN%C*:/O-. MKO@A\?3_H^OG$8)H+FIM(2\4 LZ$"2J5^7V!?]HHK2B<2VP %?2;!<+?O:- MH71M* 2/B(ZU-*

W79$*J"^0Q0#T-(]:=D" I]BG%>|49,934PPL7X)_B-IVQX M'_!I.#L54"5QDW@"^A'&IL[LBA[&'?+=1<3)]QJK-D.$H@63-?1V=[O7=&9 M5N9(T/"65!VXVI(

,^BY)NA,/"J_K@:URG$VD'LO.JA'W N=WO>\AD?1SJ@ M1+L^<>NI$WI>T@C!1=A"PO0"JQ"EU_2TIHRES6 Q5XA->:T84&]NKFX\GU# M#2X,_*P_5!(+BU'%H5Z"F\>5L%-QZ*

EF#WR273DAN,W2\S$BWSW=[VK-2WQV M.">^EGW)-/"@9HE(:MX^<'<'@E!V?'/$$[<-M\Z)3/6,?9UEK;S9ZAJQ:#WD=8G612-%"C$D:6[;6^#,QW\]

*MWN;T,E$=+ZXE>KW1NJZ*F<<;J'X)@)O_&;V$J2BIM23Q5$E>@]Y M83@LV4#3L#=BH>?]*J-;&"-F9UOD)P?@X1PS"V+G=3M#DZ_SD)CAF*

M@\UVXWF^N"8L)8^WZ3ART+R"6!;87 MPW9[216(,WX%Y2!$H>+*/YR,09-9] >O&1DE\(Y9:3PYIUS9%'/E81A1(0+? MCQ-ZV68$:,4E89"D Y)X6\)-H:52K$,[19[469=U6AI5$&*

{F72UJ6S3RB=$ M4+K:I;SOTGQS$)|\]=Z@9ON2DL@EK*K;K9)[TFLN43D?R_TYTT$<[XLXTY) M ..]Z>@_)B9.H/3;<8=/6-&99CH-J'1!Q1T/F4U38P.$4*P&RKG'P@F.;>*

*MJT\'(#&9&^&P27=.)OG/7?+4?J^:4U7 M&TYP>{3S^>AB-WP0'D?AC6KPKQ N]ZI0H^2TZ&RKY]_9Q/VD=0-,2UQX|& M;X*I50_D"N0%J'/-*

*\V3CM\|MSC5E'+;_]V>;P:#K40.!^8RD68_=!A, T]@ M<,H"_K<\|67>7SLXI\%F5 A*L_3-5EQ)59?[K2RNZ;F@V-H1^\!THH%12/;] M4R>$'/5@5DE{IU;.C=_)2(NL?^*7Y0C?*

*&6JH7?/%=M%$G#]T3X$*I; M7MG1ZRS]8/_]E;.3@<<;TG3\S.,G!P.5;@@@T-S[U6S1BJ TT>3P0B8-\H>3 M_O>W*'XDUV_8MB@4?*

#@#GXPK[01&TFSFY02HR'7I6B(CRCM1WF3$=[7ZN

*BGAZ5O7WY?F>>(RDN(,V*A>SN"Q/\&D1* MJ>N_EE+=W!U=&=<0*TQGVW(A+|\T5C!I,; MZ]]G9#8JU$1$6%27*X2QS73H*C8DR[NB??9TM2E/BH648 M&AF+;_T,-*

M.G\Y?Z;+LOQYVL%&M3^C-J/8MO^/;.YKOW^-]H;N>%Q>#'EG M E,%/@LF'1CM@"HV=#>>=I PEVX9P-XM\ L_2-&\9@E?R"'"&;X4UN4D=F5%8T MY4#Y\4"16A6-

*K&4,4[ZB0H8XZLR+_!R#N:(66W9LYXU& ^;P0Q>90AE04C)G@ M,U;#;4RW)-F.FL.656C [4%S)HLLG9I*X]UB\XZ(&?7:FEOB)!D4-#6CX_^>A MSP.*

{ZG;3QN,3E;DL'0EB,YMVP=?/>"@KZRU^\!#:>JJ7[+3)SZC+]+N16ON\ MK;^Z=,!]@G.A[FI.11$]C\:\B _I4!;R&MLNVEC/"7("CXBAIJ..14RW4:0(MTCB^<]CU+(N#[KS]&U$U2FL?Y"]]X=?9>/-,F/6FC_X L0A7A;_&I45W3A". M%[7P:Z&RT_!U_IX.6+H6E>?1")+]6 33Q"]2>6U"19"E=9#O:H(C]+K*&$S40@957]B3P05X(I#M0$!'-=I0)B*9P$NU*25K\@_MCK&-*

"K@QP15@HVM-8,1,<+P'J4 LKM73 =D)C&V6D7OG\)0#Z]:F=_+=:F(-M4/95?CD(<+***LZVF['*7=$V6N8U128HB_FW;1 MH\SCS\5/###A+G@?G'!S%^&4XL+=B2D#*KY"*

*(H^[SZ$5SX8 OP$,1@\&E- M*2P*)K!6++Z4_V+ DW2F\(KKY2%W,]\0Z.B%]*6//5;(^Z'9&T,?#U1C]@& MX"SK9\"Q2*QI5Q)4'1LGM!REOH?R%LI"SE:U*QN12C6H)SQ 2\9D3'# M6]/*

M@3[;3(0$:\9Z*IK?5DBQ$;Z"1"C!VU7"<=KF@@,TTZ?B!D'<+ZOS=.4L$]S)]P(59T"XOTZ MZK48-N[Y?:JL?BEB/I#UB)Q2=*XK1}^T1$E;2,:8;=^@XF(O>M5LZM5*

MA_LZFGO;=.]DNG,-6 Q&3(MC2O7E. 60IV)%$'NV'OWZ M!HK_@D!''79S4],E9V5F8F)2 ;

*EG(RCGX'3\YPQ.JOX!1D[.*FY>_@%V7@Y.M#K0B!PHY$AI2SEX.0D MZRRNH*2@+"[GY.PH;]^@X"@N[R#@)*4OKZSH[*2@*OF'[+\KUO'?2=LNUO$O M%NOX'6=^+=;*

*[CYS[DY$_F_E_5{[?WV3]#W__F?62?^#][]KDDIM_@+??]5^! MMIO%V,GWE]N?[Z^Y_6>M]:V&&D$!*G8.WXY)?C<\W-P6X[J:2/MW_ S^>N' WP_MTO05Z.OY$PXG;M*

*M6$[@)\=C8!?@7Y3Y*\D2/Y,PS{DK]=T'I&S@\ZJY. e=2GN2@)*"N**E[.5HPYNL$TUG.,,TD8*RD[B2 MDYRCN(RLO;2,G(R3HI,"\E_B^,^.SOHG;*+_]H[_?/MOP]NO0^/OAD#5WPB/*

*MBG& G5] H,]E/\]GMVM.ZI?|-)53E?P/4ORQB&_'B7G[&0?:FWA[7U_IVWD M;>_F]?M"ODOS&89[=M_/|,E?GW!Y<=_6^X=D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 M=D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 M0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V0'9 =D!V

M'EZ+N]50>3=)8<#;+UY-!57/3KCY>;!+Z46#[!Q&2.@#?\3__M6_(O?_XW(A_MC'-I=:$Y,OL@IOFB2^D;/IV(/4:S%?:YV)\X&)#'9,'5_9N'<1DM+[^07!#3 MW(453'6?
T(>L1T3QRDVC'_&9K_Y.C@K.(K*F"$NQ5\ M1.I(&%B2OU2I&T69F8[_JT$L+]QCV)W]F*,X#WFXM=4/3RJSO@0BE%CM39)PYF6A.E)|\4Q3\CS+5":B95N M#KO\:. @5$##]:.#7?<
6.STAR.C(XF.E<[%) ^Y5OXT=BY<"">5Y5CTR#E!/\F2 M9THG9FWY=8P+/%@7#A40_E2$8+/-2TBL5__M?-O;_\Z;674L3%9*D+$'T:FNT& M>.O8_%H+DF:)?_> *R1D
BUY859F>1(07ME^A,!V^9_Y5]I_(WMU@\!*\;S(__M'_)33Z,69TCM0%EC'1^._\ZTH92K@AMP%K/P6O2TKT2UD#V%T,C$W>(^'SIMA^_MC;\3K#X.0NM3R=D8;_H
^V*WIA>SPIY""^V)LZD!R55I;EM*X4PK=O_@TOC= MOC83K6P)XU'*$"Z$GL5/E@@IEQ*G>:?+7LO&&?+77/)]?>(>B_$|)B#IQ"3G' MQF?9H!>Z/G5%@6K-
;T&LGUF$E!S"G[2=N!!3,J'KJ>48BI@-P]P7'XM'?YD M9&[_9]S"NO6ZF\QR(GK|+*Y^]Y0N0CV-T-I.ZSML%(F0!E3X-!R5'32OMV3S4_=X_/]5225,AR3(5(D)9LIM42$*(L4]2M@DE
MLIHV9KB>B%$,=E"EB%;UI$(U)/N^SDS*;L8RAME^XSKGW+_[=):KNNYS[N]] MW>><^?WR\'P_&^_>]_)Z/U;_:W47DT5C)_E_G.0Z<<3'O?&HWRO^W+(L_J*
MG'9/B:,E6YQN©&Y$W4XY%><>E!S$_<),/&+)/Y 3_^|<^A^E1'?2WXQ5WW ?M2F 8"+/.-\8?0S^TOF4'360"BLXP 1'_24-/&/PS#?VDTU\W-OU:UL8SXFIV
M_RT[2;9.'JQWO>2BDB'LI0+8>;CZ9(\'#B'>)*7$/_:?9)REF|"'@0AIMO!M,_M@D\U3\?S';O5NF\S#=FT'UT B^D(8$FZW0""L7M)ODQ+V2$'/37S.5'VTZ?=
MQZ\BQV]#P(N83+AR4X#H\92>I.B58V&VS>FA?[1NN#W\QU,;3FMMJT: US?C M-XY8?HZ]+-D@(=@J>@.D@Y/-MAYKZF:6H-I_*/K+W.AA*XR>!ZY&\[\'ZFW &;B7H?R_\NY((BIX-
E&2<@AM#>W2:.UG9=6,4JLJCOP#W=*YMH[9Q>B?]*H&3HMBGSGT+0K74:7S=O<\5W5S M?PU.WX]+V4T/KNQ\'LH$R AQ@&2D:GL4]Y709 M&$*7+$V+\O4&.AVLS=F>--
P@?:\&+Q/P4;&YQYVP2[0_ZM4!V6SA77M_=]TYHC)HJ,4C55ZA*S[# N+< MP7\FZ5^4ZED.G*6!,R/FDB+K+;ID[Q:2#'[RKR2O<\2/]Q\QN:;8EV!6"+C+BB+PT*8P $]#U M'0^B'3=D
IKZER/1W.X:LO!K W"C1\>5EC*86R@!./S*\WH&^EB@N9%R]8* MOJ82RM=F&"F?9*]9..SD=OFH7'.WS:\6+87ERF,"@DH)Z'T!FB83$*C+FJ!* M,,
[5YSLC!'P(.=6#9$A?$BJ%L_4YH8P 6C8DHX%$\ |:.PO&0*5,"F8 !L4P MR1-9/F1+JJ!\$G&#-90830+/Q\#1Z!#)M0 (Z2S>$^]\T:O*N !W!,P/<1:O3 M7_0&(I95L_2KR^A0,-$9S
3P6B=SVX3TWV<"5A<#/LW_T!F*8F7+0E&IG8T@ MBCR:"0@O, B3;IC[@-PDUW[U0O_8E\Y_3"CP#Q,Z*:%:[=N#:91H1XJG3]V MELXX.AB%G'E(8F=PBK&VU'QL6GCA5@&
($8"I$'3\L:_NOY@KK]9NK:$ ")) MT!@:YDZKN2EFAN]IV 8BJ XM^4(O&A'^Z%ESD,4]RRJ9WGU!A8V7(^%6^\ M(\8X;^BD-O=|;8N]_,ZU9G+=&NV4E.&F\ZQ?
&:39G*WU^D_R'@^@<;JK.586?FQ)%=1)?11H4#7T;GW-5PU(=**/LW./J[=E/#WV*=.M\IB&X0NA#&Y $.#X]M#DQ08?R#A*TN:6*2WV1IRLLTX*)$ETC>S"*VM4PP#K/NO2 ?
R(W#+7@9H(NE M:%.@5'1^W^4Q>C/;S-N:K'IT",3!_?BNXXX1\IT"%',94>K9C*U="2B0>M:M0A3VT M5%WP8:Q@B3>0/'\KQGXX3;*S8D^%
MZ),DBLV7&8>,DXUY"%3/8*O&|CB#*6Z4%M-S-85L9VD?.?.V#FB$L?\|T^?QA0'ORJN8M<9O3EXQV^=I2AH!/RBY2^.5$[C5B08DD'! M"[5"S@D V|DW-
B[^P#/W\JD?:M)N6<OK+ELM3<+2?16 W$!)M#^MT>W'B6[M#7*\ ]ZI (T- (*M.1^%$*U8B22LAW;#=]>ZF!L+]/GP'9RP4%0S!0#) M^.I.+^[9*=#K1P&A]P7U@3L8COO;H(;[AD
'MY'M _K>7U*R>#;0-*[R*>S0 M@@Q#Q.715WV/XRVZ!U6T@D$0%EO"=6SK#P4N5_BL:Q._MBK)ZI\)@2-"DW S"!D49VW_=XB*&T,6C<#F2G_Z2R*-
$;OT"6X^[2'1..6M#E<$CGQ&,MA T-3A%\!SM(>IKDU4S-%_I: MDO0HM7PZ28T^H%3G-75N@SV59Q$'HVJU2G6OOAR3*4;T\(/K5M7""2C:TS@C= M^(V6E7^\-?Z9%.?BOC]PF%X4=
RLE?9IQU%E:,(3I_M*/KWX:M6D>@PX<+H- MU BIHL@P]K,1]$%W$*=Z2EC [-)*^[$+L>@F3.+,"KXO]YK8.?J@_,,3$@MRC'J#T,+1FDY-TH5H?.YA_[2Y M>+_25*75!4?
=6(U&8VT8^1.&39O?2@=CM@I73A(#:1MS/C\D MXR56"46]M<$(\/#=6=BJ?QVR?*P1NF_S,ERL)>5MA\]HML[6^J9UP6HA2Y.
MBG70\I#^\.OV@=:!|_7E[^Y,XN!4^)9OJ!SE_0YKN?K^$+V42#77X\FN3(G.&Y ?VZ#^^3[QJ^O9D2D'NMXH(J)N!&B;%QU[F_I=#^ M7PP22/|/:1&^WIRBE A\CK?
O_QK6!BHP/ZO&C;_(P6)4\J#">|20V;| MI8G2Q?C(&TQ FG,7WP7'/1 Q%VWUX;#LK9Y1DVN>WRT?9.G;Z@_+7(CF8#= M1RC]3(0B-.S"KTT,<\/[*[SE
F8J0?/)*V"M6"4JB9+5)2:3T3O85DDSP:G/ MJ3C><;$"I3D#@&,K)AI^2J(=MEQ62Q#/2;5VI\N3MK_1(^4,Q!A_$SF@2L8QJ^5A*&!AWE<82D:GL4]Y709 M&$*7+$V+\O4&.AVLS=F>--
OL_)SGK3X?%,!5Q&$PN\UZY4=M0/HEA44_2>7EWI%ZY(OA\4)3"#E,=@@"P/A^"V9NM@8(XU 1 M=++V7SX379%&=]VXW?-NYX1CSBY*^#;Y/@:72S(G)G2'K5*3* #1%V>29U#0@
M*!KHP*?1>.2@Y]G*RNLF^DWC^XV,S?Q!L2 ^Q@$8=A<-W[#$4G>UY93@^X\G9D5< M:6?!I_:QGXB&)D$%:@&4D"FW&K+_FF*E0@.HR*4K]?!G<.7DV'V5G*V(*-A8 M
Y[*M%/Y(,RVZ?3I"W Q2RHM;RXZ0?;R&G_^<2]V TKXV:?G:VY^_Z>6!"P#XS MEJ;4[RX?WL1:_X&\M>U'S[1 .HO)#F###4&6MT3 5;>M?%*\:!YN.PCXF7RRK M9*/[.3K-
&6FX&G8D^]3U:Z28DN5>D_S_8,@=N0(X4XP8;,1(D=<, M=@=C0D7$NLV3(P(V%FGTSZ]3BIO\4 V@$4C+Y/[K-V95VB>+A&NY2V!39]@W:!"RW#&09FOWGG0%B%/7#86J:*_>
M&JO.?+P33SSY$YT O3J[%?<68\^Y&-FWG99!*9#ZNIV6D;M3$W1MU?%G6D+,_M9'-32&"%PV_AZ_B7M?=@LEA_A[+45>)+GV_NQ^8,2+M=KQ<'>S7?&C.Q%Y+
[;8%'!W!H M^DYFV]7ABES9+,&Z;H!@]<[6G5A%Z-6'7C3WC#5/C8#[!@9T^]);U9-VI/OGS/'5=-/_M_]KV0*U'H/A38_'YK1A8[&%5Z9N(G+H*G8'S1S2J8!X=U_EBP]
CP8J,P\0Q M:O2Q7_3MK&>)G!0IUBI1<8DD[70W+BO2J;P9&\3-E"@L:,K$RX*0O<-M",02($WYBM>2U$>D$GE'7CU:.1S2BH:(R'3%CF"M[8*D<%?3M*+$^R32#D@|
M/@<0#'J$PV'DP"<)GR>'>Z,L=.>E[LYVPR>PHF,!W$8V+?A?FYFWTPSZK%HF MTZ?]M5>++RG9V4=Z[BK3YH^$/YQ8V?MQU\Z[*KFZ.F^2*HO!*F GU!#5 MG&([J+(Y"V31_GX
6]21^0+_M&'8TRN-6SP)FQ'C'U(KD=" <*7;2! M(KB7S"/V'?*R7+_[M1 LE=E*!B!F4>5M_C_%_P 92PZD*&JL-C5,_;_/-#H+ M<1:AE]EA"+9!:?D
I#Y.K\|.+"]7(*LJFQ*15;Q3:RCB:6*AW)LE M6?EM?W28@9^''RIV#:>9=S@S9@900C,ZY%YZYF,0MK}M2:(A^3TQI&GZ2,V M3DBU|A!T8,1US[5XV5K'3*UP=|;XX:1N/%", /EQB-
L]%!SG$.+^^;Q_V10 M*RA<>=L;% TU@RO]YBOI+S1L.,]O>+W;GS&XHSZ#2/B -<2UN2"?(*|"@[_P M*]<^VLE:PC?H+L"#-6W]01FV*=P220!Q>WL=S !E(S,MA:MUONRP[X=I,4F
MDE+'9=L\4ERG6WXG0)?*1CNI4E;C3Z!?.CLRVY0O/\6P;-!.,66G9H_JL-#; MX+AI)UR=I[_2@-X]*\3?]I-U.GEG/>B8K"+D. #D_3U;AW_A85()N0
MM.Q>I6SGD&IY_M4:/'JZ1*5O1=%24]DGB#W>]GX6AS.4$]_8KK\.K0AY,& MJD$[7D?A]B[KUIH^\L05KI_W2@W)P)RR13_A,*2,3*-U.P+!FRJ[5J_BP#JZM$
M@FQG:.V%^IX&)F"R,.6?2RP?GFML;.WG^^#LZ]=>?4G>&<V#%B]?QQAZZ.O8 M7LGXN0YMU"\P_!LO4F[\8CD<@"T@S70&[\0><*SA"WI_(BD6(..YMMN 14; MMH1&J?
3YN.?!]#XQ.ED@L-]H+IU7[,Y\P@-/XC%G?"[XD03K M+P%UY$#15/ M86D2R*=E&^7$O31-/&?"X)T"(;5/],]BV+:,(L'$H4>8-^*9&-OS1F8Z*\&J
M2";;&GC/MU"/Q6!HP9IN:+_WI;`;,|>-.FB"%ZMG @[0;&8),)AI^2J(=MEQ62Q#/2;5VI\N3MK_1(^4,Q!A_$SF@2L8QJ^5A*&!AWE<82D:GL4]Y709 M&$*7+$V+\O4&.AVLS=F>--
MS;8]9'S"=&U=F\FT]2P;FLX/SH+B+3? O"*1N.B8*W>|\1"W,;SU1"=3O0&33 MK.E)U8=)SX1<30RH>PIUVG.=*5%P)I"\6410@RC6%4;!X <7' GH8(:7MT0@ M3=1/XFYM=U8S?
T*"8D'F9X%S&GYK9%NSCFM.?YDM=LL/O>FSU'6"3HGT7CX MB=*)[J0%I5^?OO# JHT-VP[0!YB-U#W1%'@B.,O\$ZALH&+*WCV=TME)$GJJ M<:.5ZO')E*$"7/H?25JW ?
=A9:_9YMV,/HERN=E2!B7/ M'^!XL<^N7WZXI56>LVO#C#W.,OSJ+F^>8F@TZQ9FG*,\FEJ50 #;5_V?^(.H=CS!HL*
()HW1%'$XA1,1">>@I}$420UZ32\"#09Q^H.65Y;4&@4Y4AGRG0\^ M??K$QT>2M,O4,WVG@=*,B'3WFA7NG\G(+)#K^C\5=I-$M2+OHFC8!U.WN1 Y M3U.EQ%ER&*CK #)985O
UQI28%,J3,"S"646Z'L;2 [?K)=_^2GL?/NG@#A- M]P:>K4$X68).X4O=-Y1[-:]W\TN> MW13R3&$"9))\M49OY"XB1T8)%RERQ(@M?(\=*%3!>LCY'?^!@H;O+Y$?*I1G
M/(Q1AZT\%/D:&SBR>0M[L:?A(@Z^*>)&^PXI^D!\?0'A1;JRHQ 0$M'P-!/G5 M%K^K-$B I3D_2O**D'2]Z[S?ZN-^SZM]NTU!%W=;%:C$"">I6R'6EZQH]><(: MV/N_7_Q ^Z2V:EU;I2-
ZN88"LCZ/8B(=ES7FBSA!.N2O&!#U+>P 8@OJ_B*(MO<#Z<%=?VS6)A>6ZGW/?CKWSL01S)}>H8F/Z*%GDRFVJZ+$PLAJU=
(,\M+>LW%"%'SAI=/A+O*QC%]1UK>_BT1/.R0&J6'837A- MG# U:| + 9E4-?BIP"E,?8U8PQM)%WY$?_;G#_3!|L?0%-S]0Z K/+/RQH,% M,6'OP2\>'
M[^:X78SIA{(I]::3%_>7^/VH.WZ;Q.%)-:&$"BK$-D_TSU9V M!NO+N=\O]D^:XCKHEET2,/6#<#T\X&Z,374N/#>!E-BY+#Q@M>1]?"I9] M72L%5'D+-0,?
S*KWY;X#]:"TDV4H]3B0|%7/4+BFR^O-D>OX2SKTAZX%AMWZ M/E^*4N=L1:MA^A"#RE[IA#S>Y,(&&N_JCL\$,!!8ZO?#3P9"K>W2Q(F9G8X M.?
QFY^D_J3VMI>O^0"[Y$7)TI5JN$4>(OR#QJ>[K(9T3@1.)T:K1%'T!3,(! M[\4SH*8.,J?C"SF@\!)*Q>WI.FD"OKF.(<9)2M0^MIDPFC-Q.,04N&\^7]4Y
MUI/L%_DBS4D,]:Z085_$_F3?'JPQ8P?AZ'-4T!(0OY59<6C.3,(W^)Z7 M(%G1%&S4=YQ(,D!LG"*L#<$U\LFQO8V59N49G%P3XE@:/WBLC#L]#K@]M!HBB* M[?_OH!D-SEJT3AM'J?
9=ALE03&#((1.R=W,_"MH]X3,/R&6M@M&S"0)2ZTU:$;B&C)X>638!DLEYH",V^"[WW:Y\>=5;GT,1>=P=?8[@L!7%+U/$%W%*! MB6+!.A;N'C5FZB_10F/?M8?
WBYU'X#5LSG?:!K5H^SX--W$!QU?*T5_@3CC M_;OQ%E%:H\C!M>M'L":_M$6_!U>^VZN?U*OQA[<[YTES!P3YM*G3-KY %^AEWB!$!WW,3]*TQ%*RJ?W5!Z;_@TM/6G@@\$]
(C.@94A^C-09$5F!R*)@B'+ M4B#XR"I) DBBBP.N$M-IM.ARUOK6PIJK3;=C^MTG=\$88VST]@#++4=#K(C0] MIC(]E-J3-:(MIBSZ'LU/=SG.21CYF1)Y)&!&&N>4 6*I90797V0I-
E_.F'=2@GYEGL6Y;,H>\ MSL]Y4OK-EUB/!H!F7FV1).WOM0AMO9!P06]=7PL_T8LAGTC85GF0_-]?=I. M+3$>V,"8Z,O:!D>,IV.HK[K70>K^>B5!)=30I04WO.54BEQ<]+&
[Y@&:N7$D M]-(O*7OL([@AWXS@&V7-<^RO&P@YD8.W/N\9#MH&/6[J]&+-87Y-XU]?7 M56^D=F+>N'7FS6Z???/ +Z!#8 1K*!|O4&_8"">STM1?2K>T%]]B-@$,7-Y\C M:W=
[7SYL\/;SJHL=5)B2GC]J'3>3)&?#+OY/CAW8D8N#|/Q1/6)%]*>#AOBY!%RRL/S*QI M,(W%*0MUKFKTI,7$5U^>^;46L-\)Z/Y_5F'#O_PO:$< ,P$_9E_9"BE2PKNV MKE=19
9I3\+$"ICZ_B?S4G_5<\U2G*V#<0KQA0&@(C&6A+7/\(^U=\)?:M;R58NS,!/P7SK+0TB8AB2^49>>6(_0/" U,"D>
;C8H@+>2'EOGWM#V"D1L/T=)G7>+*^.RQ#KVU.,\1Y>3]#P^MHN4>WHO_&'+W,O"_;&ZL MG'Q.]Y: 0S>B@)3X4Z-GW>+>FLX1RlLE4!X1#7.PF$\9&3TQQ1*R#UST4JDZ
M[@\$^ZL??IH7D17W]%(^D"G\&)83+4]^3*IFS18E[H.O9S=4^>#\|/5&+6\ MO:O+TR_GA^>_B?'N4ZH-&>Y-RN$1W28X>_)KSN;_S^6_RKG\3X_R)#\-3-QH M#.!;PQR>-
=0*CW7DD*5QU+G>R[O+)QG (AM"R8Y-/ 400+8] ^7F]WQXKE M8T.^]C'*=C1=LU6G :5&_$UG4UYW4GT?70,)\!^ M'(P7];u8]182?FT6(?
XR!.3Y]0EM77H@!+7N*+=NKAGPGIV?9.&UL%4<6+&T MM?K4K>\N&^]64N)HJJ?>[[@\N@;%OOSW^]?K/?DRV M!2A%S#V\.M^^*>58C&&\DWW?K]G-
"8.JWVBE,>^G4+'CC8<2D;O%P30L3TG,<[*JM6ZCZV=:;6WN]L'PZK^YZOYZ M^_OA]OMO?79(?
@>/5)'MRRFY&1UX,'#TK,;Y$I2HR7Z%O7W(7/N<]]33IF>:\ZQ%BR@5(N[NPDT2\A["/'?LGF3/^!H!9W](,CV^^&CJQ."B2F&:AFDY?"(P.-< M#"+&1/C^JZ4,G"D0*R0G)?
WJP*FS(KW+)ZN,:,Q[RAQRCY9*UE8]>[>\.3#\0 M;/)<)QO3|([N1'-3?;'00/7CXRFS%\MB>ND:O.,,WVKSO.@6"Q.OPP8J8R.(MIU7'CO]+>]BC_R6(+?
[PQ#P^&K:*#[\44I,CFJZ=Q.\3!8TD[!$].E^3%JEM MZ2#8=^0Q ?W]\7U83:.^7I(V]87EMT8>PI2]XA7C^4'/9JT_OG!/.I73E)$Q M$!&D5(9/R2[6$!7ZS]6>_RG/G94-;\]B>-C94N(
@^G<_9HR8&A5FVU7)37 MK3SU/LA7G= 2?NQ^2J!Q=^FNE>42:J*4HU&7RGD3U+TP>ASF"VJTZB,,AXW(MS6T0:@]XU'"%M'I7B@5AL^5J$SCV^5FA2\EHU1@&C*>_F!P!^2:_X+
<$$4 M\9:1II) SEI8GZHH=QMO3]B-QWEHPGH#=A*X(8%)6ZK8DH0G<<%_#7F-'M"-2*Y%$0A8P\ODK"-MAFY<9C)TJG&3K51EH}>W2Q(F9G8X M.?
M'[63^2]#FF7#]D?FB[Z_&PJZ[_)6MQE/2*<1B]7W/*53:@,OY|[=U5X8<\ M;\#>4<:QY@ -+W.ATDP5MXP^HTB7L B!X15(RW(X%_P.)3$'}OE+I1^ZV)E8 M+F13R54>U?
3,06,!AJ&_0KIP&DZ]?9/DD/YM#@%,T>^UP,A:G9\741:>@Z22 MU0:#C**A5V:;&J+S@;&F67S4*^O@.]7G\9&2S98\;XO3H)=SG,MU:R5#K20" M-)?
VJAWRW75(RP4RC:R#CO#;4O@+W$L=^N0Y0O9L?O^I#/#D;5Q!^ UXR= M0O6@0Y!Y[%AMGSE@V]J?N6//$:#OR>Y5P TTM(6O:"1P MAD6=M'(HKP M6L_W
2XV985W#F_NW(O'[QPD@6@4O?3QC]H"']G32V\A-E5D858B(I M38E2<(ME2&-D_QS#-&^4?H MQFV\VO3MB/O1F/?9:$1,-A/@CHH(_K;2BYM(!"^]&?5]]T+=.J)IWQ9.-1-0
MG1)'*O4W5[$N^NY?./W\>L7WA8'VU0,_ZR>?,%=6GN*KD$^QQ]0N$]T;6W-G M%)7,ZL?-VW2?S.Z@%F!3CGG(M'3L9-JK&Y@HVFF7]2,AA LFCL(F!9C$!11WH(:PC M>-
_:=T*/K=#]+-88FT(@RY-98*QH^]821@QK\[O[^]>]TI& M4J[(I]QB@UT]\R*NN1EG"?8U.=<@\$[.?\'&IVD0N:L6I8-YD(-/&/5#TE- M-,NP2H=(?=]4O2I-(21
70"=6!.EP]*"9&#RE0(ODR;J7R78AGRI)%?YXUT] MF !(7Q8LG#H](?>UHB0_$Z%Z^)D>"#OC(3F#BEG]DV7P3UDI^YH,[P8\>#MQ MV=M1+7[PAE+,F52/[(B#EW+'^DP ;"E%
(HZHF(\1><4]JC/.B83Z0@=Y,I)<7![=_'PE6QXB-$= MR8,7+I?U(&CYU^QHfEAD5AOF*;,&<$FI6EIE8AJ*I75V'I=L(W;&R:/YG,I& M;IE.^:,EDM62H8_&LOJ UT"IA(XY".LD&MK,"
(W9C W(_Y?JLCQ%SD>*YTT M,F':HV .3W51JW1D6IG/(J:CQ^>%5N>M-PY2QJ5M:$?4SI!H-PE&& C%=+]|
MS_MJ!.7X^N7"%FKX/AH,PR'DDOL)U!P>'[BJ8=.9+_TSG=Z.F=|.X3H/7J"_ MO8 B7]X;^+(7N1#N:V&5+?W3)_!&/\+@,L>XOH"1]*;(K;#T')&I_?2XKK62 MKC5]L
%!JZ]]SV*O4UV]N!$MM[U%_13*40I5"@6D7G-[.Q]!"+2$?K6=ZS M:C/T.^A-IT3&R<7G^YH0-TEF:\F6&Y?Z\M]CUQ^Z#8MS$AERZ9@'-MIX=90W-
!E5P5,#R94U%G89]'A*V#CJ9Q})=0,81YRC_@A ?3KFLS4OQVK*#) M+ ^S[#NH'!-H'N.98-'@[/N#IS_LD$N9CK:*22 F[9OGI%U,O_]Z37@"
/D"+8O5QM7GEZ(4;ZHTKY51?C#\C3\!6^/L Ms=)P), 5O1'BR-4"\;"^Z;*C8[3"/L K;-HMP^-PE6Y V9[F8"L.7\W
M+\X0NDWEZS30I84=+&U+&9<[M46^[!EY^]L66OVEV;>DMY5[?LX,O /)\/VM M)OL7L1M!S+Q!>TNT2$) O=P>;X6'O%-_OX2>#E.86L8F@PNA 9]*245Z!O% MGG?:@O>&K,5Q-
(/?.?^;Bf9__9<- MO9\/P; &_+?ZCOX&$^4/D*):S9W$F[J6ZV8C99\V3-GOW/Q@$5A6]2'>%W MF(@&'&\Q%4#*6,[V#"J4XA++6\6C8T*V26ND7>56KKL%Y_JFN&\ 1F,E2I- MSM-
7Z[UZ/SN,0PYT:X?"YF52+SZSLQGTS#(K5/LV=W]+W\# NKU)/L?ZLM M]+<*PT&9BV+>[]5HKLB[!NV/[O/]8=HF-,Q_],2=4=]N,_NP2H=(?=]4O2O
MW3J^UN_NX.B:=D"OT\;3$JG85@-2T3JT42ANNH*E2+I)N/1H-7L$?@LO!IL@=M#C\ZA0Y2.@[<,!]\WIVO>G@;Y?QIB>!3<>,P."VU:BK//,*E(H#G>ZR>MR1 MW$6%=SQ%9)]
[[!5.Q;RMY62,U8H2+3^^I=0[]YEFR+1)A^\(,,+2>'P29BAJ M]*7^K_T?2_/E1E:?BBWU4SN[WDE&4!Z2 NNA/"5,0 D%9O%D,\Y,S\6@/10Y
M&4&K\R>P%RD,@?JYPZO50UMU:,5G+,73HG]M[O0?GQ<`"")`]VCNC_D;?V M9/\QY0C?1V6IA1MRAQXU8S>GU'&-E-)@!%=`W"*(I'[WY8]![]P1X_R|!>E
M*X{6]%O*'IM1!'F"2CZIO:DC>WRIL,>U?"=K]N/[PA9TM3^OFZ)BH2"@I%]=-MW1+B+Z'4=RV57^:9;_<(&C3'9[7I>$*HPC,:79MA+Y_Y"<1U?8&P'YK]^VO
MV^0YMEO=%]"SHVX+?URWV[]>;Y'3UMJ?.,1[][.I'1,/-2@L-./49M% TN7 M#[>]NM/O;K:W5?!VD*$P@UT81>$,L+&&?$3N0H5]|/D:!D;51&,!- >VN+)"6!<>]K@2QR&LF-GW)F
MKO?I^0"^= :_Y-0&G9)V+Q>S000Y/V/H]L8 M4-0U;'+ #/F=9!/RSX>@\\.7<2(K@./H'Q=GD2K4]L6;D# FH.$N7(@2,4R M
6<2T#0'U(]#7'!!2E(#1WL87AOI{D8'B8@NCVBS@1<1C),9,"4#M"/0QSJ M8T VV,LS:?/+.K]BEG2*Y--Z)C01,(J MID:H7\L'\^-W_'&$0C\O@_J_5^:?J_!W5B$./_G#"W*D6%H[9]#
(ZW98QGRY M2G.6N*1KUO LQ%6A\>6F_<7;;__4#CQ7OYH^?/;_IEJM@;Q":;4'XJ0.YR+ M6>C,U.A!MJR0?1GG2E;1(SX6J-T[TT_T\H0>AM|H)Y\,:Q%8S-B|8_Q(9EW+5
M"ES!%A3!HI4;D*X1]\6A9DN^7UP<+1.;-W_38^;/!5BM7G_\S9ZC/I6ZT7K; M1F>+GG58!_!&,-6@.J6>?'2HZ:%*PUN:8Z'$F.& M"G@?!ZBWJ$E?25UD<"S ?;6 C$S"1K?
UB/=M^\07BU(&H S5HP034NDBV/ MAN#@B0]5HQ4EFZ<QYZ2*R(H3?@4Z-=ZEE K.QOABD<)/)#V^ S$G3[Z(>G]X M:[^2ID@OKCWEL|^^K*K6D-NY[<'7N4W?BTR
PRW0[_3%A!]D9>G2P/5PRS"_M_$RA#[.@6G"'"<8.\0T'BNIF/#U40DU.LNU\6[(QDIW)RKV4.)19LOE-2& %(NQZMT52^"^"$5'3 M?@68%_PB6I4];2^C6=/Y@92*DBY#:
]GC*+G(A5WB-L M9!N- PI-[0?;:D)R\'7;,Q^S89.U)R.)TEO.9C00BF:=?QE=[P.UYN$_G[>;0 MW9T5]6NX(+@)'LKM4BL[4.#E^O#&A[YUR>!QT;:&>/L9|C>" ($==9A+44>,
M!_R$6QOM"Q_OUG+IQ$[CN_\U|`]S#]T'OU.Q8W&J4N@<;MEHMZV:+>\G;UNDV]$,. M(*]MFM0A.+&4(*G<$/E!:7]/K=C//?NG_1VR]P[(U1D.TBIL3A
MZ.PP)%&W8QVM\'43_@9@$HB:C+|D>3F?(&37TBP%RQ?QK0XJ>%&Z?.6A9+Y MTNZ0V^ O.@K4\[8Z)"KY09>&LK/J- =+>(Q?&'$I>FNPYV[4)LTY}]#90S6P M-:1)!;%
5BTR%S69S,)^0UBQ0/0LXB1->9!QE!+C"FPTDW+T!7V.'%".53JB M/77+C:N5 M3$#* 3(:,I],P)E;^'+6I+)!V\'LK?$/H++(8WN!Q;"36$@KA$,^V+7YD/[M8<)H9]4>C#?1F\;-
!3&H]E.U9OJO1T0^\<^VE3(^(PB8|6H>GXG5A"_M&<^B84,^2_0-(~F=K$ >-rF@16NQ9Y(GE=(,+EX^4Q#PZTS)LEHK6+B]
MTY0BF4[L;$3Q^,BC%F2.N%1>0VTZ.ON*.">'03B)6/,0=/1XP*M]_H0M], MS.=)(&,$RU-R+E>ZW#WO2O6NOK/I[AW/)4&-@QE.2**1S2/.= OB(]3_W#VW

*MC++%P0,B!;ZWYO)+50@OC>(W=,9O0MJ29&CR7WE'%KCRX>;JD/\LH9 M78*JIUL)Z41YWOD")LQ-;0XR*ET+8EKPCH'K"N,.^)HCBP|>?\RN)PA5*SC@ M1"LOF)Z42E*QE%1'G&^4)1XNO|L6H27L_1AG6_ZCF/PR\32I&!T8Z7:?@,V M7>21)\BC.<62B=)9E[7N^X6TH$*.WW(M|B"VKY[M.1H"1_PXC=!UEGJD52^ M&$),T!T#A@TL:=*,QC|L15,.Z6/S+;,42RP.EBHMBVZD=.I"J6&3Q!M(-O/< M@KBT>^ 7/"N;2G=IYUW4O/1?L.@@BH" T.R@-^Q=!J7;NWG]+!CL[>7Q#1TM:, MG5@%FAU5#ZY'[J_5>;FYM&B4US,#*1++4@; M|%"MM$\V/GEC1$T_?VQNAWG)H^'A7= E[0|&LZ_O;)S^P!#_5+#EZ=0+Q,9KN M;S3-)ZFSA?UL'"E7_L=.3@?PR]-=I2 M7U+WTQ\2ET,6JB7?.(l<>,4,;6?C%M^E,Q.:JAU@*)"RON*^L(_X=&BVG DX MY'7L@=043%WN_NPA]XE&GFIFDR 70UL085(BE/^WE:FTW-+G*H"7 ,>Y/A-M3N__C>/N3K/!]4+C<$^WDBA"T,.3FN:@[L41K@KH!NY]^ M=N[[=-[3;95H*T0=$\#^!9U12]/L>R/YP.]XYW6(]?,G;]TZU\\7 F6]BOGE7V1-1!K;QF5,9:XON8L(=]WR$B+ M) [JBB7:3HH;C\!#B#P'U!QOB2BMZ?.Q6$13N\N4-@2!'V&K, *R#GB8=G"@ M.E)78S3BI?=+>+N:f4PI?!E0W}?*AWA@7!! ;GFAQ\8AM4H.%%5G0"%D4A1KUN ML7? *5@M,0|;$BP0'/Q6\4WIF|&CF/OY^4./,/DHC'I7/X.!!M:XKT0^8XF'O/= MECCSRIP8I8?ESRH4BMFQ$=O=8HAOV5WKU>%?^-I%V@FM8/QZ5B\>|L=]NI*7 M3_OF+_ FO:W?(BA,&? JY49Z#N|(>2=0;BOJ"\>\?B-2/&?VD7$0?BY6LI'$MMU-MXG3\URB'5>DE;L<%|IQ.XDG:P3U^1483'TI-A\??'L'@Y!9#5Q?0L#PM/06D2 MH!WT*I/'L_6XRP*-H!)$QHY[$5|I- :>@1:OOL=;AX^Y9M'Q$NE\NB,27Z|]>%*=C#)(JfW5AYUZ M,PG,M\Y|&XOG6 #52N$B|Z[S)8!?OIUE EB7"L#ZZI%Y;=+NEV)"CM$'PM2_ MB'9^Y71=|\.V/:2[! (^U\L#*8BB*Y#>4MO'&)K/X0?:'4J6'(C"QW9K/ M=\<<&CZIF6O7B;BJ]Y3 1!P.WTM0|HY*8)?0':(TLW@1:'O2>HI(GHM-1EZ G:'HH%N!GT+.GL\;O)6^/D MR$NFA/:R2XJOR6(G=:KVTVV*B@+UWY<7ESYS770EF*<%GP^Z8A1T0QT @"1& MY-Y=.:]9U>T/N'.Z.RV.U/GF3^EG,.+"3\7=/9!W3I-O%Z1E6PH9\C:!+M(16ZQ+GA6Q6M,82+UF? =OTJQ=|%KG5D,#^K11,.2EEZBNA.G>9SJ2WP=4$W4 M7(L%M|\RRBF]_U#SC.AKF3,'!'A.K.Q5?W=V<+9E<0=5RL>?8%]=]'2')3G MU&WU;_*;CG4X!Z.-$-=)GP=!\R#? O1O!P;6G'!9X/D_WPI/+=SVKF^FW$>4V M"(@(;'OJ1WS-B +.|#VCPU0J3SB{RZE\T7^U,_|.5ZOOYZP/^?EHM/HP]/0GI M2)V,$C||'W>GC%B,;C<2-$*$? @@"\@QY@>N5U?]ZIGM)K6?HPR53D73!898, M*0(OK,#U9L?_"2>*M]@2;K;GKM]-M)YO=HU+X**)I^1.EJOH!*NCWSO%?^0KV+K$3LY=;4#EX5!2;KV3YB2T[VK+* MM*+VQ>:.%HZ]%,J=;V(9US#12OD*^:>3G^J03=%"<31_#.)UI=?,-P-M!0(MO0/?08!8 X64D4=:PF\'-@]XC4Y(LGQ(86F;JK Y7-UPH_/QZYE SP%(%=(M1EE+W3I2.@?FJ.M? X5P9R(^J-(U'0BQ@.$6E$35HQ<(3+Z|ZD+!!7>=.Y MW&35.)MB99"GC=99/L*0AC*F.KO /.|_R8NN'51&,VR.# 45 QN1(>=:'^;X M^,'RU95AX\!!GZ^I6[E_3A]_G$'1I5[SF<3M;CSO7!D+G6E#!)RB)9Z0'!-3 MCJ#F"*RS9R)R!A_#?>C/X7(DXXGO)MVW0QIJQ87O5P0]&ATKS_BDBE[.[E1; MFK4YU-2<564A$'=.-FNY*S|+CJA#?DKL;|&4RN@5N:#2R%$YK_O\[EM3EYL) MS3EV(R3[TRY\S27L21%#'C@7B63LY@D\,BO'!.QK8%L7D#VWE7MFB1,1R^@$ M"YY%*%/$?7:87C< >W:7KRI%M!$@JH/(1&?5$Y^J6U(.DEL.A9 1-@RN+(KR, MK4]T7EGM!W5^-=D)V.Y=2QA NH#)#J443 $M3ZJ_D%+.-?7[]>"NN(MCP)"I- S;#H<@)'$(MO54R+89*B"L5O&ZT0R]^RI&S=L M=H.)9RO\&>B89IR$*Q"7FT# UG0?E$$4H_N]O?U"*P=AN9D09[>UIBP ,=+5 MOY#1KT@;>@V^9C! MR#%78YQ&E'EL+ ^RV,+|SR.^)Y-=.%+IP,22TMCN?IF'N6:/_S%?>\59\KU!6 MF_IH=S+B.[5TW]@9.IZSD7)4&#!8H|>D 61I&ZEX(' .P=-?X%ESNSY\4:Y MZ_O1L50=DS7U&N E91YTTEHGO^NQ/U[4C;IY, _^/MPX1@YEP3@H00 ,@B0VM M35-/Q[FUN9?]IZORRIDK$:_%]?=5\]YY\<)TNL@IHXFW?[5)A"C QLA4%AV_L M+5F#|P0 T$3? JS_N4FY'RA@MY&;NAN6_L[BOQ MS.*S%O#9C23B37K>M*T#,K1TGSP*Z)+0]:ZDK.S]E_ 3HGH21_E:[H510 PA M'A(OXW$M+Q-09X5F7,5453]@ D[98EE"C(JB^\VG?)\U"LS:'V;=- DV8-XA% M"2]_[5UW4)/;MO\0$5$40>DE*BIH:$>:,%,E!I8@"TCNH(BH*+TD1$% 6A\I M I((""$C1 OT0D=%BO0.H2@$ @F0$$A[T??'N^?<\^Z\,_/NW/OFG3_V)FI M=EW? ^M9>OSUK[U6ZR01HFF*S\G0VJ#P3>%0)H268C3&!HHN:@:*@\|D4)\;2 MQ@CPTO[.J5OH>P30BC>ATIX B:?0%=PE\NU+;I3XUZR:X(>T6D/QB1H7SQ"#> M@\Q/<7@S\NE YKN')D!>,VFWQ<&^)[RF M#V \UW@"0G?V\P@L|@4G#'X^ C*(2XPY9]HGS!RV'>1WMVA[N+M#D M>Q6P$!<&<+A#FWCL3]C$\K|K& TQ"Y8CD"JS'J.4L3/U>[(L]%V^2NI:&J["1-MAEL!NAIS'27B&!"#E5U-#)0TL= KU?ZJ;7*90U'!DQ3#FF8SRH08L_GGH|I MOEEH=#_9H8ME@?;/B$$$ZPZ? RL\;9Y^M/ZZ2,I@0XO&B0Y:-U',2)HI@%Z%X MDF&4TH<$S]G[&<6!"*5/0K:X:PC_\5)1A$;RN1NK56M.1("$<'$A; O\AE+9?CG1?:?N@G_GM .*W^;N<.QR M)GD|"782RKH,@|HCLJ8G+MH_7I/YM<\5?N9S0660|BA'WNOO++D*0GO M<0^_!(ZT(__QA/N@FN1|#180*N-19B,:R8'Q59NIPN$?R"OG%UP>0#WY64" M@8#/2!3&;@POO4!+B5HQ'-!JZZ;_H6_"U|U^:W!L35!KBA36.#9= MOYQX$"DQJWQ\^EIEL_TX%ZBA++#$^?=1*)@BVKXU>;<-PV@93YM2W(#>*VM< M4HN"+Y7#S.BK5OEJLQBC A9>*RMAX37SV%!P'N*X3[EM#J)!(!/F&%]-J=3U MV%2=K8:"5Q"ZH!O$PUBU:BQ_W MW8@HEZB".B;U^45<;S=GP#P(?#!S7?$C9S2YP"KJKFQ0 MY3S@(FC) <_+=-9 G.3=/# @_V-HM=N01],Z[R;-&(2@AFBY*\ Q3\@0" /HO M]/NS9?E# R|KL9>.O\|_FAW,S,!I3{@;?%O..VS:'GL\)W'9<6VE=X M#CBH<":(4&25[/:NH_\&H;? EK3*L^4<,KN^?IR/?>"C2*J_)&,[RF$LG8$4V M3R%9%A%F\3WN-/#2SK8W8Q_S0VH9.^J57*8;9RU\WMM5<@+=N*[6 CQIM=- MS&/)3LA,YH[Z/|0"42OO4TI%OP"'J_%9*PC5H(&$?L*BU62WS,4+++7&,8GX M^_/^K5YXR(Y2B.\6S#V& 3[;,#; MV%@-04,?^V4K\@N=DZ"*+R#T:Q,.(S<[:S/U'6S3^W64WV5_? >1N&U-AN M]PAKOQ6|2IL6NS1:U8WX7/BSO2\%7IU5)S(!R YPBX=?1@I3$EIU;,SF? M*8%E82JB<4K/NJHM>A4XN8;WU+7,13:>#Y[1S<^5719#J?OZYU!YR<1HRFCR MW;/BC6*Q+-C[>)^D'H^:C4;I%=Z8_/U5HV+H5F/Q.R"^NGM%E SSO97IL5/. M)P+'11[Q'W(K*RR,SX7-4?=2!*C-&^XY7SL*DG-8CC'H*11[>-59DH[L12'TVZY4_B30A: M;XHV.ODGR^,0'V^Z@BC4X?$*HC'MB(>Y96ICNE?)5%'@@V7$ VBRV1.=@;D*>0 A(FCX3>()@\.U (@VZ;R,[9,]^.[DU'OI= M?-^[H"':74P5MG]+[\G!=VKY:K? 1T!F]^TUIXC5_;6;8%G#.P\E.=S_0NKIS ME"WD%9*$2TJV#!-3/1R&IEPXJ6%& MQO)0JM.5-;'JH(MAO0A6+PW++W).B7.LY6@H4#'673)O*#F&=HFMDO03@6^0)V M/*4'0BK#H; [N2EW!5VKZ/.>6#PRX)8&;^K1N/NS9:ZA97=!9U9IG'KVY1AD^R#?KRZX$9)DF_#&%F'X6 MC)>/1A&, ^ZGCT\"=4=STJ.U!1L(7SAGV^"*K3PV%/BL<6100@GQ5(S_;_N- MV[8,+CM?,^F:98=VBK'A,X|L1<)8D2W?=]?ZS/B/_C/Q6#6@W M38LHU7K/QF?MP.*6;<6PZ!.N=5T>?^]P[=76?8:Y12)&1A^_OW<,)Z3.0&(:-M%,\6:W,>W^#G>#I&=,X\?:25_ MMVB77C(V&\Y*_6P[^%7B"@%"=B"@F@*?$ M1 1X9#$7?=PT:7*^Q^]0G'(GOPO+^/VOQRX<#:GF >K&HE NHN%+K@;<&!M\ MK[CW?BXA'E,3^Q#E9:5121N3A %UA29+X=T2@R:L DFI%Z3XSU4UI"^@5M|/ M+3+$;*:)/H7I$7X1*1QS,+>QPI[F«(<'LETVSQXICBU,*ZT9+!.V%CTCI,(%+N8&5^!C",$- L FFZQ%0 MUV5\"3+F1P$IGMEU4GOZ1:>8_YD*')*],]4'PDX)-JS3%H]$9GIZG@7OV;?$ M5\2-J NS,YU/U/WZL9!8G/?6Z9%&@:.MQ/:8V2LR&7$]"[=&#FJV=8MS;,K*Y(\,+ [=%ML&Q.B6#MX]>7ADJC%5P:!> M6/SB:=I3=$^\6$@#+$SATG1A1@A3KPZ]N@BKTA\[6K^A/75;[]:*"&C"S,Z=,.MRE^IQ,*%*8+86$VS3,\\ M#$(Z[E$^;7#MI4/\=? 07S+4AB1REE;BXE7[R\1XR1F3I&;_F?!8S#;0)'SF M>,,/.|!S8XF2.#N&_\[+UE,]IO$R)F2O$;)L;/MWD]]):G?Z;N:"?-^6?[@])-.9RW\|4?1VOHD9:F MQ@"!&;EG&_FI#XLZ3^4M,S]QS!!8=V&:QP2N >7LF3MB9V-[[<1VO+VDA<_G MTK5=;\@ FR6XYV7U_,($R;UEM.EBB8D._Y[?QXKZZ^SS7YHKL9T/CVLO@MUS M===L_,3GQL:2%VUE6LI3-_,#\^2\2.A%;,R:-@9YE)UT] M\"%JYD$./=EV>S^9AP)A ERJ,>^@GF^:.HV^&B>[5D'+'$KFJ2MFJ*(LO!-L M."ZVZ L]?1&VQTDO16N0Q+*F_D1Y[S2@/ I&/FWAUXJ9 M.$,< (KLMPX_LH:+DH ;T4$W)66.5Y>;4?HHCL2RD>[NJPGG3N=Y]I?5@IY,,_M]!(J.422IKKA6M.+LNA/A"SM&-V7;%PU/X [/_HK>] 07(@\UIU8 ,WXVX^_M" (9(5EWFQ7C#=#U(&1U,@*Y.@ZCX)=&),)G9-H[PS#+C:(==C8[7$QP4@O8 M8'#-[4:Z, X0%2},))<-F7G1-1?;?]W)VAG.XG95@I*6%QM^XI-XX]D_Z(MMB!6KM0251LSIC::MZR&BIB O*VCW+-XT\,R.?09<.>/$&$Y"2*J9A&60D=W M>!T2DER+'7]T?@3E*U9E'=S5OF_%C_X9*/]K^@]G$@^*1]/.6BPZ'!F6, ^TA MJ,8$K%S9#? 2]&V>"D>!%C9&4X@&42+B+E0^Q3^79KL[1&9YZIC<@]7GOIMD&[-MBDX/AS.B.LQR3/,,WT%[TO$-$E!A(]I-XS$H8E,T8]$[HLYU'=^_#+[AC7]) MM9IV.L@G&1$ASK[^3*MXA:V2^T0HHOMO.42W+%,X6!@K, P=;%,XB]Q_5O MQ'+HSUTK?.4#' RM.N.C|\|K7CF/[5D;)FH5[7PDE5 M-)0] NPHY1^<6SR,\\"A#E#L] DAB0)I64L?;BR>P/VF^HZ)?!^8*_@)-64# M*\YTYVRE+;??E&$5O_?1HJ?JCDXCYZ7+_QB)CA",7BK[SA^'B*X9Y4Y<,K21? M3,QIB)B/L>,SS7 1)OHJ/(1 !8F$JD/.) [6H*L+;$H"1Q%O.A(D*\ MHD&4;:HR)7@.@3R5*F\+U=.;]'ZDG4N2^APM.DP2C(%67$()-YY =F1$-]>@ MQ\PH"?HS\GA#++#IVZ(\QO6)]- E7*I_RKE)LXK=>.6\|7]Y<.QCTN(IZ+^0] MS8@B.2R:>,A.2G6P.|_-,K8F\EW5^C\G'OA=5)066X2&C;)'T MG=[U1QQA-A?!TDNMKR)(X^7[(SWYJZ9!HEM$E,77U8BXKQ, [/+%YXGK(Y&]D%MAN82 P7U)F8;\VI7%;E MNXE.(EWR6L.QO9_FRYC%:?%2E<._^+1P=]Y9!(DE_T*;6N#PLR2FQM89$HLZ M9-_@9%6*B]<_EHR/C6<=TSZG? U/I)1N2T_2RU(E$IRQ,V=H*G:.=)?F]YY:O: MG5D!1_#2LU5>Z84;9HL;2/P*AR(EY)ZR*1_]M_S&_]R'UIEDEWJ=FIDEDY6:L@RK^#O3]'U\N?YW[^A5/# 0[2%=8P+K M44Q@\|@B&L K;>0/?OL0$5].I1M'<.>WV@(T!LL$T@ENK6A_I,^FZ;\Y,PD ME#N5&R'):#'(.D.>UO.[KN%M57!<%A-8.,P$:L!X=>F?78?ASL$?;$!,*(? MT*690.0#)C!XD0E\EF("/E9C/B:DPNFN;MG$B&$PLEIQ'= M_H9<[TWVI;=BL-H>M@U9/W8A\AHYO*9I@1ZVPG_V_>/+D9S.9VB7:"'P;&:Q.I;67F*44@+O2#PY/0H MIDRS!QQ\N-(?J1A+:D07%W@8^$H93G&WYPI96J97_V96\11_'KHYA)8-W]*! MY>MX_F2H&!/X7UCP[[H&V;ZE33^#Z?'0,#%,0'&VYV_(H-^)F%:%W3;FZ X" MM T79/PE87\Q_"^&]JA^.N_&R,IZ3[S4O+'A#?^SU,1'[JLJ#8L3T3#$6(?/\$ST$F72H?3QR<$RS1C&\[P78T^-[>F!H3>&#\&*W],X&4W M@\I=Z^Z>A0%!9EN60]^[GX)\DQ1!3>$!:I&0&;265*F;)P\EPW#06>Q)0Q3> MGGJ@X;H43@?V_;+#+ZV#\6:(/7#5)5-B*SF9:HTS8+03D8U"_]7RA\W5.Y;_M? D"V_N3YY5;=L#5A]2UVM"[3ZFI=_ZFEA2F[.MEM!7XJV&3"[F+@_A;-RTI& M"E\_9B71M=^]F,LE9S_LE(T<3:#4IMO2[PYK<4 UB1)S;P+D+Z7HJKF;?CXW M# [Y2593TCM.&'A5R&%<;JRX[E-(U6+RV0",L/**5MMTO[<6E=0:FTPRF^$SY,0+R=)G:R M^X55)>CLYV"]99'@99)"@,AR%A&APT*RAENTPSWMQ$0RA#<@'Y"%2DXR4^V7X MZ7C[]MW8+Z$EEM'&^.%-65]R38;>:SFJY6@4DA;.ME<7G@)"\&;2V1,[]_=[CWO%#!4R@181V@PEDL23GC!^<%E0T:L9PW4H@!4U_ M9,RU_< D=VA A#*%];=>B&28KS !"LG0DRI_-\6/T MV^0!UM*P_YL^RT@A#7N)G_^BCS1=/!8\YZKY9/#W1BSRN5R4+]RM3,3V+U-.M"7\8YET\]?,#-Q,+3<4TN5 M:AK-[0D)NHTI66O.!+M7]%F0#&@\O(1?;$WA)VF0>ANR:?(ZT1?.M:AU>7_916C3GP-CVYX](NHMBK"SH!E*KN=<)+#14S+H_4==*@!5V9CBXQ+W_.M,KK9'.98@(6/; (%9=-1G!4*_^S55VH=!*7T5^K7G+/[@0S+'Q]L\|K5QNW;.M*)2V9YGS7#]-ZI'Q:?BLGI/2!#6M@H*>,(&93/_G1Q);&7*AA[1(#8GW^]R6 M3F0\9)0$?+:'D;[C^!$D@NUB_? >3>.33*H=.*;HM"[6Z,;;1]W/?V=P\TQDH M7M+|-;_A9NUI?!TB=/Y?=Q7W?;7_;OT_>$Z4C6,A MKB'0_;M!._^DG4&M2X3+041^*6X9$=N^S^"+.5R9 MU/I/WVPC.Z&%KBW$IQRDSS1EWY#D=IK=MM6HDB438"GP#M6!$I0M9SRS$R/-MQ&/CPUTNORN6U11Y4!"%_U<[34M:M XLN!8&1&[NCBAUILW.G/K&$>;53H\ M?ZR5Y]=" !1NFUV2M~)FE@,/V=&X0_1.Y>I_Z_1AS_RZ=M_7_BO?I.#\K_3G M$CMS]#\ 4$I.#!!0 ($X^=EFQ$ETL02H! (-Y 0 4 :65S8RTR,#(T-M,#DS,%]G,BY[<&?]NP= <$U^[+CH(BC0#"'**TP"' -M-*;$A("(B0A"$[']00 M(BH])@C2FX* @!!%$! ATHN\2!<1D2Z=A*:80"(0!M)N ,.XY^^QSOKW/_O8^ M]]Y'][SW_X?=,@$PFZUWSKN=!GC5K;- \Y,X#HQ0MF%P"=D2D6=IUQ M0=YV!5P!L;#0^;:^2AX^79LW[C;_^7V_D%_XX= M.X5V"@C^V;B_"0L)"O_YX\]) L^/;M0.R(M=D\'!O^"_>^- \|,1V\BIOY^/E M.0AL$^/A%>/AM %0;ANW_ZUY/,|_V7BV\?)MW\'/880IX!]46[S>7FYC=[. M;3'WW8?<]P$^L>WB\XZ=V;\;ZA;_03^)XX^>OMJI<+:\6?]]V'7QQ.U[X0*" M>Z3VH\^=%A)6>6(EK;.KM]4^?,&U\P,36I.'W-QA9N=]W>V<75S=W#T^O^_M__^ P*#@D(C'D5'1,,%Q*:G/TM(SGF=FY.W.+WA36%3\M]*RJKJFMJZ^H.6U MK;VC\U/7Y_Z!P:'AD>^C8T32[-S\PN*/GTNTWZMKZ_0-<'/K3UP\"_/?]W^ MQ;C$N'%M^W,-^/_$Q;_M\,\!8GS;#QS;(7[&BO^6W^Z#QQ_ME#C[]%5YLX#" MB:M4R=OW^@3W*&H1#]^A;WR/ZQP,+_0Y'J4V#_+:XQ0)B?AWOQ>,4 &,!B MYL4I W^'DI_V3:EEW\L*[P"-M*.?BGV\[U*<$^[FKUP?OBY;9!?? EH"5 M\5_XCP*^N,*4@M+KAS!N,'ET#UH:S)SUP;1 MZ'\::<6+X-#LY!=TQ-V/'5Z3_'DWW=O!<= -\>TS'Q\'$,W'X]^2$9S $ZDW>@OQ*@#XH)+M@Q2,N6 M9NPIO ^1\;O>0*'T^F;?]/ M66U'+EU7UD#V"UPEF===E-)+UZ(FV#FV_"_#'+43]*36 MDGHV$@CNL#'SSMS]U#FHB/^H4RANVU+Z2.#9D^1#M^W&G\5>[SS+]^8TPJ7P M)Q8\Y<"VXB5A&? (&FAR@.-0+8(GCCK/>&>UCW@9]0#YPQUA^M*J7/\]2=*<& M'L$H")$HRBI+S2>GF$<-C ZE.12HR#5A]8TK;'WO?IFU&SX**EC TSR<92O(?C0L]%.U29VZWAU&*60 SC?6.X(^) MPU!--,?=Z>Y@.V./>A KR30FXN(Y@/2#Z>AI<;8TZBRMM*/>Y^VYAXWC5LE2 M%TX>B#LYY[GKXON$\"(7^,,TF,.I+H8#>$-!-4($9B9MRSUVW5&?N!&!WN.(M,@&&K?2*\ ]E\W)PG8D_3-130\9US2?)XNQI%,A\)[%PX:V5RW+ 5E/M9P@*^J1 MSAY5MN!NVN>^*A@?4[]OI,,Y40IA6:&-AQ_S::(9_^ZN&N_2;MBTI9E%U58? M-]MOIF&O;(2D:D8BF\2X%W* (K4&SC',>J,?&%<73);X*7LL@52]Y6\V=Q1 MF5?^2T?%KK*1+H9[K_#[4!5FOQ8S9+B?QK8P^>%3'$N\[F.)N"]O(1'B*7I#4N8IV/8$Z?N.?XS3';BD.W#BJ MKG"DPT]ZT_\;9$84.DPY9ZF5_HPEF@F=\=(COU)MSPHV^IT@/T-+WA(6I5H M.;3CZN^3-B%!Q26LY8P.\/3L&8HU*_YNUT#_O)9S(O?[2X@3!PB78T]@13% (R^]*YC0.T%^_,X,$B4 9%P6=M(&WO>>?U=-(K*_1M=MA;P%KM^!E59<%?7Q7_;VQDD&3+@TY"T]OTQY^+G*[W09 >)4>C849UL1M=M+]]#K9U PZ M@5;;P@%$EL:JOV9Z$N6,EC0I/O;>A>)F!R;_)>^1W2T93TQ3M![V0-H32]RC1+8GIM))22@H88T:F\?C?)3$U339QVRZ$N5GA>-UVWAAJV4Z(Z8[&K_& M :NP>"P?4Y7$ 49-VC$ 6@WL[+"G1Y.")E?ZUGOL!S.&%ROKHDRQGW6.JAJT MZ!XI.*C6)M+_H"+G[_UO%5!X76GVOE.-?'\ M)Y_K=B56^_VLNL*?R>Z%5F!:L*,5]VUL)>K3P76,9-#LU21N'937I:FOC%7[MA)'4F467?D?:V)%B=I+'"%9/V9AQ0<.S)52)LG9-T%)A@I**?7L -.=QNB 9^D\)25+_MCG7Y%7H$U 1T&WZA\-UK&|&%+)P3%MU\6F*FK/;=,8%G74Z29DEVI6G2.<"W M%,2$.4V? A(A&*X)*C5,*M,/).*|(-GTSAO4|:%>CZJ4N!U79"&CRM#X'&) ML4Q;K<@NXOM"!M0Y^B*K##.3,UW!1ZA2(<0H;R3K3L^O/%LJ"DD96=GE]EO MG_J4*X)YEU|V7-[LO:YLQ_H98%ZR9/WI_=B8PDW*M&K9@N"XJ#Y%W^^^T/-$8I4T;H+>R MWG/U4$ZN&.C ,&:/,^E0DV-04K.(/9Y3XVI]]J+^##YR%B$P%U7:@ M58>U5D.E(E':=SH.: 6TF+9MP'5YJ\6'!OL1\_V?^%P MBKB-AWHMUF5[;,_M[FV(3<,# 1-5FYF$5=8H24J:1F/4 YO/#O:#:R)'V*>A6Z?1]'94]\7WZK M3ZRY6.!R+5DX(A(48-QBCV"I5CTG2(1.R'= [_=@3Z)W2E%]4^;B*V&-&/""ML0TDUR[&^("D+;M.#W]2#=2\-K.%%0 MMR-=ZG!K6_JI^)^_G2FV9*?/'BX#KUX>G-,YGU1P6O$H_^(&4_P$G<$JQ3A; MQDSOX@Z-;!C5RE+@325QL8^MJ=JC2;FY&3M=Y33>G$NA9?N!YWH^K1)3R MI-HM_$'V7;HF> K^W\_SC+,R="S!7275 =N#V@<2&-ZX:/S) J8H#1*CW;1# M=8HZ43EE$5CJV'3C\:#FBGL<=+\)5-O)E;9Q875V*V2Z#5]-MA8T:849A1$B"@1(QWM'3 M+!^O554FVT2U74?2OVZ W,U<4\S[<;/MG/E^JM6']SERYI%[ZN,IF]\Q5M MU^<'(G[!)-BN<[?#7+,0%&^WEJ3%VP3+$"+&)4>I?4R7*2'@6C]ZMFU,((0+\LAX2".X:X#&@61]@[W93LI MHI=CE3(.4_I,<9$ N$*QJZ8E<0L_ UFF[GO0Q?54 9;L5VJX.IYK)? \+GC1Q M33]6;R]^8C)<$:.[* ?;D=M[B9XHY?+SB<'B\B&E).C3XI&R?NW0^\^C2KEY- M7/5+%88FNBV$ SS">%BH+6U%!'<3VE"N6,M'%N\-*'",ZG>ZBUT1136[5N MLJ/:'" (4IPFYQ&'8<8L/MV.M^:-_#(.//0"KD.QL3XXFO.>VP:9I&O&#Y:3X M7O&?OTAU&CTKD12G+6WSG^]N/KH4$OGAE!K-!^>MT](9#D:X&V%S0P9#RZP MXJI_]*08:A>917AX? >)))/2OZ\^UUC\'C"^\>YU$+%E;PK^F!VV]7KE1=:K-T2%/.VP;M\L<9@F;G$G1()HPW33FXO^/D?^&F MP5_XU[#M3>/+'TXJ?67XDZ2'>P:L!G O/9!W-'GI'KX*MZ),3+8[FLZ$[]1V MVWF@)#'E]]7=;.+93FEEP;<[."Q-+?G8]W7ZB'5 + 3Z?,.|&S5LP>YOV\KZ)5T5Z\UR9_^QM@ZA+DKK=L69BK9W M=_WJ7@#<$A?(E%RAY2!*\.Y3]HSI847=S=B?37. ^AN<5 ?L85JP1CP[;?-]KVF#@'F'KNT M,9ZJOM4I=O<-?Q1+IQG>U]IF>_AM+D&\%HS<,#NHM,]\U>;$!%: "R6>;GS M%K4"R1N9_,GM>&KWT;CG<*|:_/Q#RUM\N)4?|]?G_EWYNA??7?O P2OP)L?VIP4=>F"'>1M$4.D .VLP\XC2"2$53KE;%S M-JP2@<[<+Z$]ES0]{84GY:1:AX<+,>,XI].1%\,>DGY')IK.O#,UF=+>THUD M*M;A8HF"OUBYR2M':FN/C&DR+4U84^[? F"/M3HHA99J3,7&E'WGB%4JXVS;Z2:*WVWK#B -T[>2|' Q;9BX4 M.IZ6AN3<(L'W-&F2XNKB0!M:K,_>A6J(=@Z U;)NS'(481XC,F &[YB+6"9 MA02;]<44$$.9\] W((NLC"6I_#]N&4M(Y:NU3(E9>C&T4HH\&6(*PXV4J;9LDZTCLM M=LVS6)_6?G^CANIW(N0QS5(P5V>:.#*ETFG* -*F/?DH4,,B1N)CID&@QHA_M M/-7BN94*F56]5(6/EV*-MC- EK$<;ZS')E91MM!Y%T'U#!)4J6^A&>;%HA%/A@[X[E^2;/0MB*J5U8B/"N M,/B:A@\'D.YMU?,MW_;C6ZTQM_R@:?E;.I/67LI;W8KR1%\<.@;T^^Q^XW?.7O?S'K,,<%E3MI, Y@*#F MC #H0/0QIZ8I):68&_6)#IB"0C%!OVP$Q/G $USL@4/X?)RC*)>F#>*QX4 M<26NOJ6R.F61OA304Y(U/!8Q>NMN_]A%8[9] M.-AA+J+"/R%79C5;Q$:,3N70:.Y4B,5 TTH(L&7YGSY[#-G%*E-'.9=A MFK\11,A&^_9=+G9GR'!HNB+STP:AF9KA4TLU!(?VRXKDN.8IH+R!|SRPF? M+55B3U?-$FPW&.NQ!HUO:,8)GPJHK+!%^4TU-[3K,J;MH|R*

*[]_7"T_*AR7AJ>7+:1EE4$SQ)+X\@13MTIR7P M"C)=@/5<,S*$$,L!@BM_Z4$BE>\BA:|TWW+7]G^K37]K3D+'$Q&3IMQ^W-Q- M_BM)_V_">[02TX2*:X%$9_6VK<@@A'Q4SPW.? <"G)[19/7FK7RE!)G\,;!4 MN:\DIE3Z6MZ\BE:*0\V:67"-NWVUFN$^FY)#>]MUQDG# E;++1=VMD:5\P!^*Q8SPA$ M<:K%L5L5D37[Q6)SUM3^%WQ%YTCTXTOW%^E&X]!",M=_ ZA(F<@(DQC;MJG ML<<3#!$K^#!,#.B)/T2BB9>T,H95<9XQWI4_M,3K/X!L'WFXD+Y;QOH:W.1FTT0*.:'!Y]#R13?VX@O*,,ZF$KO2:,+61YIA$A%-NA2 M_SMIQW>D]5YR /'NT]<.+R'NBE_Z9Y)K*(RMS%Y=H,I$;3H+(T=PNPQ+4Z(T M,DQ0RM^_:97$QZP%#DFU0?+.W%-,?5#LLC)_(\4,H_)>X+8 MR$W_26[/^,#[L%0+Q#BF%5$SS13[DF/+Z$? &-9.WLW^NC6WR)"YVF!A=!WI-M/L#Y_ZV4#M&V/?;I-I]/I4_]EG,IC'JU]IL"G:LEPM6"]\DX-H.8("IPE$4&-?8 MS6.0%FP"5I2M!8:ZTB-G<;%9D BFU4O/*5&+DX^&"GI?QO? EQP7+,EZ5QO%^.M3]V+IVFKZJY;0_PO3>HRIT'8#'8L@[VSF'&>*=C/);W[+[9#189_+(-MT!B<]N)@:-#+EP.8H]0]!5A,V0. M$+:\,!*+T"/R%79C5;Q$:,3N70:.Y4B,5 TTH(L&7YGSY[#-G%*E-'.9=A MFK\11,A&^_9=+G9GR'!HNB+STP:AF9KA4TLU!(?VRXKDN.8IH+R!|SRPF? M+55B3U?-$FPW&.NQ!HUO:,8)GPJHK+!%^4TU-[3K,J;MH|R*

*EM'3F^DGUA2'W.PY<\,;-G](C.\ 'SCD\,> |_/7Q!DRE= -MU//BNAS>X>C;BG'U0E1+Q2VC#"PGO4_LR*V_/(X;>N8WH8W.^2^K=_ZM.9=O M?/)_+V%1[0P=<*.-(KSA3\'<(6 5M/;8$3?H$J+WTRSV>>OZZV.W*(\ MZ/LBMOJMZ5+IDO31"U>;/KQIE[AIX7VK=-[!R/-682\? &%\'F\<>ZL7H8^ M+0.VHO$JO-:UZC8^[UW&JZU:$9>]1GI__7!|;K-|-1"[TVV^R:)%S)BU-M M-_SXC|C^&4UA=_^":;H-]-#N3W-RCBP"M;3N@4=2E$*=H&NP:NW]@+KR7<<<3< M_+[_H8[>@OBGXO+[DF/!7U\>2_9+;>",*3Y+T%B3*;YO[<^=LQLHVZ'Q*\/^ MT30NAJ2U#>6@2!ZCO MI>@R'C /?B.X]8XKL"5!HA^K,\ D>S7I#***D,^_J1D\]VZG$)MU>3"U*%_^ MY_2@@\>/9E':T"X7S_@=64$/3I=+Q:\:'HDZQ&@GM.H&E_DPK38 "GI9_M MB+K8$!B'-PP0R+C4D"[IZ?/E/K3]S"G%W!O9M<8'FZ1^"BKS+D)'0^D*(TPA MQE7F:>X9/'PPID/L(ZC3_6IK,]%(2*<2'1F)AWF=,WEC;W94?&+?819S8U?Y M9HK/N,3%YP;ZW.+X78F>R7I29]2&,F0]9A\ 5@#N9' ;Q/4 M;Z/O+<+"F4_0>5!]M,\];FBN6O23'?*!'M2Y\[2\%4,4W8D5X W,:/(%F@% MIMG#=U8;-"CD#-M^ M(ZX+"FIA#U6<0.1!R$?+[0BW+4CXLKWJ"XY]SB31<|,=1+U^N8QE%!YOF MN0W^>UG_&5)8FO9;;O4,KC=''7G)3N&;ED9LS5]..;GIU]LWH &O)G<6fX M>? 3G#*@\VL"VTUA$SQCAL1+8%]"1TK> MOP2%S_*&O87OJJZLGX*.PW=2,(QVT/3YQLZA^&+YLPJ.0 M?K/**)Y42'C[JQGK)I0MJZL.W_X4[fK^R\-^ C%IYZWB5EQ,W/7)I&V/!E/' M"-(PKD ;XV^;KG6G>$*BT-(F&]\+[!$;T3/9RI92A_(%1WC?GS:]=5K\]X+ M"V@:X^8# 3U,H.8;I4R.VFS M!.KYE5%5RECD(L5[UO'$,?O.!QR /[]XHV! _:?LW#O!@MR#6-J,ACK71FK!' M)AQ$[.X( ]<'"E!I&,]&&00IQ-'K];[&3.8ZR4U7LE,6'C7SHLDVW.O-07-R MNU+=V_]F>'XQ ^C56+EZ?H8D2^L:&,)"_D6(WOIE5NJ1A-!K" ;0& MY$'UEHA/QC84IUAC2=!-=U_1% [^T8W:OJZ\$2GH#M4&$]$Y1]=0T',(+'!>: ML?H%,5KQ*H>YM@N876C\,]_MN8$GLD>-18DJI9N$,6,)UT,6H!WPZKW9G7Y?%;NP.@I/-U>+.A%:?B7XJ@BX> M68"WXT E.'-/-KV"6H78B4%;@BI"+3DPXFZO&ON,1 1;'A2@: LQ'%2+<'S; M%A{FC9I_?/Q99GX\1>[.!9;V7W-W_S&L]HZ]ID=21\B-5'T'L)EDF**=(.^4 M<7LE(C1H4[1%__=$N>QC6]^A30N&*{]'YDY98=CWDC1CK2TP!:VHL<7$E,FO M2B(:7&M[G569CRX\HSE7=_MB2;6SA77)32GQS /F& ?HF52S90*AKC7BF!P[C:*S3C MEAEL547";9F&MKHSWY^0C6BX'RBNN(N!$P?:NR~_"0ZQO8X.[ZI5_B% Q"4 MWS0.;!'D.0!)#7SVWF^C@MPXA>F^6D!?O>]=AKEWW)/163L^WNRYS7ILXU-C M<;XDO<$C>8_" #E KGC-"M$K4M/[DR_%]LR_=3,LG#LTC+GN43,!6J/TT0$2 M2>#%>%GN8QX84<<[%RR)@[B/8W/#4CXW4YZO^'2W?:SS]G1[<.'SOKS'[S]^ MVBS S$1, [VL)FZ8Z.H[KO;AGTBX*HZ>A8^ +O4S)52*VQ=+GUX*_^7DPKV2I;J=%6/5R1ZQ$+) ,+>MVI5Q@\4G MTF"C/2X;=N+|Z'VMM@ZI.?5_GFD\<6'ZHRV$-?2FDR:#(DOX]2.XD#U"6^? M6^B#"7>B%I ;T_"U=2P1C"!L!<<. -)#"B.#W-*#"DYI;#*K4 M#1(N^@%2@BF+IR75]G?&:5QXM1T_LF>8@Z%:[G%\%(V/5G3^N+G>^;;\!P0'0 MYPW"O'[@Q,#H\]3DZ!6\#@6L"I;H%(I_[7&"%ON_9-CWG-Y3>Y/YC8]J:CI:V9$G?UA/!NZHQ3 MGB@S?16SX*77T!6MX2_KTZ "G!R#5D999--3:1N/$>>>H:9\LQ Y?*ITJ#FO> M7#IP%X@/FWC#!?5P-?+_],$,D2"U<361/=-\QGQGO%C9H33X&+ M'5AJ5A#Z\I"+9J#<^T&*K[9YD")D5YR9/OUC165U?#[9E[233QY^CMNCD>R> MW ,C:]@H;/5TF#8RPDGSX5FE?CR,EF$6/M9/V€0B#JQ?"WXP/GK,_69MO6>#_M>-QEU0FT,M,|#*8ZM-:PU4$L*=Y1YE+]$'FMC=#TS$3PQN3E=*JJOJB$5L5! MEQ>ND2AC1A"F&06;>4X0F%]A>_41,6.PCH;OWH]@=);?S?'+;63:W(6I*=Z7'-M]^WU:$ZQ:6;U=2CS4M0Q,]"/B'U,D_XFI;#"F=K'VDB!^5]WY@-14A!>Z M;#V*NIHX&87=3U)+&PSN=1_?5.$__"Q6!D<8*9.7@/<[*1U$CE -%.%(8T2 M37N:.N-;&.Q/JO3?09G6R#8@R:D_1SVVS$%XPW/TV"1V).N_U1- 80**7()MU:@A1HE^M?UL91UG-TFK6[&S4$[']^B&QH2.XUG8\E MG;"<:U=0V#D9-HVXP/Y"]-*-('CAPNUU.Q';/$XMIQ7^$G=L>8#=_9/@/'A'-M0]UWH:]^MB[Z?O"]3@/QUT';,Y#B%?Y@XR#^" +21VAVL:TQE(@C8ZB=5F B MDFAH5=4K :H[!WQGH%FX),"N:&=B41D98N&ZI?[FU\TH"*>=O2U#0 X2;Z'"" MNZ5L$'0F/8.H;MD!$T14]Z-S6:PLOE+QF4X A*H2A(EP1OC8^_1DL,U\Z.<4N7 M"2W"CYQ.\B2Z)2WUNTS6V+2]*BC&RB16MP;EL@5M"KVR5!,)3;<1]'+PPB;\:4F(O?L=$HCY6^2@Q +UO=_M9'[$)L&$8)!(B"99<(-]WCZ\M1%I "\P+O((*2T[VRN4=/P=KT+QYXJCP@GO MWO'PP;__Q<+_"H)7*.:,T++>@U!-TPN/'6HJA=?=RW2[9NPE=*HWFP_;;+Z\M9[U)#%=/&C?[< MM1E$C\P:]W&-K@MNV]+SAD%Q_=Z]YD*KDDWGSGB9_KCQ2&'5AD^@/?FJ'DHON.FDRQ M=C[. T2Z4TF68PZ=!YQZ[K<'3#E%2'2MVGMF[G_9]V/@*>DWAC;'=,7W.2G M'P=%9BU!94V*SWWN((.? F/I9@0+'R7HI[3\E]7F\F+U;.):^3:Q;.H;Q'#>;.MK;]O<.:I?W:AE6&]_N';2SMNGBZ65/!KPA@$ H+KA!.NX50=Y_.-NP#:SH2SK M-C-_W3U,]I2G9\/CVSF;F2 T^KD;'$KS1VM].3BDK&LIPM^G6H9D^.N6?E2W,XO2@26R MM"U$=B M#E=F=->E=/1.U?[(4L9Z\Z6!KLIZA%+A #N3R:D, M_;# YI^*[U4G+_73QL",(^R4QNSTRT\)V9+,\CC M;\&FX9$.^*HN9$'.:=(+-F.:\'?979E$OH5S,A)3P.=8B34E0"Y1DHBME6)* MZ-*]N%'2M.*"E3$(=-Y%("5>%CG1C!8S?T5GW.-IDB8ON;)O&W!]%*]Y*CT M^LDCIVISW6&^X_0N^]CJ MWAURU9X=MZFL:HN^N[H_O.5[Y]KZM2QI07 +PQ9",$+^6$^FV,6-60AS]VP' M7=<*A:3Q24/"\5;$#RE27X>7ES4TRQ1\154FA.9/CM$L#GRRM7A]3-^@C15 M&4B%G&95PFXGQSU%6?2K^_?.IK$*]E2})L+')7M)9X8]HD&>N4]<;>C'"% MOG>>!\1]C-6=0%]Q6RR$UO4F4, ^]JGY_\WOE$K6S79M&&&E+YO-0+8K/@;5* M%Xi;+XR8K'8I-U4Y_U<;YSN?M?QVAY@R> 6XR*Z'T8]C1SUGEE(HYVCWP0#*M=@-;M@6A>FB2EHVY8!L:WU#NV?l65J5CW59=G(R\S]>(RZ4!LJV2*6 MX;-67$HP#/(FI:E$;601$E#^)$=WIZ;GRRE+M*656\$WN+7S:.0]BQ H>9:A M%K0RN\B4M.0&A@7&\-\8>)>.C 1-31+/LRZDZ&THEZG2(6 PK9*]DT5-)@62X07H'K8VC9[F/;L#=V3E MK]"4\K-+#!&7!X]IG;*9_TJ4SS1LI'V>TA/PK>W3+\4[$T7 (F9F""?FI8MX MCVV'1,M]Y\A|Q%9EQ*UI"K5B4X2 FL"S6FL(G26WCf,;#W^M? 6WBMC[\%+M9 MNI.Y.X,N05W\")/|%3!6F*BYLF)PCL9K7:'8ZE?JU+5P64%11$LZYJ7((_Q9 M&=X _L$' #Q]FCT.K4C/>&B4682Z]XU45Y.9EZN45I&4'V7[>YU/S*G +H6I M!? H9E!#P>V+-)/#VUY6"L^.[:U-K4T_+0ZA")$R8D0[TDB?IM3:*VF_-'PB M"K9KJQT:YJS;+[>W*!(#)CJUF4\/i$M.N\'HG8Z^5?A5?SP5TF]1KJMJH-_MXIGC.G+ fN0*>M#/Z_H!C]/V@IYG29DKKT"@*K& T1\TTE5K?53LE0&XGE M_<3*;FZ2+ZDU"\H\R^(V6(F""7;6EFW).GN3.E0>@<'B+H"J-E04Y:WWC$ MK+)B;540%G+++<.M?C;- &:L.@1YSX]]P:T)R$^,XNA-&S08[+,=>=S;84E1/ MUWD8J IWM?> 4,,.B,UC62ZIYR8^.9-$"*$.J#93#!@-%Y M6<^T.,"HPLSVZ BD.@DIMI2-9%H'/-=?SC19/A=HFK%37WQ? W93W>%>+G MOH';_>=#G;?G>Z[FO\AG3OMVW\"CV.ZV44IS^M'9_0;-)ME !BZ^6-=T]C2FK-M[OE@=P=; G5XJHL$V_OKKMV8<7.*VWSOAHV)6N>W,9Y-?+2:")H,U^-K4[_T M&Z8Q75\=?S,L8U>B(A?CNI^E2O)V@"1!]S&)"5]6EXZ ;NT]<&S,[H AK"'B MNVLVM,Y.G:P!VS5--&DUU/PHOG2;1A:W/#[O_%TN/VU:,Y_!MCG(%=75]6TT M? OW9+_1JK[U^YNJ/I2/-4-,%/1(-8Q/X$:NK\YY.<$^H11M*.X.ZX'A94K68 M-'^H1[+*V7VUD5)2O:51R.T9^*_"MLA_:O_1]S#-+CB,9W(K-EXAQT3"O3EZ],IOAQS1NV>E(F,AL3S MSA^3,#2F^19:!]-LOD:=*T,=Y:86$$LQND0<;:[AF'@<Z*N@3FD"R.Z'<3&< N M1FJ*!=/%V_S1?6#D]=YA",;fD*@5\,R/W6$+= "Q5'IW,]<@UBFS>B M;C$>Y:*N_@IDW']C5ER3>E\E:6\5ECRLSHJ%CD%%$2V7;NJ,R@^(Y6/?^=,V MF)*%=-)-EWNBURV(:IN-&/5U'!A-L-.42DALDO&B[^D_]\YN21Q_;^(Z(?VP MP_=']M.X,6-A>-N"Y\OH8O\TZ+A,WYO?HX$!FQLV(J:&[X^5IUE&F%P*,-; M0M'UG@"_W)EVR[\?LW\]E?X_XA;3'$PD:CY& T/LPT$KU@Z&"N?+0TM^]EYY M:[243'+3LW%Z]P68&YY'W^2]'#? 8'2QX&7\;6]$9INTX9A*]S#>EDB6UZ8OK MG*S]M0^(AVZ^FTFH4.5'"3UN-S O4V!+*MH0W7X5T;W]PSI&V\SX)W&@X MBM_=EG9?,-W?2- H/XX5T_=&D$JPTW!EEJ=F.!55Z*7DZJIU^)!E*T9Y[$2"<07:&%(K+Q,/QZW-ZACYV*#6:JXG1WKAT_]O-VI=T:]0/"=_$);_>WU?@HL;--R)PB3 M3'5-._'BZ^^,6:C!^-0Q9*9)UX=5,_2O)s&;C;B+Z&;_OF*=LFGLTAYT(3X M-5HI!N]>=L[9Z\6.M"9/&4,1ZPSD30&<)CC/<-G2)1)RB"O;@.^YGJN!MOV_6 MU"'#IWQ_^AC4TS3SQ7GRHU,H!9&%>O?NJ?W4;03I8.XKSO=QM+F% V;OW#/MS M>&<9Y0#+ASZSFW6O[+FLR%/87KD\\P!Y)T)^0VY@#'G23O=\[56*W7SBOW-/C; M9CT>!A[']OF\M=4A/\>XR3%UFF^7 .R'C]ATPL5Q+891^T]Q)OXO1]:>0+I/ M#-(F#N":S(.22S*T]^@H+>-)'RQSWOMXZ_P++EN%IF\ I$8C_(VEALC M,94[%U'^CB.E> \E1ITZF5)](<$< ")PH# A1N>$9^1O9K$,?1?.2^]8RL M)H(NSG4WK(7-547A:W8H0Z*CM)"0\@Z%\ FCAEW+;1M*BAO:KXPE&>O26G<' MG2\^N^8LZ9)BIEACIB[NF-SS]EK.]?]>FJG21H=U0>6\ZOW_?`Z?U^3/]D=4 MKI#KB4*8&&A51D>O4!#D(?!JRTC=K2 #SNP/NH#^2EJ0HKDMRXJ$@D2LD!E MY#N:5%GU', + BH2*,DS)2400>ZX<&%+HTI0KK%E!]4@H+G!"1KT7!W#-@WU M2..=IK]O([&A]BZOOMGNW8E]YF+NDW0ERAF&"HJ?58&D>-H,>#&&<28EJ.Q::ANGV),S)%?6=;?S+5 M4D1'/SP4@[8UK[6]O'>21%@Y0K4EVYR:W$RN5 M _C@A)CG63B,,R[^2 #T*PF2]Z/2IZ!B3 /3>=$A+PCX%UK, ;D/]HR@**FS;X@[':6-F(9)+Y78 LQQ? M9, W4FO$]U]9ZV-O\KQ]K'352Q2./)].23W9\D)V@9Q>VIBRW/MG:4\,>X2. MJ-#]F)WH;-H0 ^*<(*Y$;]MF58WIW+GBI:@9\]J14=[69&+L^_3F>@^FOU-L,^V4AN41@&*$$J MDCQ.Q5P 83-!F#ZMDIM*#2[;S+NC%]V/0]LHJ4FM@GK,"%]63I;V^/)=]U>Z MTRV-LRKV5>J-*$CU2]YX,9<;P[[[F0B3 ED+-,C_OPA5;I&++#5=|:STO(B:O MQ#NMZMKLXYQ%RDG^*_M/:GA0SA2B==+C@6P$WYS!@R0RW R0R?$#O%]/.:*.] M[TXUY1W"97WO.-GO<'4PBPS)GZK+H#9\?=VB7XTZ!V&=([I,,37%\S1F_.I?+&6>! [$SR9%9!T;P/F4FGF*?HC0; MU97URA..KF'R67D8NKP M]\/WMS.AU/%9.,685*P]GAT?7^"I,_DK)%Z,3X$1_R@B@1]CUWNKYZ$U%4'W M D.IMR'EK\A9>\I.#W%#:1.9#$/!F-CB]DLPGMYG,(&O?KZ3 MOQD:'+W<=NKALM\G:X1)MOL^)^/P=,%C1+79O'YY$:I@^%R M>&<9Y0#+,NZSSF7%O0VY@#'G23O=\[56*W7SBOW-/C; M9CT>!A[']OF\M=4A/\>XR3%UFF^7 .R'C]ATPL5Q+891^T]Q)OXO1]:>0+I/ M#-(F#N":S(.22S*T]^@H+>-)'RQSWOMXZ_P++EN%IF\ I$8C_(VEALC M,94[%U'^CB.E> \E1ITZF5)](<$< ")PH# A1N>$9^1O9K$,?1?.2^]8RL M)H(NSG4WK(7-547A:W8H0Z*CM)"0\@Z%\ FCAEW+;1M*BAO:KXPE&>O26G<' MG2\^N^8LZ9)BIEACIB[NF-SS]EK.]?]>FJG21H=U0>6\ZOW_?`Z?U^3/]D=4 MKI#KB4*8&&A51D>O4!#D(?!JRTC=K2 #SNP/NH#^2EJ0HKDMRXJ$@D2LD!E MY#N:5%GU', + BH2*,DS)2400>ZX<&%+HTI0KK%E!]4@H+G!"1KT7!W#-@WU M2..=IK]O([&A]BZOOMGNW8E]YF+NDW0ERAF&"HJ?58&D>-H,>#&&<28EJ.Q::ANGV),S)%?6=;?S+5 M4D1'/SP4@[8UK[6]O'>21%@Y0K4EVYR:W$RN5 M _C@A)CG63B,,R[^2 #T*PF2]Z/2IZ!B3 /3>=$A+PCX%UK, ;D/]HR@**FS;X@[':6-F(9)+Y78 LQQ? M9, W4FO$]U]9ZV-O\KQ]K'352Q2./)].23W9\D)V@9Q>VIBRW/MG:4\,>X2. MJ-#]F)WH;-H0 ^*<(*Y$;]MF58WIW+GBI:@9\]J14=[69&+L^_3F>@^FOU-L,^V4AN41@&*$$J MDCQ.Q5P 83-!F#ZMDIM*#2[;S+NC%]V/0]LHJ4FM@GK,"%]63I;V^/)=]U>Z MTRV-LRKV5>J-*$CU2]YX,9<;P[[[F0B3 ED+-,C_OPA5;I&++#5=|:STO(B:O MQ#NMZMKLXYQ%RDG^*_M/:GA0SA2B==+C@6P$WYS!@R0RW R0R?$#O%]/.:*.] M[TXUY1W"97WO.-GO<'4PBPS)GZK+H#9\?=VB7XTZ!V&=([I,,37%\S1F_.I?+&6>! [$SR9%9!T;P/F4FGF*?HC0; MU97URA..KF'R67D8NKP M]\/WMS.AU/%9.,685*P]GAT?7^"I,_DK)%Z,3X$1_R@B@1]CUWNKYZ$U%4'W M D.IMR'EK\A9>\I.#W%#:1.9#$/!F-CB]DLPGMYG,(&O?KZ3 MOQD:'+W<=NKALM\G:X1)MOL^)^/P=,%C1+79O'YY$:I@^%R M>&<9Y0#+ASZSFW6O[+FLR%/87KD\\P!Y)T)^

;OZR:$|PCAS>7S>M')E]-@$5:/FR;/G:HEW3[80-M-I_]H)K$8*7H3HPI)?(ZP4P7)U+!G\!M3(D Z91NGB3%,M+S#=.FM9*FTI?9U57/)H:G/6KZC@/*-MM",N04J)&/C3)JNQ+I&7P0;*
<$>=#9VXK;M]5/7@VW!)5RUM#RO+H:=5U;6WMB:G[I;C11/RTJ}!P>E[&%{J-M70#=HGUBJTHQO,&9!Z2Y=5U0U3THQW:,^0"/Q_QJ0?)A$0=79YXRE&LGTY$A)>>%?
J1;>MY4^!1)GH'0G(FV%8WL@@35V:-MTPV;ZTGKG[\,.&_P$!(GOT8K$S086[W%F-)SRU7K@M0T-A9&-T) 2LF>E/=.\FOGUTN6WZ,?5/-MVW1_EN,^CHL6A@T?
J,J4NS7X944#IWO7IWH&!@S?=W(BW(*>3A2BU5TU+A:"P';FOPPZ)!HK3SM6CJ[4:*[?Q+;>R_|/YJ/^-U5[-ME#=Y4 ZUXHZ_C!S5=",*A6A/-MFE85VXF0/(4GQ7#RAO.7'5W>3=!MAINFQ CG
M/[Y<|4U6+UV6,VX?YD\V*9I$3BF3Z3"BS-$7]^3FE5F@0+>OWKM?H33_{}"_MQ*:.^+S]486II"\QNDZD5F5R+/DQVXZ9V#!!#<2*P0&W-&C3|KFG)R$&?)-YO
M&OD9C. X7XAF+A^Y>5@<"U2K$D]_*-W/%)VX'Q'4AW?EW:@/^+Y^MQ"=2^]5 M*XFN3-8A^G?0K' Q6(T1:,7+.T_=2DTZ);3]+H8)BJ??,%(_(<")81J^M?U
M8F0PV>Y7;=3P_4J23>!VG;.3JA=T)-2&?>0> M^96!M_+4S]14${U!?=A<;(:R1B6RL6&><3L$#40K>Q0)&GS !OT#38/8R(8 D0>/Q1D[UP*8>^=#7%0-
ME3N(S5MBYU6C;EQ+!%TRP$BQ 7(@L]U6D!&G+6I$X2)Z=,8"?8\JP66N%OQG MX@QK"=B?B?Q5H!<.+U[\XI)^=,\6^)<&EP)<9C$:NL"#IW"CPC*+M?B|KQ[4
MEFTT*_;?,!M;F>I5M6C9X+CT+5G0\!WN^L5*LU++$!M1E^_/@PTHJRP(#LO(R;OS@]N;]*G"%/-HY5Y3F[++$BOI MO1LM*"$6_1+S+6_6N;^&TZE-9INV S;NJ*-
/RIS2L'KL=J*QA$GVFL2JW!*.)T"_C[']]]WHH,3CIQX:E\@9Y)BQ-6TB0D=.AG(?]U+(JG A#$CS]K;Q"]KTJ M$C(}@'^_891=-,ZE4VD-="8Q-:I)A6TJ1UQ.++$H(]1#=S.;Rf.:?
UAR$IES8V;MN58%,F6!2689PQ.MFGJ.X,I3.9[_M.CRMV(1%IG23^9ND)5YV$>Q_*TOX?D+BO*I&<'2\WV6+0-6N.9MB$-&(=';-<41U-%L55DBS(_Z$]!HISAZJI"+8C0-UB
MDHJ@6MAU'+2NEUS[!JXX&R*J>!R ME.#',_E=U_5W+_D#"X#_H"">0V*%48610\AA>^%BZ?|>S_GR_T28]++^1:.NK{5G*^^7""-MUGF;X{(QYN:WGWC2/!466R>?-2TR-
SP2FRCQYA4K4?SR8LG M,@I*6VV;$Z=2W1(#&60,-/:#:X*$'S,N3;HATWSB*K+6*S?TZ?=''JW(DFM'-M*"_F_&NQ_E%,W@GE)OV+^U-#L":[%0$G-NQOFF2!*L#*[? +C#2$'-QO"$]0
MHW#\HJ['#.XEK:CG+Z0L:-UUQ:^,8F3?HE%BZ9#ID)H=B%+X}^4;>${0)ITW8-M?:"$^/0#>\BK$XH\IS&D-IZAX^U/3.YP@SF4C=D8<
MPP(1!,@[3511O\&]%XO[MO^F/Z7WH.$6L@$$LX\?=2+:/4_F'=J R,*#]U<@+ M\;N+(Q5@-7QN@NI-YL^_6v/W@KU>8T_2SS*RX!K7BVU3;IX)^R(QKI6RIS^_M
]CSA16;IST!9<0'4N74I/;E10T6UZM5MS9.?E/3YIW=#+BD MI3A?BU-4]JXM;FK]WU;:A?(@. .N]=37#=#5LL?!S9(E=ZPDZV?@BLA9K!K-M=.[_$OIQ]UQ<$L(5Y^G!2W8//K-?B?
8;!4FI>BV;&4(2_-3TP-S3 M3LWK&%BV/3>RSH'-R+^MYO?Q=,02`'U81Y9 $NP]W0"H+PR(ZX20(^$269O+ MTP8CXR:,8GI6F;?,-223=*8PY8;&0=&:=ZQHOH#8 (-
_F7D#5YPIX&K'BE M8XO7];ZLG4]RJ/F=)U(]XFV)F?=4H6AG&>@^*AE/-MHL7;ZW:S$&"_12"0$_M!G"TFVI:%T:[,!25KMJ&D5(-CIJ:<?85D8\[ES;RA7 MQ\RX25L+S.;KCWS
T%_J25<@KU^\UP<6J$^QX?6[B8^$]IC9#!SY;APL3,Z% MLD -'20U4ZI^GA_8+HI.U!+2W+#_'HQ&W ZIF+E,.\6V:7.%.+7^03N))O9X MQTR77;PE3^Y_5<)
{=X(JPRKBMZ[$]OC6!6MIV.F_2{(]P&ZR:TM OCS,:<#],71-Z*:7QXD(I >__X,(FSW0#?E@+ZRK M=_$'!# WL8)M=1__W\@X_7__;]'[=PY)C8!08*31=F1XC2/!42EGTX4&7H51
ML+=,03?Z [*]X~93V=B1?+!,!9^;,4T6 C5I0"]R&Z4G3K_M'Z8_@KM*A*L@X5MW/^A_ZE-%@WZR5+# ^KTW;9/=5_I=546EK\14)_J0_1"P@G\)78_L?IT MU7ED
Q^DP6Z)^XM3!7Q\E->A G@7#!C&U2SWVS7Q=M/]$UG3GF#HU[>R!LN M'W%;$M%T%<((A1O7N]^1&2]M;- KMY&8>8^-.0.#O_87C!-9HJZ M+@P\JXMZ$W
_(G/H^+2TT_@%_;\MQ,8##M^QQQ!=MH1U8;[QD+I+K[;F*D4;] (L&_G4\E"BN>BY 9D?SI69MZRGR-.93# M> YM2./*GU/>DNF$C?M3PQA?_8;)S]!S#+VR|*J9:%<_[^D[AYG.MV6T;
3/ M$1FO7H&PP-ALVJZ%&$DT4WLY4H"0VC{NWE)/3:=KV7V\Q0263*X2Xo T0PR"R3X;+)(188^T^|EW/&=%+K M2>]8&*0+>D*_2]+D&6XD4VK]=$0V%^F+R,+Q;U"#oHIGXO
.,&WEAU89\C>I"-MEL=WH<87NJB5$RIE,>\26X6U70G8@*FB6A#<+Z)\S;V$2[#<%7$C%BT%X MG!M.|_QL:E>,TI3.K[\^#@\]Y5G&EY1*7HL;1\0F+H]!L3?%]64)=N.C6^H4R
M"E_H?_= 5^?0K)EC,_Q0CQG1I1DN+%^_X3?=P?-O6=(;-9GQ9Y/P#UF*9=2RJ>"&E(J+/_:7D!HG3]2^0# M#2$"&LMY(N0T[/>D"_'XP2S+.J^(+ZLO+EN7XO7-<.EQ*\B@$/-
\/R0B32[#23WAC/>4\)P_Q UM2UP MH?@3=%F@=AU^-IZ(C"H@OQB$W=>^%&496M7Z_'7E9$@A-'E.UM1H.]!PDE25[MZ$MVDS[5DQUSD [U!*UF@>(W$*<1OW#5M:%-
+I@EBE*MZ/68.KSTCQACT8?Q MIP:ZCIHB\/R3[_<=?IWZ$(MT3T"(s##BC/P]!RSP&OS5 U_7#99/'N[* M\!$?G]*[D3CM0""D'1'+?B=7IG>CQQ=ZB@7R\!I3F87&Z[/l0SRD"ARI"2V1
M+O&W2%&/S/TZ_?JR+^'"#YQDHU_^!K/!9+XHGO]"*^0L(C_XGD M>QW]=B/,_-_=6RQQK_%*M/% 5=AN@Z (31S?)Y+M1B9K)7*EWIA M0,5(4E+[@M>HH\BV0 %
\BK\U7RVOZJ\N'1&_PX=UU/A!^4%-23]R2PY^2)L MS^Z"8O/Y@+-$H/C+3#%E&7#*MW>]]@O1U0=_LAPD$U#)Y,FE7EW0)9%0[6L1U M0'$L+2T--LK1R0-
IX11D#I0HW6J2\1QQ@9\F?PDQD/*7+WT#[O6S[N>RKO M - CFK>Z5L1Y8IG;7R!MIB9D;141$E>4JEB1/4F&\:<7&?]LE(AXUP]+8OZC MH43F2%#^XK8)5X#D71-
"P'9WF@,D;E(0NMOC'82G"_91MT=F?GX#2EWLFF;U M[0C%YXR##1D9(ZU'^PET#E)Z]TRR,#+6B_VFWZ#2.AAGZHZ'5ZN.%#&%V1PL MSUAF-4\0:&2!>-FDA4.>4JN.
[$!)V"@N.9)S!?H&?IP\0)0JK#@#O<)I-cU$ M!?>A?(MW;%)!;46GH:\/H 8:6"RR@4P2#M$6-*N=\5[M8MY3CDWXB=,XJY4'M.RH049I4 &IF -:8MQI !=)BR0+7/6*#MHAN.
MS]DX*3H/SFJ&-^V#Q9AEJ,Y1OF!'BI*REB_/,PA.P.VF PT6[5"R+988A1 MO\<"::DA7BS 8O;E=>$%Y%TFCQO-$.ASL#TSZK?!\Y,N.+*M_Y*7N5/TT7Z2 M-"_X >-E@9Q1H1"A?G
[.%Y"?%3*^[U'P3)%LYNY;55;1#UCT?;\DUQ' 46O MT^%%)Q3*3LZQ%UC;#;"1R=Y>QYP|+G%>3[;.U ,>9 MU0.<3A9X8'M@^^Q M9P?3 SSL@!4B+%2;'-[&LU0HRJ5O'/A%#?
<2K5_=%G&B'\!D(N28T_MYF]VY M=,F^!%[D)PODYBHK;K;^?K-XY]G,31A?9]8Y7;/ M3?*YP9W5Z*N]B#"L$]!*\PM =]RRX2?8)+F<\DA63V[A]3O# CGXE"-)/9-|
MUDYAVEQT*]#WW=AUF$O#KQ'S ?LV2]!\K0S@W.RUQL OP=IVD0^GD" _MFI+(KWV:N!YF*Z:(R8'XCN/""NP\O1Z>@W+V.XL,+',:(R8'XCN/""NP\O1Z>@W+V.XL,+',:(
:_WJ:ERL%1Z2)FG<#;,>]Q@(?U&D>B!Q_%UR 1]6U,OP^2:\OX+%Y?B01_ M6*X<|"#.E6 3PVI!6+;84021U)8$+ 5I J1(*ZZ] =|\;7Q)AEY$?*L)/;?N=2*_-K/*.1$R7HNBH@
MH^)OD\BLXG@[\V@HA4@R;\1FF-9?PHU;#L]>6=]7+I=Q=^7BSLDL5WC2:R+C M:[&,67U/$X-+,5!-QS259\7 U:ZIS@56%,$A^S6533!L;T%8;4)8l;3QO#3* MA1PUN\&.#)7@J
2\R<5M(_O&2<[Q4B>,597=F))*0+A(N1^K&/DB$=;@NEFW MTSU4O^OE9T6D&\DB^>),5SG\'M$1I#8:>)>+ :=TF5]_T2Y&C/O.h>POYBNN[G MZ/]S>EEHI,5OC!7_1'1-
,2U*E9C&HZK"3LR11;0JAC*8+XL/%^SLS"]NMY@44Z^2;<_M>[:|8L4?;9[1RBZ1S$TC/M"+:(;_'#U^>MBG#@4<(#QW%3EV_V[@6=RGLXC6^6@'CRP/SQ.[H@<_M.)QM>F_@5D-)
[:+GJ[\^@^5|=HM_5;(9U[(/[_?])"1=B&{N57.]>[.'HY:MW MC.%YS&*+>IZ"7HTAXVZ3D9UY $D@=1?+-Y#]+1C%^:?%TR^R M_L3%F',)T(M\..1V^PDHMG5LB'EV&5U52Q??*H ?
IUR*]#K&{C-6HQ&\M? M-_N8U"&:V9G7E)H1)**-#R@OTORLWRK68P&PPQO'OV5:N-@]#T-=87'H&F1X MDQ4E]9-
Z8DD4%@$?HV8:VDBT=#>,MJ>;1G_XM:$A=T]MC)H1>7S:^LI-<77D M'<3I*<0/*-G;*Q+IUBYWF2Y_MG/-A* M^8X.W_QWJ4<_#IT10<@!?3*K,2P0U_EE6ZZ!,@G%
(W0O1EI43)-5ODZ;0>GB MH&VN_T10(/IY>6DX5 16EP,E.S2Q>7(?;-^^KR%)5 M 0CY-'OA*Z|\O&];*=+T7;/)L7;9/0?G2QLVSX\;Q.J(7CI6<11*UE$4!?29 M1UHG/#[C'=0-[#
(8\#>Q.I\,@VVZ,E!;=&%47[AGXLTC'H=1=^64PLZI M.>G=]13^?#R)R9L*$$BR6 C9.$2?H)A U_$MMJ8+ 5E<,WR(8R#MH+-/DZS2=%\'$ MRFTY_?Y@T0)C5DLAR?
=145(0C9;]\:R)NVQFZR28"W]*'FN^)ALRR +]O0\'-M=YJ/LM<#G0^"QN&>P\;ZI\9\HDC6\|C M[=*B&RF0-UML?^FX'55BK8/*=5\)39H&PQ2AY;H?#+K[;I^9)OC'?M$ANNUA
M\!K4D R)@9'U^B8T"'O!&T>6QF5BOT2OZ_^NJA9O.4Y3N*WO7Y&BG8;IET5Z M04(W&;00'^UK6TM+>]YGBU\P)Z&@.=I^30X$@L_';?<@4:!"Y EA+B9J[2,H
MUP1(^M_4Z;&]7[_M9]^W#D]IUE0?\<^?VS/*@OKHS^6C:;>1K7!0^^[%JAZW M3HD2?\C^2^YKN[HH63%+0,5^A/LK?=(".9)/44+B/G5]#CIF12=GJ:> MX
]D^&1U;@LRH//"2]]5T2LP]RGF*++R?+/[^=12X,OSFC3#']_ ;&L#,4R. M8LI-02+T%,X)#$C#NC:N+@?+08[/=+- 5\ \$WT%5Y-F?FXVA07/Y9S'8E,'-M>%H\+^Y>6W[LW+-
A^M;5>KILX W[L+@$02Y #\,="5[(]/*=/(YJ]:&%,L^? MRR_8KLA^N5:+:W:|+BA)O0S@YRQO4@PTU9 *4"*,^!W1\3!KVN7\P9 W;T9_MGQ*-B"QV/)67-]WNZZ7.%1D<>"(@W-
DC0KE7B)-A*B!;Y>E'7*6'L >8(]B MP_9S.0-TDXP+KYF+;3]2MH96/G\A29,3G=L]0'S!EVCS(5GYD0]I;[+V4#(H(C%K4'Q"IH5GV-^?6.]ACWM2?\IO\-GR%WLMUB< M]X
1V_\R#]&=_M.$+!^U"OE(U58T4%(?GWOIP_MOD#UILQXQ\MX2>83%0\ M'2#7=B4-;D:<4C&&.0FE%HE ;W3PV_H1,1-6L_I1A_#V13,+FQ@)VPR'/WVT M
7=3K5;EK;U:07+O+30U\FKF^09#;],]/7K?7Y011]+SL3@6Z/D7M;W"&BP# MQS]2))(LT/@-="S1Q'#/I M&O@\3G-ZH)(->*OBG51-\OKG[(\+?(MFG2;]4I=XW\Y4J1=7WJ])S)LI-
BK:.0X3WXT?NT"[,,5IM\^0 IW#W^G80-]G35;?0QQ)<-B8+5,'5I[\+08-TC@*=SQ/?|=`OE;O!N]+C MZ+"_KUQO9!MDQ4E]9-

*>MLMEF>.&(UR:/>DI@:,423*P;G_K9/IA_<-CSW#99L.CQ;*MBW>9$6!7AA M0)TCD5<3P)!%=YXJT_H'>@?QN:J2%MQI_R.$_N'PX?^>7NSYA94 6&E_]>'4 ME7R@SH=3C;:Y'+T0X4I,8O1\8:AEY+.^^*>[/GVHTR%D)PL<%H.0I-(G_**_M*S#=P>+@ &Z+^X%#T2M8U0MQU7F=''1K9,SM?B%!!#O\''V*WB1''GFKT,XY2@*_M5)'-R^[-G,I>&LFO89P;&FZHT>8OE2=#4I28P2\I>>]?,2-)B8K@AZZE>4;(@=_$B_MTI^CH!V@?O>@-CA@:F:,WT(,+DY'6^&6BW@,B4!C);@=RH;O1K2$AV7>7+&(MG/^F:RUF55+PI3C6PL_+_N2:./[V\A]4@]ZDW0.##\#-'T_WV M#%L:6W1S]WI_(!T^+''/3!G?EJ1PO,'+6%|IZ86I/363GH+''L5'';7]}XZ^UZ^$7//\W+?_STOXK[@I?S'E7:8 51>3!6AZG=:S9Z?3]8:I4D''M?9T5CHLU[J8 M-&60T4Q9$7,<& 3^1;F7Z4HB>1Z(_<]M^Z$.4QS'S4.,,CFS]5QE#?7F(7)Q MHZWQ#R^2'2(C[^O.F:5L9G.BY&=8PXZ/*P4|LY,*LD#J%1L\BDB!M\D+7T\9 MHC=#,OR694P0,^;H1>;2S_9G6'&6]24B:N1=''VY6[1;L.T,?H%[BW_<5VFA;.MP{]<=#8RR=V=77Q-*4XF_^WK;ZDCZ'+B?G M,7(V6AZT;'+=G'#]< M|DVUJE,Z+SJR?7$UMV9=%*]6#C*(VQU2D>8/0I$M@6?;EZ_2V;'4-7Y&HBK9BG_TG-;7*CM$3AP7/B*] MEA/(6,>!;]6J[443N=6,W_HVA^%KXG,$&:''6 %SSDPHB8W@SL<5)F{''\H@]7 M8H7G''[70@J&>=A8H$1?0O6@<-[A-RZX4#4RU^%F1N)V+6 'ZOVBK^Y9S!3<<0 M>&9-[^A'H=6VICHZ@LPV''5/4$P1)''K0G)STFE&X= 68]YO!{0[7(''%P>W0M?GN ?6!J4S*\<)9LVG''%Z,+G\W)VN,=\F WW.!6AR6]8.^P__IZPS{3]6/E#(@^_]/C6+ M??8:RQ]'(&%3#R2#X888VF-W&CBJ_R/@+T9WCG,\U)*'M 8I]YW>RYKVIE\Y M&;U 0 S^1?R3N5G^W/[&YB2MY@ 9)GA)A&IW9;+(W\&8)O?MO(<8;[YG]/R MS@'/GYV$C/L!$TE[]8B-U%+'#!^KMFV$FE]I,.KG_EI''N/L2X1_ HOP++;.W5#80RPH>3- M%MKI7BO8!5,T4&$YU=:.@-T]HHD*G6K=\F5F''8+V9R4Y@L<=A5@/>@XUV2H)B MP-''+-8-=S2*4_V6ZWCA.!BEC#_H5YC9_!8?8X.H@FT]&?8?,S-LR2?$Y75F@ M]IZ99.^T''/50D648M:.4WCKE=VZP&8O7;65,7%Y=Z+%>AB>3W\UOG9+,90+A M^FGB6KBO.]52YAAL]S2V+J@J-HEC?Z7WFS@\''1;2PP0N^&L#''X+]]18.]UY[-M]C5>C8!EB,T%/.R0):H15C4G>QGWST7WMUU@/P7.)JPVV''L9BA>*A1+?-0Q,_DB''4Z8 MI##PH#7 ^BA''*84'+-#(EW3GV&>_2?]''LYEPF<;4K31?>O*K'-X-I=RJR MH\QVNC5=FPCC8''5=@H>O.T;^)HZ^OR.DX)%WY1LK%:$RWR2_M!O#DM!IK?'L.-S@ G-7)6+;.DV67U;EF(5.:,;Y)31@I4^7,)N9=[9'RBD1R M[O >V-J=BES?E1V1%XU!*D+=K+XP)^:[F:R .\V=QJ]J7T8E2'NVWB=;?)K''5 M(ZLS;I1E?>?A+KIL''H1[5TM49?_;lLO1P68IS9)>>TZ+9V;%2X(D''8L'>&.V M>4Y@!EYU9JNM^VP]P#!\&G!>0&\'':H_1KU+7)?D)+1)XG5EF8UUYSI (-=1A MZ? [=G)1N&=>&/UC1X#%A;>;AG^/0O$X.^S_+O7NXCQ''A'9-(VMUWY_D\T.,O/>.%FNY'9O>V*?);(_OO<*6.Y+5!CP!2*7 M310;L28U>D^57O14[0*D>'9>RI#? >^&%;X4;_33,_'8H@T&(,-EY)IN//6V/ MKU9R?G''6"Z]!2&TO5PY<_.,NR_27319.OVN&CI@$I0JWW%\#38P<@KSJ=KK! MQ:]L(MR4S^*GJQ'6^%-_S7A0%S3R?CX?F[? 4Q\BSP1L3(V!Q09?,_4[]/:A0' M_V+8X2<7=C/*+Z.[WT>\N6FAODI=@.],9Z97C?)$Z=NMG\S>W]F/S''3#)]V M,H''MLQ,?KEYWRG_!U@''_G\$^F2? BM15ERWSZN$]WQD\;H9GINT390=TG&<8 4M6?&82&M<\4^]GU:.]''&6''T!Q]+B9' Q?4G'\'LR]6XJ@K2;8LU*U$/-MWF'<>WC,22L^M\%?HRMH0EO3=3BSD];U2O|_7Z7W0&=^[? HUS_X977QM,74Z M8VXXA@)?MLB%WPR_)I>_]BPE2#?2T_L Y:UCO4WXDMFOK:B_2GG.PG%3QSB M*L+C):A+67\.3>NY>W*8X#Z+/RE4RS*6BAW:DJ/G M^CS\3OD^[;IFJSY!QR ;Y^1U!'VH??'H'68$QYF1@GICU|\-BFYY,_3Y8[% M;E?]OA]?=+@.W:/)\;,AF>,%;:S$9]]DSZ;-)$NR7DE]7=_>K@FL(+\@BB)< M82L MCTN]\VL35!\[6<('1!36#*F+.>&-2.VW)3LFQY&S7;.B 467YA>5Q)E0 M>=Q44.PK<_ESZ4EBDI\[%C107\Q_#-!A"[-7QY%.DTXP_)Y}\-/?NXDV1Z,_!V ML5 0/OI/[6]84TEU.527Z@!;_%!9:B1U5<2-D3F^(U M(_V3'*_C"J^E&Q<#%'S14M/1!?8LO@o57?QZ-,8W^4:TVMKK(A3-Q\Z.4&N< M<5P8C_6>D=^05,]<$_R,TCW]E+ [5&%'E1:6'U1"QYV>#50RLFEDBZ}[O^E1Q MP6N69K>^'TG6K^T_]4Q_V3?S?ED*RXLWD8:5WU?1](@9.X!41RCI?LQX$2"]2 M[0MQ9)LEM>@_+L>9]B\B,4NUM%U*B0CQH'S6I$/JA3?_6LS'+Bl-/''3?F:O MU-RYD2(\N#=[''N''<5P8XF'LDK2UIY!\Z''SY1C#)-@DKXE_K!B@$,O''F1G>:X MCA^R6,CO_]PG^$8210#+,(_;C[0PN%3R0K,ENWL23'-6=Z$%B&ELZQX7B!.A-M-(Y-&D6=67-52\AGKLYT<.25!<Z/?HXDV1Z_:V ML5 0/OI/[6]84TEU.527Z@!;_%!9:B1U5<2-D3F^(U M(_V3'*_C"J^E&Q<#%'S14M/1!?8LO@o57?QZ-,8W^4:TVMKK(A3-Q\Z.4&N< M<5P8C_6>D=^05,]<$_R,TCW]E+ [5&%'E1:6'U1"QYV>#50RLFEDBZ}[O^E1Q MP6N69K>^'TG6K^T_]4Q_V3?S?ED*RXLWD8:5WU?1](@9.X!41RCI?LQX$2"]2 M[0MQ9)LEM>@_+L>9]B\B,4NUM%U*B0CQH'S6I$/JA3?_6LS'+Bl-/''3?F:O MU-RYD2(\N#=[''N''<5P8XF'LDK2UIY!\Z''SY1C#)-@DKXE_K!B@$,O''F1G>:X MCA^R6,CO_]PG^$8210#+,(_;C[0PN%3R0K,ENWL23'-6=Z$%B&ELZQX7B!.A-M-(Y-&D6=67-52\AGKLYT<.25!<Z/?HXDV1Z_:V ML5 0/OI/[6]84TEU.527Z@!;_%!9:B1U5<2-D3F^(U M(_V3'*_C"J^E&Q<#%'S14M/1!?8LO@o57?QZ-,8W^4:TVMKK(A3-Q\Z.4&N< M<5P8C_6>D=^05,]<$_R,TCW]E+ [5&%'E1:6'U1"QYV>#50RLFEDBZ}[O^E1Q MP6N69K>^'TG6K^T_]4Q_V3?S?ED*RXLWD8:5WU?1](@9.X!41RCI?LQX$2"]2 M[0MQ9)LEM>@_+L>9]B\B,4NUM%U*B0CQH'S6I$/JA3?_6LS'+Bl-/''3?F:O MU-RYD2(\N#=[''N''<5P8XF'LDK2UIY!\Z''SY1C#)-@DKXE_K!B@$,O''F1G>:X MCA^R6,CO_]PG^$8210#+,(_;C{0PN%3R0K,ENWL23'-6=Z$%B&ELZQX7B!.A-M-(Y-&D6=67-52''AGKYL7'.E{I MW%$K'U7B.X>#[LMGFQ0U)KW<#.?$;!P2L;K!EP M#Q.2F[MKETBS9=_(X&RN;:7F$YJ//3'+ND)LH\OLJ<;783\(S)GU8;G%L:F_8 MU_?,7_+4NKMYWI0+?>> ;H:*/?NIGO9V/V:,^Y)2LU<_?SMN:3'K+]%?RAO MT4)I\''@H=$M4,L7 &_;/E<)K6YMR6_L5+9_NK0!TP6>?2?NRRO]=$4_)U-W?;'-MJ\U#Q2XN^639RJZU-$0/5JUC*^UWA>?F+@&I?1-ZJV[4'7W=?H4]WG0;[UVSM^\JJ:DM\B^E/@Q'-^#9H67_&\,7EL,X1LQ+$=W\Z/-O3\AD0#K/8RMMP-M5HS''MBJ?701R&MJGY>V?!O,_#-1G)_&]XJD93+\5\6F^OUY^_''ZZW)LW$S[NA. MRIY/|>P1WCAN9$86GN/;8\&]8I'',A^T:6A4V6);[H!''$.UFA4-)Z#V@_D9>]_F:W-;FGFEJO$X&MF!@JY73.Y$4R-K2^:G; M@P?PM#)-6 7A1:C(T''MA0@U^CY.A'H4*4{YORM''^GL0J+7DVSR$]$JKF!Y'',/M3;T4T'55DBZ MK_%UGNE>I0;=CNFI5T6HT\$=*Z>NKDY:N&VJ)-0L7B[''M%:)4#OH_IA((\)V8EC# MD? 2+$QS,.H;.QC!A3F .8,SJ^1K''C''+C^:A(?>+M>,>QUP$_3)U#C6A$_QV M''@]OJ.(4&M&P3*5Q}EO M>=Q44.PK<_ESZ4EBDI\[%C107\Q_#-!A"[-7QY%.DTXP_)Y}\-/?NXDV1Z,_!V ML5 0/OI/[6]84TEU.527Z@!;_%!9:B1U5<2-D3F^(U M(_V3'*_C"J^E&Q<#%'S14M/1!?8LO@o57?QZ-,8W^4:TVMKK(A3-Q\Z.4&N< M<5P8C_6>D=^05,]<$_R,TCW]E+ [5&%'E1:6'U1"QYV>#50RLFEDBZ}[O^E1Q MP6N69K>^'TG6K^T_]4Q_V3?S?ED*RXLWD8:5WU?1](@9.X!41RCI?LQX$2"]2 M[0MQ9)LEM>@_+L>9]B\B,4NUM%U*B0CQH'S6I$/JA3?_6LS'+Bl-/''3?F:O MU-RYD2(\N#=[''N''<5P8XF'LDK2UIY!\Z''SY1C#)-@DKXE_K!B@$,O''F1G>:X MCA^R6,CO_]PG^$8210#+,(_;C[0PN%3R0K,ENWL23'-6=Z$%B&ELZQX7B!.A-M-(Y-&D6=67-52''AGKYL7'.E{I MW%$K'U7B.X>#[LMGFQ0U)KW<#.?$;!P2L;K!EP M#Q.2F[MKETBS9=_(X&RN;:7F$YJ//3'+ND)LH\OLJ<;783\(S)GU8;G%L:F_8 MU_?,7_+4NKMYWI0+?>> ;H:*/?NIGO9V/V:,^Y)2LU<_?SMN:3'K+]%?RAO MT4)I\''@H=$M4,L7 &_;/E<)K6YMR6_L5+9_NK0!TP6>?2?NRRO]=$4_)U-W?;'-MJ\U#Q2XN^639RJZU-$0/5JUC*^UWA>?F+@&I?1-ZJV[4'7W=?H4]WG0;[UVSM^\JJ:DM\B^E/@Q'-^#9H67_&\,7EL,X1LQ+$=W\Z/-O3\AD0#K/8RMMP-M5HS''MBJ?701R&MJGY>V?!O,_#-1G)_&]XJD93+\5\6F^OUY^_''ZZW)LW$S[NA. MRIY/|>P1WCAN9$86GN/;8\&]8I'',A^T:6A4V6);[H!''$.UFA4-)Z#V@_D9>]_F:W-;FGFEJO$X&MF!@JY73.Y$4R-K2^:G; M@P?PM#)-6 7A1:C(T''MA0@U^CY.A'H4*4{YORM''^GL0J+7DVSR$]$JKF!Y'',/M3;T4T'55DBZ MK_%UGNE>I0;=CNFI5T6HT\$=*Z>NKDY:N&VJ)-0L7B[''M%:)4#OH_IA((\)V8EC# MD? 2+$QS,.H;.QC!A3F .8,SJ^1K''C''+C^:A(?>+M>,>QUP$_3)U#C6A$_QV M''@]OJ.(4&M&P3*5Q}EO M>=Q44.PK<_ESZ4EBDI\[%C107\Q_#-!A"[-7QY%.DTXP_)Y}\-/?NXDV1Z,_!V ML5 0/OI/[6]84TEU.527Z@!;_%!9:B1U5<2-D3F^(U M(_V3'*_C"J^E&Q<#%'S14M/1!?8LO@o57?QZ-,8W^4:TVMKK(A3-Q\Z.4&N< M<5P8C_6>D=^05,]<$_R,TCW]E+ [5&%'E1:6'U1"QYV>#50RLFEDBZ}[O^E1Q MP6N69K>^'TG6K^T_]4Q_V3?S?ED*RXLWD8:5WU?1](@9.X!41RCI?LQX$2"]2 M[0MQ9)LEM>@_+L>9]B\B,4NUM%U*B0CQH'S6I$/JA3?_6LS'+Bl-/''3?F:O MU-RYD2(\N#=[''N''<5P8XF'LDK2UIY!\Z''SY1C#)-@DKXE_K!B@$,O''F1G>:X MCA^R6,CO_]PG^$8210#+,(_;C{

*F+++3@ET)O8 M0K[-W]"',WWF9B,S[-AK^+WXW"% RU;F]>2$UL2#LUPT>)HVW*HG-^MSD/6[MV5DR-&?\-F?)W,_M2]BA\,KISPM-,DD^LH^OW+Y]B83%4=,]9'E'Z^)(+E^L M"YF$-X3.SQQFN,;1U>:HFR*BQ=GZ#V8G3NS?7G_J59/K@:,$O=F=B/E[8T[AO M6\.OM6%HK7+^]DD;(KWZ-C=LL8=5VQEAVKVMC<')//&I+0E0W^_L7'4S3$[H M)Z89-3+.B M N#)BX)_;/G@!J1+XY0'EIPICJW$++?Y#3VXZ7GT9NG'-15M5;%N06\,DTM,I M|QMBS#A\Y,I& ; D-T#^B18 =WH%@.08C, J'H)>T5N;^?@2] 1A 8!U.(CB MB1CI<6%2F3 DM!ACD? S8G' L V'E+*G$NXATW/K&>R@G^;+L @+1J?[7H M_884X- M*3UH/K]&,B,DVM=*T*#1M6'38,1+O$*4^)>^0/VU&WYQHEZB M]W/|IU?]^=VM=M7_P'E)V$6F-9Q"K^P@'Z#)+CTYMUQ,.)LOB9;'S M=BSC1*-'[[E@N;[V&WWGWV-AK#'N/=KS_(9(J!/E'#],($_B[LIS.\QPLE4\%,?IN_JJ=GCQ!NL>KF MV\/"#^H6?LQL|\0'4"-@5)4;4;Q%F#FHR&6Q-2ID>&IGN7G6Q;R;.\OM+ZQF\HUD9]$@A<7$Y?08OQ/1*29-OW]7@DUTV.\ M$K.P8%__T$UVQ;0[!MML4DS.G@4 $'T "F,]<'C'2KRS>T5CSK2[!0[$ B*? *XY6YX:!"+LN9 MMIB^1)##8MSB/OO#O7-ZM_YH_;.EC:^4/^RO:EKOVD@ CZ6G#OO M6(K}BA_S481:KBFV4^27TCR^:.;?KC"#=%/KWVKW^XO? EVC+6QO=K]S1NAYGLX#GT1CPSGBW/(G|>V),FS;QP0^,E_/6(\ER_GD/ MP=> UH/&=0T;UTI{7G-3,NU/F'A=@9|TG !2X&L7X'A^YLE*PIB7;@7,$)1&\ MJ.J.5Z-65U5 '758^37>?=U/$ M5@D@AMW#RT0%.I<8X.YTT6/50ESXQ.2PUDA=*FQZDM[BUONO M^&/OU+>S=MXM6A=A: OZ+2=#@E;1>)?/G({*O%16!%1*:SY3:TMUD9.N!329771]$Q5 M\$<'@|KHG**B> =G\&H#1[J./G;,H0OS:HHL@C$10SM*ZK]2OZ+FDPN.*4M7?QLC?*F1]-C]*$4-(U/ZC M:.(9W %0 "P8LW+YXK(L#"TAZ6*#,!;3WFD<:V8:TG;Q_&#E^SU1R[^9IY]? M+FB] [XF+'^^*8W/K)PCT&*C4N>E@BBK/TIRH\Q69S_6Z7U" M5CF>*6DI(7%2OS1%\5')7E30!MNWIJGK[^P2]?V/@]/++'3M;)^UT<"90}.$ M +(Z'D[C1V)6L:3'#MP^.]8@^&_;!OK,E,O9C@18L*_]BRU4\K< H:,5M< M>"_;A*94L&?A_"%@])&9 >@C !CQ6??!Z;XF8?:9'.,IV_F>-TT\)\\DS#&4 M@),5/#E; .:SR12QQC.PL."+]8]?#$$"]L,KRP3'=414C@C =(E7CS*DE$\X7A@'V?/WM$/LK\+:.T"4$66G]!1,L%17MD 4 =((DO M-@&ZTH>9HA&1>FF&F(0<S8SP0$&OMLXU3-NYWKQEUTRY6O MWIJTYZ\=>><^!?+? PE8#XG^&|<(XX_|>V*}JFLBC*9MSE,SIYUQ#>:1%MX^LCC,4UTH*$?=_3 M")?D!TNFP_,FIK80(??HM>/G<_'AKE;XSG&,ZBA @7,;/71VGRN;-(X7 + MW6!*8$QEZ YM_^ WE!&]B-X@XG63B7>/M2^7AB$#X,[KV@(@BG"^,,,,X!&/ MP]$@#G+AW01Z5)O^XQ%+:/'4)^C\K];2@E;7XY:.46*FYQ\E T<6MF2=V. 6 M.%,T.Y\O.4PG0MMM6I*_AE/Y8O,,PE;SUQZ+U0WI6$4^^O5]" M7":AO5Y7LG8E]D2%\X0-2VEJ&R@K#<_.M'@K]+00I"L1TK^[=D>-.6]NF%/ MAG.^Z?# [P[W7;Q9HIQ9HHCJ'LKJ!L-Y_QHY_QH[_0.R &5P9;\#=S7'N,5YI'M*O.-(X%A-3Z7C*I7W4O:K\WGQ1*'+,,@U'F =3,(Y8 MD[0H#'>+VJLYK<%@-BSFG+P7.VC+)0"E!D1ZNDXYI2$ M>E[>]OJX3^ACUZ7A4[0DW>=;D<4>%)074)Q=U?!E:.O;BO?5CJF.23<U'=.I>?M9B:6K4>VITR3 P7-RE;^F HLW42 'UNWY}(U_Z=G*%!A-= !U0!>Q$O8I M7@S7$A= {G!U'B(1*CI4BNM]!8ZT/8C]9GDJXG'T5]?!S/-NG$K3!ETAN*M$@=1 :B1"]^:\'T;%H>P;H/G4U.2B^=C8\.V%R:PH[U2#.L,+%3+V6G]FV!L* M_83'!?$5SB+N'D[VFEO9=DN'_RF? T=RF:,U]XX.'IV)'!= MG[J'W(B@7*PK'= _!%13@-1.:'_M&7W3]]3 WLK:I;ZTFU_HOX.,_K-MK_$JK;>*,EDI&]V&/E9>?-H7WC8#Z/=6@%?]YGO++;]K[<'X MMA.:UN)}'EZ? E\X582'9!3IFO<3)5M,(>J8+!"M@[^6)SVBR*:[PM)@+ M76NW6;'6H^V/C^Y_DCNZ4(>((V^L)"4IHA4.R?&/MU2SSB[AO1>3GWQA]HU> MZ_3T^OOM&Y_WM7S9{ /RO5^$CIJ=^'>OLU5Y@:;@=']HD-[EIKGI(04&ASPN- M]OE<9HT1WQV887M>?O.9&;=[P/]!>#VL!!5Q^0$]+'R)Y5#WX]?&>LGZKN^>'NN*MX?Z91_MC-*M?$EAM22^2U\[#AGTD M K=6?3$)WZ$24,P8VTG+;B\V9DAG#:UZW>\F?5_U'JC^_JN,X;F$1^Z9 MCATAGYX4:6"^(* +DSDG"\DN];OXH%-ER2/=%7N%(MZ[;*LM)[-]];HD>/6,K;EBH]0723H;UY-;<)M *T"%\ (WTRM2$^M?)0?PP5 M!?G8V+EHA=EPS4HP[/EIIYMO/IS(NZ?W\WV2^49=INO" ##=&S5@E-[48]LMV. ?7]TY.GOCI]:M?AP[^=;+1N]KL/[A":PM6FE.9SF<@3S* !Q4+EW5+#AK^74-&&KFIHI.OI_QE1RY-MT]H7HBX^=CK%0L" -H-J/-ZRD"D-PI#!Z8'P26HDX276IR_XQ46_JW7M[G>! MR<<#0K]<%^YS'&&^V"< 0JCQ'CU6;LX7W WN?/]N0&? [+54I0]?+WD>]A6LS$PY==!'/_/9 M #F")/]M6DP"49*+HO??D&46'NY14LFQZ1XU?K&K8_^X&&CR[?+ @(7F6B'= M=G63?HL=4,U;(5UGF; G4]JMA^[&8W)E(Z) (RKD=O+U4E!@=x-6'(T2B.[M[<;@&V+MX(\O&NL^CA\=^Q:^JO-Z[Y!":E7XAZ$]%O<9:CMFK(:7B+D+G5,^] M2W1I'U!P*TR^Y6)KLU[_GMW6VU&K0*@92>_"]44AH8S"3"M3 !,G!%:$0 P M9-(VA7<[P --A7[1FF_0;811F4>L;C(+)FZY5U_1-W@TCV/;!**AQ/_0I M _?SUQM^_/3:Q}3%7\1=(HC0=(U9O[8]>P^D!S.L N]/G'N(7[L-F]5"O#,C5[)73IP>$OAGH206R^&O@Y M-;@PF'UY8[^.1=TLI7-6O22$$ ME-O;+X;]-P_]P']'OT=.C^C4[LSHGOXAV$I&3SI!VS<)3SD&N:LDC+?&2B_S2.3\@Z\GM. (9VE2&$X.9S%+0=X.-@C*#A$%DQ)3)+0SFUD!M>^L(5*!&7+@%_]8(9?LQBHV:+)1"YV?-S"5_>7PLELB_S'N\,B\VPZ6UH(:[RJSGC*Y@ZU#"97K#A_X'I\8F=#]*\XA M_:!O,SJ> ("G5=#P?)0)ANI',_$,,,*:2)%%(.A(^0/QZEUESU.]@^ MRM!>2GE+E<%_)E#LPX[Q"5[3=G8_/ R=\;.]4; *V M/(X1GV<6%R\)PRHJ:NR>);[*AMKR\,"IW`R6%.5U7>.DO-7V9 "P+S+R=.M=2M\T:WQ(MFES@B78;,P1]W'TLR]O.CHF7'!JG\4>LU?I-5D\0GP3)(@__LFT!X2J]/8D M(T(.H7KF5B4I 2U=;[<7!TOW/OS36B]EN<@=%5$TIN2P2&9];FW?AFGW,]XF MZTQ#$OD2JJ^#B.)(K33M04#4IS^$B0M-1%*V$6IZX,,.RH++)UR+P2KC;XN[VV+9'(2)+O:_>Q.JBWB?\95=&3&E&4OADJHJ'BC,QM M?CC]CEQ-C&?NR EH-S;M]W] (D]9G6JH+QS;EW?;8E^2HRDQB M@QK6PMO3:Z R?W?_DN?I5$8GZ.A+1JFZ;$S&G MW5%@IP H[^&INK8(.*IF10(T"' K=C(-P%QV X3R9?VFN11%O(^LW=I5A> M*KGH,Q)A\B2/%HTZH363P^[R8V?7WOMI8GK5T0NG_ZWW,3\5]QTPAQH|_Q;M;PGS*9\K\J&KMG4L1%*$9ZB$A$3P7CT2*=#M:4V\?$6G9IEXTFLQ'3M@G1,^ M$((IUQRFG5S>&[RA51$WE%=C)E6 TXMC-VZ-\W+FZA,68)JS&037(L#&4223?R!))A .#V]CI(]#_PGE2TZ$& M54+3$91?FH$++*_P!Z#CADLL2=0R-WFLW;,P4O7?.\^9*L<8l,95]UL? >?"R8 MJ_H=2\2)7\?AH,PH\18H5 #9%$/2T4.)3/G18(!U5MQ%6&1>]UF,P5[MH&_WB_=#%W8=_Z#XZ99\[CI[K8WO"%ED>T-=X<-@=3]&3I7\7IUSG1BX*:6O MO7G$- V&]FOQFX*QZX_DRL[\O=P#<(Y@RY>#VU.$_(8N(K1S"UW(!P*X#22U4 ME7D@%=4**V=E7WD5$T> WHHLRYB5; P4N<*_$#SP_QWMVJ]1?RD0A+XZ,<89V M(%(-D5" \U=KQH]L$O8FO2IES9[!YWWL M)5UE/EA-O1< K:B*]($7C+&0B5;\'@A!ZW8^6?<@>HS_E'I3_L6CLK3/B\H! M)L(9-UVR8RTV0<*Y(ZL=#!.*TTT,5]:61FKM&>G@B_T' VFVI:'5V6T^LA#F M^6SM3T;&NN);V\64(7]31BMZ+DXX5G/]96]RR^)((CL$PTH#@A M<6F>>{L;.GM-PLE_F-YHP4)1@&?CU^)ZHXT_%NO%*.MJ^+CXRNS%@>"IZ<&&U. <9^_S7^R-GU65J fQXW@V%^MGUFUL^_?3_$SPR+ MJKLIW!3E'{6N2XZU;\^'[XT)I\3@H+$A!F7 75NI\1@>><"?^$$IEZR#?B#_Z M>$-?@S+N$&OK.[F/D*B4[)!>ZCX F^(=/W61@67GWOG[50?^9^\1MO(?(V$ M=,)?/2,T'2;0\M!29-HS9%G[HR)LC3VTG57D!,455#5D:UT-7;7(CM!]SQVZ M]V%|FI+&"Q?_4RQ*Q:X]'SR7A/G"**:[,@/@0APSX2E"P"5DOY_5^/L$OZ%_MX4L4AM&1T&[7)D(,NA1.O!E,TI9(M'+#[]#QK,?$H[6>24PSU6'Y?II)Y?;F= M%R2F+5,Z\EEK\JVL">A).(5EW=^PO)+ MV,(D.? M!0T"\W,=OCSUW/CA3;\TQX?=8Z Z5F-DR2#%\R8%EU7?&8]0Y=<7* MG.:+@N!$LFY"2P0=VTM-(^[_H8S+CC*[QZ&"L2@D;H ;!;$3_6?6=& M]>ZAG#Z67H*9T82Y]$2+Q3YP^6]QB[&7GL6H4Y7VM(<;)(7;;47G8]+4+ V% M)H#@<;T$%)(OQ^]\K R#@*G&.=[%0GN*Z^I+V6M,Y N[Y7*NYU5&G7 XBBQ MS%WFE*-J?! "GP5IDGQOD2ESEO6>\'-+?B1/H"2\QE%8$+[B+Q0D)[=G1/HX_8X;"=+)9P9S? E-!PFTW%-7JF%++#31$)- MXLKO?5>34.14PR4[S,-C_F/>2"/M)^\UTTFLEQ*!69_' 8X16#J HB/>)*/%VK M8-^@Q57^PM<((E21FQUU;7W L9)\3%@DN)?OII$5)'-259XE7G;'4S5!^F!' M")T0V@/MPG0(@*^_V%LA;89SLKH46)S>@4CEZX],=P\S(^)+92=2/2KW7MCC& (RI>D% $0HNO)%Z_C;.<95D"%-'(Z7@@]?B$ M.+,N>/W^^D("\SDU:.O5^(OG-_3L3T\?P_!M[NZ%#?.G, Z9>^4SBX Y%P; MD=489@?G"DYFI>[@' "K:B5HE,Z 3"@[#KG=B MP.^N[ZS*LPJ,.K=.VGMM?.02Y&5'4Q-C@RA"R4+,XWC@>QYO XOF&X3ZF(M[MKRW*8\-#N!R/F0!L,E%W&I 2:KW3.-5NN3[R">+U+M)67BQ_&\X/ZN9LY1Z$ MZ*SA5@\U 9"$NTS+V]EJ?!FZ:!W1W/=I?*3M4EBOUMN\KQH/PG^N7 R4^.! MAB4M%,D>Y!410@FWJ* K9D2;? 04L,).20<:OK17WX>277+>)!TJBC%35(S3^&*V)\=+H6SNNO'PU2W*_)&8D>?_@]\)RO[M8L>TZ'?RB&DCLHK00D5 U3WL:D@ /,<=' HA](<8CV^N[^7N5\B]=8G3<"Z; M_7R? 97C?MS.SO ,K0@QG",U5_NLTUG5F)H4'.0F-J+DJW?RL(#])H|\VRQH\ C'$74GMSA:,1]NC?0,MIK^K! M1:,PC_Y?:OKJ*8OD[H7H9U4YEJ:[\&KM]C&[WT, ME$.SH'6+ (G)=P]XY0&BL7)+A.G7Y<+=*',S0M(LW7G,=^0_]UUM*&%@F1+0 ^_MZR1ZK;*#)GV"K49%4Y0PEW@/10 P<[Q'K;W&;,AUK,P;&2:+_C^6T70ZK(*.MFLVVD0$!GU!&,_TW&,L? RLQ="_RER>,G(QLN/8ZS_[FVYTW\U[W1G>.MY1OI*K@G:KT,.TK#WC?X#.&;'9P]8%V:T:.]BC+/_LHKA[%,9W.3?B[.'ZNB= M#3MFD9NXSOFS*LO#<2=EA\]^? DB5D=".>A)H*WM]R:I/0PI+KC&BCWBB)+^]+T5[C$Z[$ MOQ0UC\WSQ*%860]8N;8#)7P%W DHHJ#GG,C4;2GS|LRQ^CNV&Y_XVWX,N/WC MTL(V-F$+?P2IT& &W^:(1 ^TTWGA%2-]K\6:WA'+K+=F83J&5TT&?I0_7B*Q M)<?#PS_??]-WQ.G3 P>MLW?6GQD?O2<\GZ(]A?K:PQ???'6"), ^-X/T)TTQ7 MMZ(MW#*3%Q(]FF->SI>;5Q-=!!J3<4:EPDPM1*M_L0\2RU"YNS)/>4O12_2@-_M.=K%9O*>"(!S1%E"DQM?NH.>AFI:C6XID*F&1M*$B^LS-XILMAR[VZY"B7HK5 M-+WT:L.8E2:E[VNKE8\@Z@P(KQ85R\: V^%@@(0.V/'26$DLQN5AFU|V>M2NZ'?7=LS3/VFH^@'QQ2SE!T39++##_|@1Y(_MB-]0(,8?1LECM!ZO6*)*OYWYU4?1U:36F;OG\Y}$E(F=MX_05/[^[0F>=.(W=N9E|B M?!.H% I/X7[DQ9+#D)V-G-D 04Q;FI0@+!I!+&B-#4 M:+R_8NT@)R@$8&;1PB[A,I/.OS0"F]'5!,.U BTURHU7+G<)N2F^NV1O+J9 MA2A4#%YM6Z03DWVVE- :'IFZO=DRQ6;D=SOXM5I:J7[ES^ISU)D1YT'^Q MM424G<][8;&)WX&J^)U"#B:E[VDNM#'N*47#8/A9XWM)C0T$[9_H.J4ZQ]5 MN1 >)7OJ#1CS=LMZZ['"CN!MC_8*.MA>Q=" (S%]YM1.__8D:-/8F.W.N_VVG"?]&%IT?2L(0A29&FS%\ 99M5+?#>]Y M2@@,]*+-6FSI+H&T.RQDOOPP7#&%HC?4Q$Y+= 67[-SD+/[-TCE;X^Y)DTN; MIDWXV7^9NP!1DOC^&XM,>8X[>G2+ZH+9!.NNUZX'3.B75^|EBY)MC6L0SS M#3W8H(^GJ[EU#Q.NN%$[L"LWZ!)]B.WGBTNQT.P47OU.6K9^AA=[VK)EP&++ M[DJ-P J9H0=F5";+G]BNA04_R*)D=!ZVM#^_N)X-6B%KXU!?= BYNG11>A$-E8L,|_B"L+5I(MT%[C1NJ(@EZ*B@9TFH5H?*PY^(-K[D\_AQS]4P\|\LMSAA_#")=]-T@=*.M+V=86M"?-=P$ YDH!C&>4*U&6C#EV{24^]"Q'=;UPW@$U!W6]PU*H7PAC2YU-M/;RW-T0'[$^ MYK+S[4-5;0WD[<_|;2]<#&_,F3]# 2$TLJ4=4L;8;[WPTE#*VB*6>=@C3PR2-M:<_'- T+Q=+U4E!@=1+5AXA[K$22Y#N!4_(27NVY?>|;=I_Q)\W(FK=.=]PS MGZ(UBGQ'OS?H<[5&":1?N1&A@QA-,6KASN2-\L/RATTVKI]$A-7MRGU^^ M=[!%QA*3Y;Z\+4W? V"Q%W\|2;5F>|7NAC"$ H%V+S XPWX%7B#O-0AZ&Y.E$ M10_;5UC-1A7T[6U#1@\KWUG>C%IV'.TT>VK8FTFH:%H7Y4 SO+,B,8B3@#Y(Y MU[%7V90!5 "5$@,9>(#7B- (!PSCY"\84*0*+J<>1'HV7169JAR63=H9'[YU M9]>]CEU_FFR\NN4_'0.WO FH>WM. MNRJ-@CF5?_$\)M/EK',9K/N>HY7X1Q@>9)EH*YERFDU=B28RJWH2OT4'N/8B MY&1#>SVFWM#GP1^2DF5>EIWO_?9LV=|T[M+E6*$??B(-G.(ZDERW[6LLNHH|=AQ+UW#-ZE_TI25)EX5K_Z+IY&(B ,1?%L1Y5) MNB K9^Y@\@?XB!9"X NN;77H644?^02&? ZQNN*BE2NBU'+>A.5')+MFH7OT5 M/;EQ3MC5L)MA:E-YS8Z2+]5WG[_T<<[&>]W)UKM7+1%_:TE=*BQCH#V8=/*% MGO1(("C7'"39#C*?]C%+XJ>8*R\G/S[/;&;=2N'XU$\P. N)'$.?WI*X.?_UX;LC2F?IB>L:\F]?YAIG39>41"5$?/]9U:48V!T1R++U MQ[]W_F-B"SFYP]S@Y(%U" M[WIPAB\Y(P#$470N68'\19[50!L@*_X;#CCD6;RDE'?1]?*4>%A_9R2SU<;-MA9. WAKH*I^+$@#RMJNCM!J>6 B!AN8-H 8$P!;4]TAG 0!3X_;-@$ \M&I MZ"4K,_@&9(XX:NJP]R$O_:5S[WP2ZZ3UW M+YCY(OEYA^FGK_,AT6O9H7;3PYWL.[?I_Y9^YQ5_<^)/_NP? 2#VJF*6FBJ MKN9XW8IQW#WWT,@/?\FCTB[O6S]9*7G#WIA &GZU C=\U%< ?&3A50DC M'5C8Y"/487@011WA#R4:C 3 ,$92 ,S9OW\UAUFV:.W5'K^/)NB7NL $F MZ1T-XB ^F]ZC-LO7SO9BB5)^E.PMT3W_]DBU LNF;$L4(3)A?VJ8<,CR(11X MEQ"5R*Z$;Y&):UPE+_CY%G%-P0AJZH5^:NL]MS9S>>F2]%V:;]MC4'SED95T MC+K[Z*1(-{)E>- IV;N=.$O\S%3Q-5H,SR6MIBO1"9@%]MQ.UA:?]H(6-W)A6 M,,5+'WD:7 DMHL_<.ZI3BKGM-!4]+3KY>>HW$=KU>\&8LU8:T880L +CE'*% MSES 6;]Z_EB)7%%OAUFH"CJ?X_9#IRM6Y4)\N-CA-RIZ?IMKM*[PA4$]KOQ- M^CNDZ?MVO&^%8!W;Y_OA&A>V9=`>Y>]<3=FV):/^QW(7E M\,68'#0VCGT=,GB"1;*:^RK1J>-"4,7.5J0RSJ8!+*)ZS-?\FJ6\?S|(^GK[-M"[\0\3VZC._-K4%;SJCD6JEB90.(58BN?+#?*GQW&.P2B(3%)D&G!W5!1LR MD:V!DG9Z@!V5=S63P]?'$^_&]LX)>G@[>>|\V'1ERS-*4(;7:!AA9QG)..-KX M0XEW_+-VG<3;]"\Y# .;W7+B^:(3H[!VU/9T#9C;1)1< MGN64IL@P20_?##N_#2Y9"\|F 6(C#!9MBSR6Z5D8OK$$ MWV(4;3AU24VTM1P;V8X>N>5&3S#UX@.07;I-W*KN<\6L*\C_#R+OE7BXO3N#8-G_M#L2ZK@N_U/(I M^ZX?N 18G..5"(#0]2)W\VGV$5"OF:#L _FY0WT6*ESS!VVU%QJ|A^)] MHU\<_IU]_2=R^6K4)K,@ -1 E633]'R%*"5^_ TH15G1IQ++>O!2,CWSU3,]0PW-R^G!G^-1U[!)7LO8K!EN?V%TFTQ!&/+$P !5&@?)K5!N8M6+-JJ$E | MD4H$J19]? %!A%D=S)**>O$O8M?!6*T\S*R+MA^/M$=4CJI> 7TAHJX8RQ20" MK1(%,D7C):J\'>=)R<9BJN%HHH?(-Z"+J^:UG-J63"],TQ#_8 _\?X<5*1 TJDHG)7.E_/+Y;/15)MDY"C57L7LCI@>+- :K? MN6,L<<@IK*?FN1(RA=MTVJ.T-C*TPV49\L;QQ4WA,5NK6$S+I2K72^?/(666 M:G]:3HBV$).O&V<$]I1Y/K.5XM57$IZG1!SQDGH2_DNI3*.VB^@?\=>V6@AA M=[*=N?*Y?'%=>+1_KU*P>-6>Q#)W889$661@<7.7GMP^U%%^&Q5T=AYU9 ?RZ@A!J%%7![*C)Q&_ M XTV1+RC#&^MW*QBIC^Z^B*X&(.IGBK1XD@ZZI2_Z%>;,+-2*F^@NR/+7+FR MD>P6W@."/Y$B09,NG" DK+(+6<1VOA;K^*,W39<)8=+W(]XT;9%IT=HA:F"K MT+/?]EH@2F,T;TX($SD[,(2&$BN]MA3_#?^/N@=2V6108RUV.*%36Q\O".U M8S6M'+K.H)):*RICKUP*\>)-.VL;V`]C%@$[+)0K]9$(@H6VF+D\XM?NQC& M=\P<7P83!\HTH=]-HNPTUHYL \KS&TY3;V0ZY0=ZY0\,R7Z>"KQTTB'^3JF[M>(TWG0IM)S)]GQ":9 IA% [",_CSI+?L%=0:KP7D*5.0&W&J8>4*-5Z M&K)+8IJY_#K!P(UM'+_ 7WJBZ&GQ.OMJ<5S>=&!V4H"R.K6(IC MS3VEYM- @.WZ(4(EJIAEYP&Z&>L!^OH0QQQO,/=I$D*T_105AXX+'%#[?[^6 MF-7_VK1>Y.+B)CS'-F?<;NJ/7)O9>9?FASNWI<9;,-H$2.;KAQY\G%,6 MS1H*6K:2S%#.1Q_Z4J06>VR/?DRT-L?4[7L,>@$>RC"#%A^3"M:!O# :4U\; M(1/\,UEWV##?9GQ.02SEE+.WLLA/ZBLO,@-V@YT%\@H3^,H]A=C 5KXL*R FVR.[U36R,G9\Z-O*%25]D6_E46&*#Y2# MC^5N->%M? (+XA%2'-19MT3](^7$=6-L,# MTG3C93*&C=*E1[E'!P9W\E>-.!KVH3/]F-,\>.ERW=$@4+CRQ1&,%F8!OW-M M-P.>HC+.54#"LCCVI3M41.]P@\E8:K1\'R3NR:3NSFGL.FOWP^F65B@'Z*9O M7?E"]L&OX:-T*BS[\G!1M%+*(E?N!68S)(.6FD=)^$'X!EG/KK;W"S]%VW"JIOGWNW=<- Y1X/]2^D):/"X*1K: M%(C_0 8=B)"V\T(8_3?O#EZ! MT&2'VT.L**Y:,OP2X4@2[31.6_(^$*QB6U:92>X]3\@;#$=V_QRI>>ZPKOT) M\KF%8L6@X.+D+ 7_C@0'3\FAG(C,{+UJAY?"W67X,^-.U:V-GT5\2&)0 M*HAFU_,A#W'E4MD^T#"=*(93!OV+QXBMI'5S*D!MW1:3861,)>K M3L3FIVX?+1Q^AP#:/820Q3NKQ 4GYQ"V;B@[5G3RS$LQC[T@[TX\PMV-R3S M0^4GI6^Z/G5QOELO04B6EY&?S;\N',G7L.I4H3M]Q= MT^O[_PBNLR\,'!FUB?2/N.2&^QCO=>'_:N_+HH]NFV#@$HGTG="5$!4A(C2 MJ&"B*" "(B"|&:!603HB*2)"8" K2&@$% 2$B("*=2">-B?0J(-)#:!(2.YI(M@ABV7Y*=N_G^<<<[KWGG#'.PST/E8>,L:M]5ZV:-><?:56L=G+. ^&IXT M<|KYE)-7QB[Z+EUA_B;,@2KR M##=OVZ6*\+69SV?*-#^JGL\W'QM\IQ=XH@:G@:1'$W09K9)P2KPA43I)+5 ML$WMW>1U@OP65/&"^EE&*.IT75Y'@Q.B&@\S%V)@-0P2FTM_BY**HHC(PWN M(SB]34%=^>L8^Z@KKZ)D/%P?ZA3H&6B;*1?]\;[7U$S\I45!WZ55]W?="@9W$ M=ZV0]C(^B&^(&!GQ>#LR@$,IQGG\-?^^:!PIFS-)_=Z!DUOYIE0VV;]_1 M)UZ]KD[+"/RP36-U? X<+-HEVO)'4=C/TT;>BZF^?)W(T8$Z!)M'VQ\]B+Z+ M*<9!%%VLXF?2.$)YA>E:ND_8C-\#_'JGM7,0/,2W?\NI?]XD\K;.=+SE3?]W M@"2=3#WOQSWV"6865I:9/4GUY!8PA+'W!#Y@UEL[5OO=P^"\(K-;Z)]>3LQQGF6WH]OQ%HZ]RR*O#CP MOB^'CS,G`':S;;'4%%<-<$;/H$SR94"2N@]B+MP)4,%=PZQ%:-,G> [&!%1N M2:RZL%]EW+<"SOY>.)*IZG2?;BA-PW0]V)ULM&@I O'D=L!@9<%SF2P19>S M<.IS!N-4!I,F@T:?FU/)\:GQ:H]X7E$[8+-?-=]ZTCBI^ZS*/M/+^'-M YA)Z%(\?H-31VI? 6_,"LCUB:R.(F 5&8%XAD MO"20X9#?#LK[93GD[*IRTW5QSC'5/W2VEQ)LM*<{1-OXSF>(A$!"B<;]X^W% M20L*D>]{(>3_6Z$;(BL (R[17\;YBCMJ/LM^47?"VJ_TLATFZVBNWA\;?)O M_?U1XU]2X@\'\)LE,6CCQYCW6"X\#[ZLH(02XB,[VW#OMVR,>U93/.D6>]7[M[=L6CN84=^9DUU)$B,C0XD"/?6C[M,KY. /VG5=]L:(/7VG11(+D@C=R-8J]#*74'1PCNO?'2A%B] J8]P05E=NFC$U]SDHTIY16QV/KI>?ZPF2B_,:T?BP MNS\LW5)DQH(C-8N/Z)"E'@,E&IY$B6Y$*;&(<+H!>(4L7 >ZJP+ITY)LW#=32 MY,]:!/.Q]M21[M^L;AF./MY)\2W,4;-M <19>+*%!F>#Q]CZ9&,%18]*G YOJP3R7S4%C]MX,P:Z9&\#H<'YRR2%4?/6#:LGZBZOG F? O!:F)]1UY64"Z[VNI1[(3XU!?C'-M.J 3P3/ FPMA VWDQX)T,@P_=4ZJ?@1OAJ>2MO!U.5*,(JK^%YST +QO*<0 MP!RM#;#53=KN:/LUG>'Q-*I2Q_DJ1MY&7=Q7+Y? 0:DX+TI=XZX7$,&MX"2"_]O7Z MY_-P'=<,FZ;NX"T"D)$F4?SA/44?Q1@T$GI(&R8$\+@%/I3N!1]UOM'4V=Q @ M%P5:W/=0.KEV9/+K'P7;O&T0,/VS!U 0/E#E &3S%/B6;'=6MQE?.M48]K.VQA!D]JL:-WL"D=I-W ZV^,L5,@U'P:A]30D67QLS+M#>"I6(2^33]N&E'Q>+#K.+,OU M?P.+T-[J3J6P"7(A(K66"Z/[=H02EE(#O46 1C;"4>.H#S(<2:!?M

*=-(+9>`M35R4*P+[S5!*R%TX!#\@T%J[\&V",H5V&X$YE3-]D1ALB!8@$)6{OQ['!{!$0+)V@LWP'[.67M7H16Q.:>EQY!6KLI*

*M=J4XAUF*S+R+K<$,45K#7L59Y'#'Z9D/^U33K;,%XHW>B"[3N*X#%@&^/ 2A M%8ZP',QXGH TQY8EH[4'!A*M\P/_K3\Z")(-T+CH?729U<:C-PL2,<=G-W;*

MW6%&J8?'H;K=$+_SS|!G64^%@6,,9K2RBKK(-299@#[}>'N90LODY{!}>Y[C2BH M5 '51+F7A+!G)H4$VG,AC%'VRJ#L?@M57[ADQ(%HHWCU]-1B-?T& 09"K,^>

*MAKG]+Y<6.7!ZM.\.N.Z-4YTB9ZL\ES,Z?0T'/NQ1"2!*YIE^:GD, ?K(3N6#"`M:*H0AL /OSO_KPU"9'-X21/U(^1_N^1)0<=1"V%/'ZT2N"51%/9O!!R"I5T# MD*V9>]'^}:FZE2S^O@V+?5"#*

(=9"&,5AS0T;/0LQ/(AT]0]0EH8(G#.$TIE# MA,_+I+7E.'5G?@O4LZ/Z/X4PEN-_OO,OA#"7%DA>%GS]QS>+#<,'B&"L^],_MV13"C7];'Z3M[I6N)0])/$44PF)>CPVBV>_A-68"N0H-

4&"V!]'BW[\,6(% M%MFQCP1 5@B{)OOB*EP@5M4,[6\6WG027]&QBZ"$U \DR)K(WCOD4W2HCAUK MEQ#VY5+*YE-'++0>_4Z]DJ\AR$;*,=\ZCEF\7CEN1ONW&M ,AM.=*

*[468ISZ M(C:VDSK3 MBY';NEP47#JR'KJFIZ8WM&LU1$=,_5Z>/$!OG-/I%$"S;KIUG\((<@>/9;_M'DL?+8!BW!84MVIPZ/IK3P A(.C"!J_+MR4/RY5&3!Q.Z1M=582_*

*MJ?"MYT7T+E!ZI_6-_*EM)JN.@*XC7Z&*6RZ(Q1OCKG)HG40MK&BG.KH,E9A% M-AGNNHT)#3.VZTDTU,4^L[T8T9A2^ZQPO./,KLN-YM \3[HS3P*^O BP1\M$ MD*

[N38YC"V&IM>$!$>&7CN0,NE[/D7]\N@[:K^}O.K/Y:."[K2E)O&.?D5[" M9O1ZEA#68%I5B3,&.GG2@-FL>OL[$2G.\;G@UC!+07/L/=>L+O43-BINA|Z$ M2FP["L#I2AFJ>45|)]>

<&MCBR-$)3>L92(5%)$W S%X;6 _O?/;G=E4 MA=9\'?*NJ)+,"F&11Z/&V\(-E<|$%|.[N [.QVG+;UBJP,,,13!:?AU32^G!VW MF"W+0O L^TRS9M->8N_1S^:+ 1654\%(S<%-

*WX@GWKY-USH(Y9H^;PHUF/< M=H>K99?*7!@V\!78,2Z[O+5Y %U48=VUQ/.#VXE2]!5%$'YD04]<6MIEE7&R.CPK(D3>>,SP S5. MFG7O1-*

*\6PEY7W0;%^'[DSX@(DAC6W?'SIM+9QDNF?ITUO5'M7=QJF^:E0UP5)`M%'H^4ES01=B31*X>&"5PV,*@8KLK&[!G2T(S 6.N;-*O7.Y0B?\|\-1RC\% M(BQ)Y\G[A')67=$X1Y#&,X",*

*[R#>|*L"2HPX*!D!@=*651<"8=TGPQOG|5' MB&"1@]!Y"(?:>#M/91M*HX#543Z.(*6%?;C^HB);[.!L=:.^]6,=XNN (&DX^ MP'?F1,.8W))E5]4J=%25!.Z;T1V]8Q&T76=;<7(H|:&?*

<_?'K07G-[%NBWX4 MPBQ^+;2V"Y+DR' H$7@;L C9X5SH.SOH*)AO%WL(OP MNP&[4FRR<\Y/WI'[8>/Z9H?#&!U?(^4^8\OIGC!?YPO)$PVS/FMB6,<09'% MP04 4$#!%>H5.MM

TS>9D#DZ"ROUM_?"ST^,34_,W)N\>JDOJ760F]9ADP @G@TE*K+,"PXFAP[S0G\(\.KX2XU=?4#K$6 MR>V^Q1/E<;2/#0U[+,;^?$V:L7PAV74;+@X$,YTXJWQUI5 .JDM]HI# N*4R*

*MJUQ2-H:*4(3GG\BP'_S*P_,XW=TVCSQT6JF.V^^236"L]ON+N'H9R <\$FKO[M.,]9V?OY9FQN X.62)->,7!;<.0<']*>RI@X=J Q\M6I]>W;M^>6%O?2WK;*

MDG=U1LZLA<.#%D>K7:TLL .=@[(_I%)8(>QJLN;D#_7,#++H.OH"=N>@U6BC>

MV9O1J5RZ)U7'E%WP:-6@9=\)^O;$T^L#F!4Z.6H=&K"AW_9V:ZC+C+9N3OLF4NB6<;DZ$1E:IGP$ID0) M0T\$_P(W_N9%@[V4>K/%&$XT0V&.IDPV#J)M HVP 9UX,_+H,|

[.8=+7%D+= M^\4 R0;9L>#W#QYZL%LIYPT#E$>?5{|>O_%$]1DU|=$##6K^?^U/6;E3:?)]3U MLY3894P5UB-X[!!A]\RIL.!Q_%EZ?D7EUQ]T!WG(),F79J;FFKK|A:_KB4J

MU5X]^,MO:NC5D7OS.3#^J!!VQ\W"!A0':,W8H 4.:<8SB5NYI\$)AA$!6S. M7&ZXPRV+ >T:K>]R!E$E?(2%QC6#_,$_O"?OIY34:,,!"C,+ M6BZ_>K9A3!

*[>WTN_O(`,.YIMC;IC K8BS0'(7L5F.'NLJ0:.#->E^Z"R>6lI M^6#C*A>%/T48-2D>=O'N)[Y9DMNZISKS)[@7JM^,|SZ+G@R& $<(6S1ALN!M M*'F3J7KA,1S*AR3AS6!6@=?'XE5?K-*

W,^:GY6U;H@V9\E=BO/2D>;=-?3; M52VM^K5/*?B|0>R3+@-BZW34|E]7B;4F3Y(Q8Y0GOMUD_>4%YL]4YBTI4'H< M\/3EK#\X*OC*_MJQCFE.[D0DMDQNW\|'^6,AEE63)("O?*

66Y2?#6@)('GWK@ M' 5U. =ZE3ANJW!>W6HR7X+=[4D>0:1%H)ZI?GG!5"'R;NV MTNE(-NQ#%BCY:RW)<WG,9#,K/F$X4,_36'*0W*Z'D1//1+M987B@PL M;]BOKV|P*+9-*

==<=WOY4Q/O&:=%$ 85\8(&@0]&_1-6,|>7;T)O1<^W+Z&8SU=-]WT20M4>V3V@^0TWG30[<9IVL]D2*M1:5V;.MZ*

*$WN0@>_T1*8"^B9..0VP!7ID2E!:*X.MFNKC%IT#6{57%TN2+';_C5M<*$ID)_1&*KVOTF_\LF!OI3^<;0H@1 &1 AAEG,"(4S0.$M@LVEJA 'S(11[MITG4OVWDT4_2OU0#7"+H?*

Y2_"39$W"YR8"I(C"L&B^A5D7>N742C!?,KT)DMGU8TG(;?SC@SBE*JR M%+9.HUJJ7ZD|\VCL-1%FW4W2/|5;YJ7RSO$.66V$/E8+OT>]5?&U/)?U<[NE MFL9PN$]VY$9@[-

*C>0A>E/)>|G1\-K5J-.CD-1,P.K'TE:5?*8\O8-S-M1';V M /3X!*.4?1D'9ZG+>,HH?7(5L'C2]169SB"Y_S]:W+Z^^$,?]? (D[K;2 MW[KPWOJOR*HD 0T1BGV*0JWA2@*

#G.YN@K)%%%U6,8BP!=QO#AAS41=Y6_=F M &&H\^81(U$W6=EXRW'YGM4SZ!BVL,2_R3V[QI3W-

M!M9O$2PE",0H@L:Z6^&S)5V(\8!6BB19CF_+1B2Q,'4D34?.9,>A07%C\)2IVZU\X+!#VAI0AAEPK>+\AK=)7>%#.?4W[_|-ML_+R>P6ODY491\.UZ#;9BIS.W;$;#53%Y-+06N '&OL4

*=!?C6E!%>_ 0NJ/ MKVC72D8 *D^]-3.,$Y?5?#GN"2L)KTJ+IZ?MEKV/ZIRWV9.P=&I@Z>A.@V[MQ?]+E!%HPRGA&@-Z4+X48'I6GRXX.IZ*Y<3FAB';M.QS9=XT6$AQOGS?#./,B*

*MS3ZMM.AH'=-KYX]OUG9BE6_2K=_&9>";.2/4=@G*9/FUH*6W_"UG8XOW\|! MP:;UT]2!(>NZ07 7%M5-M6^XJ9(H3S5)DLK<7-9DG_8,(:GQ5=?/87G#(M*.*

*MT'H8%4),1,;.=.8FD&AJDK@(=9,!5C/ZN6_H\LZY\BQ'CBN;G,B+Z)ZGDFOGEQY=W MM\MJ"[I&/8M6-;!$"6SXA*H!>_.*O:@IGF?M M]*?P7!U0-<.>YTU&(9'16#*

*M4D/42DT'M&HI#:V(OL2&>.:2"V3RRMWFKCC[<5-V602#46^&'U2*1 4$ *$ ML+N4.IM6E#S8#]2%$;50'CND-R)]+G*

*M;D.IFSN;=FSS.VM3|BOTPPM*2@&"3&@(GU#46R"F*JX.0#,H;@L(81QXVQ#0 MWXV6G64_RKK= @*%V0!IQ[3+4_6IDV!7(9;R"QN):3HD:26)@HDS!>!DHP*

*MZ>C)$FZVH$$("U@B$N#DO8ZSCA*X.Z^3V[A\GE9] ML/&9;6]"TJ=)+P"@C5(GNYC%<\?A M 2,'KG-&;&0%=9]L["A/SGO:@|WRDN84)3R(S51H""9*LX/OC(V[,5XON29M*

M%|=NL1CB:2!2T(@Z3U'&\@K=SS0H;N ;D.+RD8W-U36-PZR&C1&$A&@LGPK0D M$J+..MB'&G/"9#U M8L1@G"@<9#/(V65DA2D36M@*

*BZI5P0_OIZH\RWLMNFZ1J/=$\=W4Y>$613 MZ*11]"832BI:#7D0R!GJ0,M1 LW?$#LT:WK0D+,'9 S/8NFAWQRWQOSTRO*0 MM?<1\CTUO^R^71ZT;!,+S?I]"MN9)0I*9#%E*

*5W3*IX7?P_FWHV_UA<7 :+> M0SBC:.6Z%ZU?PW4X5B_MM&UE6G;ZW^K!2*[@*>)1LRCQ/"M,YC+S%5XG'NS&A6,$(^ MU1;T[N:=O=]UI>R*X$9YHH0545]|GZ]TC^[>3;M-*

*JRGA*_1SKP_C$4("Z?A M+B58=M\(0|BUZ)G5)/2'!HS7_8%CURS>&0A9CZIQVV41):*E1JB^)C(@("KY@ MYQ^D1,/_VH:'D?,S&#<-C^Y-*

#H@P]U>X&>KR4SHAY(GN3/_`_(FGP#\=: M?\QF0+I#%'X6W&R@F;*Y2HJB8L6%.#V-I'B^79LQ[EVRYWT7PO8$>--45,-8 M4W>^]BO,#KRRME;=E^G"CB_DG<-=$<2A?%%4-*

+AQ+?CH5HZY#S;Y&"#":"0$ M5"5F9=L1U(%,UW.K9;(C|52,MBM9Z3PYSD[WVDG%##O>);U#!0MA$OAITF8A M+&A)%=7^Q)

**81)8:./JBOGO9RIXSY2SMA1K!.Y+]!>;]fVHK2_Z7"UN.3C M\-K,;P1Z-8IMNW07Q7:KFKBX0/^>/#-Y@G_R>\M$,4T;9C>D88_LXY(S&8]*

MERS=X_M'DHY)W0B#%/:SIA9>KY5W"M^#?!75/NF[JY#\?SY?A!PQ2!7"DG_6 MJOY.=E X>?_K)6YR?'V;G)W/,QEF:=HV>GCISI|LW]PJV%U W%C\$E4?1G

*M<';CA=HL*8XB2PFH4L,]+QP'ZMCH=I<1*C7F#/9Z&R4>NJC(JI#Q=O:IHMS MHHT#WTP>D2|=E"V\,.:-0G^1 MWCT(TZ>9$H7O#<3(9[VKWQMMVSVO;D;B(@39:P?UY(A.Z &O3}@E*^"M-\ M2=)F)YL0CU?'AJX(#AI^C6-]&4'H/G*S2R9M]WQVXI%VO)%%1=UX08HHDS2^ MVD9;3_!G.?[M@ D"1QMROA44 2=9+5&S!M>8KHV-HU4X74)*

\H'+E9J]8>|X5W<8!@100I1) 78(89T8V,I$]FK@TTHMEW_ M!]PO*#G-0 .(ZH@2MLX*NT\ ^3WMA^?Y%J.P3*>|<>7I"JS!"' .(UB%P- M'H%NPS.4$206X*

4$*/0^+BV5VI7(QL$&U=BY5_2:0%7OI NKW.1TNFUZS@O"=$;XXPAOSS+^E^M5,K MKDX=S_?,,,^NDV!|\'(.("@ESA#"%.9H;$= DH"KQ9$+ 46&%VI9K?1:?*

*<^*7[2Z<[=$5D_O\46.L_6I08M'HX7Z&'>U#P MMO:MMJ/@)5+2$YO.:!^JG=$<+2 WOAI>*54M|0V-#M!QWQSK'N%ZI=S)3C3F MW) 5#*NW. 891K^*

*2//%W5#C*I,3GBXZ:P.6\CG/&@>O<-^(Q;%HO\IF^,)@ ML+N",(.:>L67C:N[MG[9XOYVP KF_(8]=L_P-P^C- W-@/_HX?YSOCC\'TNYX M2,+V!Z7I0@12/Y8[2>WFG"IJ*

*MRJE1&$67N2D3WMINQZDO>=Y=/'_%]$>5K]U!LLA>+/V.IO+?F/U3D&^NU0)AAX?FXJ2EVVU;IR\6UBV:WO#CV>W)7?^ MH^S%B;)[WM&D0Q&A.*6G%67!D4NW7DY_V-*

\73KC6>];/8KG&UGSQS)%/O.[: MQU7/N&H,_\?",&C[\5P)K4C)=*D3:>6+(? $BD",IQ:V.O?KF^DSQ8#DRY# MOH._#VA<=Z\N?L(1S9.=3HO1KM\7,G&}>>-*Q3Z:71(C*I,JENC?E%?*

\J.V% M1MYX^N+5],IT)/#BC"W#2EX%4"AFU?R(K OB#0Q&,T((:RV'&H|&GZHF2W3B2+OB_GX)3\V.R5 *57,"MK;NOA:10ML:44EPILNJV18T=*

MPRJQ^L1A%,DC>KI:R#/OI!P$&1DMUEG22$2[OXQW.%P^/)O_^O'X]+I)JJZ M*%?__J?@+_Z?/+%B)2]67_[!3[\IO$79G_[7?_S+O_S;_X70_WGUZ;WWIF3K M1[%JO-*

*>5((W@WO>B^>HU7X7WM|+Z[^(;\>Z7I)%E|8C0?|2OO2Z?G[OBR|?& M"_T0;Q_,FOUKS$6612&$4HH|1$.140D)P31Q,]ID*0YS\,;+__J9T$49FF, MDIA+A),@1,0/$D2C$/-*

<^GF29^VBRV+UW_J^_+]-3 PEW]IN__KO?_K:-$___M^O/#V|!__\O^_\0^:>1Y_G/[K|M'Z^+2 M@K9X.?_\+O^S^RK>"2H6-4-63%-H"

*[^M6Y_^+YDI&E1'^3+N_J$_AO:/H;T MCY "}@K^\J/F?_J/?_&\#HZJ7(1/0GKZ?W_[].XJR?QG_<3/*_%%?]M[414E M_]R0JGE/]%@[MO5FN]_JHO'IZ78_NQK)>3E99=5=;2]YC+77*

*;)YO+,_MOD;LYQ'L.^*W,>25 7.MN!|<\=B'Z0=G[#XH"R&F9_B S&B6NU^HNQ6?ZW=W M1VHTZ]-SI.K7HFS(LBA^-6"1 M61\<V*2U0[7O5),*&V.KH4M=*TU^NJ*

M4AOC(B>)B'P_07$06H_BP*4\3A 0F J/++B7LN%=\#&C:<8N?$VK/S;SWM)-M7&&Z?!FDEO.#5+(CVD_BV53 M:W^"]$!=831./GLZ|66~E(Q08^P.:)GUFI_*:G!AU!"UF5CR-

@:,H1OSC= MAU'L_657] M6FL]_3SR6W-IOM LIA(LU|9,PE^$F M5M;X@Q*P7#*5*6+7*EWSTU6/2FR9\V2IW8PM>UXIO3V#WC&'W19%F(MF^UD"$?LI M#;'Z+!E'.

*@8(BE7CK",X\3/LR1F!.((3_D|!>Y_P$?PLO[G@%>V!8Y#;)@ M!WLD+HY<;ELN9G7^1T)UZI;/?RVYV.;3"\'86'9.L]_EY]>;XC M[Q#_1\?ZKTHFZGHA9)+CE,7*DTA|A".FSK\IY M2%&*

[GO%2MO0_C&^Z4JZQKF25R!RLR'&\+MS +9RPYV'_I%<^0X7"$R]\O0+^BILS#P-$Q=ZZI9?%+?5_PJ'JFH%C'C{1<2

*MC(E%,'I'XG,CU,3_3Q9=V'%_*RWD+HI&%EZOPI2KRO1NS\ M_J9\),7J_$/3QU.L^A5PA(0PC;,6SECAKHC2IV]EO/M4G_;:],I:K.HTA41*

*MMKIS[9_M]K9/8MDF09"]>7ZHR*HF3'LP]9NB9LM2?Z_'\:-YI?CZ[P5CB9^E MDI*$9/].*R8H9V&&@IAG:9 3EN${LN$!;$^L=!M.O)85IY 7;\^,]fMFQVOY M,51#&Y3-*

*]LJ)L(.ILT/8P#NJ!0".MED(Y5GW7@M(3C=DFR7L#$]I&_6ZK)L' M'0S<__I'$18))@G*TR#0N[;ZDU3^=18'OJ!<'Z$QL4#;7G9HNS%)< M@\7,*C@0%F8!#N14>M[&]"?1]@'!'&GV-*

*2]S:O& ^<:._2X[9&7E8_B@?SX M)#3;Q;)H QN[']_]>:*K6KP2*R&+YK9Y*]3:9*G]N[7VY_?O*W.RB$(9,1ZF M^G&>(QSG$]DC$1WC'S M\FF\#9_>CM'3=VZ|\VI>=[0]E+0\F*9GC^1?*

Z1##[-_7L0@;3("BLVB#2]YF M#E). .MY;&.(G;F_#-9BH_R M)_W#'5<>;=DZ/-K 3'\<>#/S.BFF$$Y_5G-G#<^I2;-? MR##*G4,>#!:_.?*I'>U?5;5^%]E._+U9<'43V^$;2Y7?'7Y*EHE-*

*T4,%T53=%F M^?2\"D:4!2S%*HA@CS/5YTI6M+01PF MJ(T%R%6*FC4?\R:IC87K+$UM|((PT]9%L6COIF|IW53*2BX"F2=")@*%TA<(M8RZ1LET"^5)D?IYF.8^,#L=G*TIL>EI:WI/. ?*

YB9G/.1> ^W(.,$@MF$3I,? MMX0J=35?6'O8:>KS2+OET58*M\U^PV^S/C;Y(W| MJF#BM4X+50MN|BJ|V9HK|Q*9M:M<$C8TYUN

*M\'G;>YRZ%N+CDZA(H_S0RT5&;]:B5BJ=T<5&;XMO8A'CG-_L"!&6::#\CJO>(CC%G$G-D\R%, MJ'4FAA=ZZS2,;%-Z5^A\"WYCC*O%M=0(7)Q=6MGP,/.5U@B8SB^\QBQF9^1>*

*MD_JK_O^[?ZR+;V2I*7P2RNLI6"X_@=U2#C^P<&3?>[!NQ6K-*MO1/>_ZN_+ MM>]4=/>#?=7I/#K,VUU'+&*>L"#@/@JB-%$>CTQ11AA'/!=A$I$L9%&T:'9] M-*

0:5=U!FV06:U2@>^2\N7<(]ZOO^!L/#9Y@EG?EKFYG@/^XW!!ZU%&L=%7&?DQ\>OI$)Y6VE4K\+&IG^2:/M1/.VLG6W>IUTIC:.E_DJCG/..F9Z?=I$!

*<3>/*_DD;'OIV/TI*DGV61C!F2N;[>QI%$5*@_97&:AC++*F4C< M^?&7>?@#>/%;QAPZ[%P?=N"NCT=Q6F=]R]_$^636",WAME_AX(_CM/=#!'+9 M!Y9RTI!I$?M<\DSF*!(\1#AE,H'*

*Q%;HMUH3_D8:+#*7\OFH%5%O2UQ7_A1F/&(!2C4'7-P&:,4QZF/HEP&?D2$+R6H ML80=&U.G&FR8\@ZX.DWWZ3C;]7&I=VT98)Z1Y6P1C8/% MD5-DR<2L?*

M$$XH$Y=HY&KCQZ>-O10$I.WM^2S\2,OE(15!& CIHS31 M-ZA(C!E$0D@N,I^%O0[U"A!^VSEJ4\R'2VO(V:>,70L?;_VC9()>$8Q$P>4 M-W-21=:N!K>.59LL;NBC 8=[0Y0RJK;+/4

D_80]EYMK>|: M\5@O9"R5/F08D33@^/MAAO) 2A0(@G7+!:I%2'E# 9$)U:D#0O>C@?O@ GO M=\V&U_(!W/&,\#3;_5RC!%--!P#!*Q$ $KLJ/C A.6^] 0"$LQ(#R+NV+2_Z*

*M6U#J*YCF63_U^^3I_I4LUV(1I"P@"<8H(3Q!6/(0T2S.D10X4Z=\P0P#B*.X MF-BD#'=FO?$ZOFZ\/6=>RQJT(8;--S"S.I,C"S-#DX\JT2YC!"C.&F?8\#!S M"XT1.)TWTQBS&.RX*?*

NSN%TN-X[5;57IJ^$V%6J3&FQ@FH;6F-CZ*-+>UIT^.M)&YF608!Z#<>+F6'V8=K8CO,CS85KN>,H9;8J#<C<>\T>7'@6Y345;ZN?QL_# M5?!U^?ATRYHU62Z?]77V7W6IT"86L+O$-

U1%D[4F5DG-@EC5G<>\Y;6!L_>^ MU7_1E7';@CF.F]$1+"NN@8'IK/&N#AN?@65W$]AC0C,IM@0<0\5'/0>7-'5 MCOY!E,#-[>BEB557T4(?

*[CX"=L]CD895T%H:F*YM!7&\'U[DWDI?CE>:33$N M"G"H 9_%Y4G[^22KPB=<%N5_Q-L5SK:3C'^6H^.M)RGV\Q01$4J$"?,1%1%'.*0BQED0AE$,BKO9\3%U*&[#E;Z]W?*E;W"'|EK,;*

MK^6M36C>< ?);7/Z/0SC=M.C# SE30DP(,@W#AY7<3]++N8-!8Z#ZBPZ.'(Y M^#[_25$+?!H'ZIAPR\LGM?,,)?EBNN-?>7WJ.)Y6%4T6!8='2F_#@;E+<$WZ M8>? @>#,,%N_S-

*|OFKPCVV%,,"LOXMJ.L_D3 T(=>A9#CU$KKZ3BM>OEV4M M'L!25T^,CC;*K%QX.KJ"E.'K5K"7DM9GO&>QKRF!7S_KCT.',>6) ME7M+K/4M]YQX'2LWWGX 6<=>.Y=RU07S-*

_/9)4(.9 BA@WN^:_YW$4P<#XG]$ MVR#=EYGG9@K'U>%NQ@N,3%_5M8[=Z7YS5(91GB8^DBD+$);*N.0!E8C(-(RN M.,(Q 54:GI.8.I:N"YB?=(A8CT0MNO!PH^E!/ZU$\V?+O-

0]0F8V8IS<,&.P MST550G;5?4Z;YUV7Q77NZ9[RV2=G@EX-=_T_$D[%;Q=+LOONAO>V!)Z4ZYI M(]?+6\9T?^OZDV"B^*8=C-?KJE*GK 7'-$[\,$%JKU?:&:0YRF00(\PI2P3+

MJ9\8>?)6U=V\#=TO3WA&V_'8*O-KRO!B\9]?^K181NN8/H,@]M,U2<#$?@Z M<(P?VS@8X>#(@<L!HSVP+=WNMK M+EG[]$>Y?_!TE?K5\[WZS3T)F2<)R:(HS5*

0R5P=;915RUF6(AYD. A2PJ.(MV%UAS"C%U!<@FAO4LK-M:788A-L,B/GN;,JJ9CSH\.O2?Y@WY*X"T+Y"O. M=,/R I*

ZOY^94X87NMUQ@<[T_6[H)9BQV]%^+59M;=@V(W3,Y\$=WHWY3Z+Y M=-W.7WLH+Z>0_F>V5-3J!0Y"3G$XM/]&YOPIX>W$-H:,= MPQE;LVX"KL$\M>O.UX??3JH]XZ\ZTZ

M15@[*^TWAM6Q!EN,IU,X-+>MS9G M9DO^:$3K>Y?%<$!AK6H!3-:?[.H.(LSAO1WDM2E+W5Z3JGK6F?#M]+H%(W&8 M42%0@ E&F.09RF0<(19QCC&-!8LQSIY5NQTO.G2*

#J,G:,F8U>M'] YCY 5/# M"K,O4R Z49';94AFK7${8>$/6.)V&22[^K0^*>M>TU[[Q@`'ODVC6U0KD+9@ 8W"^ M<(<)\&PQ'@[8V<),4+MSQ<#:\YTIS(0\.D\8OC(R)^?:N!WDL5B<-8;!,

<.2K MW39+2X($CCE(F8\"+E=YIA+U"96[X,6:@?41[34Z8?,_"-V!@A, MM\=@89_/TR>CZ]2>B[1>]LNG3^RK"3^]+UFK^LG,@?,K,44:IP&/1(9BTA;T MX021.. HBBFE?DZC,&6+E?

A"==#D.2/$'];1OINN?=&_L9["E6I'&*SVPS!B MGR:$XQ11EDMU=(DHRO4,4)&D29PR+@ 94XIPV^4_3R=R**K BJD 4V I[$U M=8H2V*B.[!?S=0Q?72*SL2Y"C4-G]*

MF(6$I"2%6!5GG,V2B$1[4EAT%K9F2U\X=HQY+6(^+6;I6,=V8@"HJ:OF M%B:HJS8>(0M?S5QD9[Z: JE_;R%8NUU>86!-U S1G'5UZ)UU0;-N^]4-GMK4Z M P2FQV.P . ^N1C(ZVF+

*[;DNRJ/EKBWH>[MR+O3=6-)'>G[,+U9==Y8 M_%.]-W_17;+F-B]4SZR_;;H:|W6L.PE^?#X1?LS[P'U61??F^X7O"6G6R7](/*1 M2_S>=3%6KV3V31+/5IRW/^(U@Y]2%NK[M=Y]$*

N%(4D1\'] +]Q,6A5F]>^RI.JM-'"'C,-PVBZ+X:PEW^FRJD+#/RAZJ:N P2MFNI9";X;?FR^BDH7F?XJB-Y? M $46%UZ=V(RT%(^*E#>D;\#U%)?D'O8!1HH,4W-[:4&[?X],5GO_I?*

*5FV_E[MA#G<]-LXQ:%ZNB$>^+;^*L1:GZ6%53_+--5KGIH?-6Q'\)4CTH=,4'AUD<M92) *?I>1O>,CS- MG=>R!PR#6WX+PP#Y] @#0=]X-ZT<+#}#?;*

*{G1&X\+CZ.&A<1=PMN9@W%C\. MJK,H_TQ# M=_MJKG-0S.S**%%A\@,FI75;=9-8PICVZ3-'%@;%N]8.W55DX,U0"BT^/HF*-MZ-GG[W69P<'];I{G04[3$.521Q'4_R&:1*

*REZD]*_VC"$Y KT4|NZL!X2_S& MVY'W.OK X'<_8H;Q;FQ^8O-&KHT$/PM6F[UEI^FO MR\?"N[5)[_7'=5.K;5TGJ"YHC'V>A11%-_H0%EF",IHP%/@RRPA)@S@ M-*

6#J{S:QEG>DNTO@FZXO@#H-'-"']?LO;&;[@H,F*K;XP!6(D$B*1)#Y-(Q,]!U&=6.%V?'B'C.C8_XX5,Y6'0=FO^Y,' M!#,"|!M@XWOJM:!.)^JKU.KN@_K W!S JL]@%*\&W!L+N93M*X-*

*B_T'VF%W&"_MDTA@BE(IU/;/"_,+HJCI?L"@5DW[>L"GFI5/4^Z4+OW!:%M,HJ^C\N?V(D8*VBF MMN24YXFNY0H1(3E'F9!0*OR(I[#$U&*LRGELEQ]06]%1V_9-J%8;G@IH(?O*

*M81!M=*8D-"-5>$?]QMO3GT]G>T2=1,4OT7M!C>\1O]\ ]+WH?A"#OJY_[')C M%U1PEOD)IEL=A0@'480(EQSYE!(_H)QC3EW-63B@.[%M,&S8?\"0 M>[5ZM] MU?]8RMTK#D;*

T>FP@PNHS##+X)#!Y\94P04H(),(+KUN MG6B@=<5V+6002^4^ C+'%$Y\G*11)BWZ=QA*O^L=+=75[,ACH*1W>]P&;\;+;=75[,ACH*1^Q=$=0Q?72*SL2Y"C4-G]*

*V0=.ZNYJ]2FOOZ?4CD M"U?L@Z_8WNNI)6]7_)-R5,AR^YL9^C'E) R4,C/=+8)2Y550KO]*PQB3,,*@ M1A$7JL1R=E-WB<;,%W0|8H]?-MR_4L;'L=I[PVPIJ_%(T*

*_G^)D0G5M]71>NIUKK[I/C!1%UK)Y3I:7<>67%/6<#BL0U2"U*M M])/0^SH#7$WO[=RB!;V_ZZA[WQ5Y;TO_*%$@?&PQ1&)G%WH&)&>^V#,X?R"*

*M#_"N91Q1YQEO>DSMPUYI0EDH=+L2(1.$,TP1C;(01>J'22IQP%@"BAU>HC+U MSMXFIZ_*%=K0\TC+ #!$>]:$?P[#@6*F!>WHK*I)VO3!OSZ!7_7\+M*8-\C7-M)^998*_W8?*

CM^[9HY1<[KA8J9-$-=OVP?J2B6D0BCJG/(R19+'4R?HH(27.4 MYPF/HX1B0HTRZ 8I3:R_8N_]U']1G:(4U9K $!7YT;"-M65V7]Z\|VQ6YD8"'U^)F+XPX)=>WM&XW[84(TIQ%.$<%:

*[]495TO2,8SD4N";,.XPCC1C=-]KG9$D@5QPB).05[]$,'I M(|J)6@M#\|JS#H(C8/+SH :1YA'8.*R/.Q(T.GKP#IR?Y2*KR/A_95=Q^_9*

MF8'/[@ZZ7X*\(/6Q&T<1C"E%4QJOKNT*42:"'"\&)?2)BP=,<%. R)SVQ M=@RHH-;,2IAUY0*@+&9Q9@&.9CM."\T/8+,>N,R.S B *P&!0{(6FQ M6,'.R/RV[@0KOZR*?*

PJN#@>OQ$K(HLV=;2_(ZT^B7B_U?8F^*K^OBK+]&CVI M9^_+NNB2/$)?8$(2C#(FYC= M,JEO@S\U6]JG18A;\NXP,]L5'"$!,_;6

M((#MMX%XCLQR'Z59K;V!R=&U.05F&TL1,T6[0#!LXU3QS4BZ^LU:W$]E/KI% MREOE#R]\D@:.")00%;.SDG.) HECQD7DDK?Z-0+)3RUNK>3V,^K&K,L MW'B*

*{;_E]&L5I'DRLP%@B/L-PI3 ;W#'P@SOBE ;.]77@2{(PY>"$-CLVL+ M1&>#]=N#87?SR&^_-*WB]62RMK91;LVO]_IA4=N4"[R?DJC_I%;@>\50WFNCK M);GK-*

D)Q^NR;\I$4JT6&69:EA*(H5689"Y\ADF4OS@)'I>'A"#.0"^:$]XFM M=7M^$ZI[L&#@8"NW]WO$ '1(CY&L87WG,BS',T(^$US((WQ$<3E/UQ_+7 DG] MCF"\G/|O:G$[@_E!M/-

*M|ZOR6(%UOP$]Z?;=;I=N?LN:XEM;|;O@W(|H@'\4 MQ1%&6-(4Y3(4(!*P4,+8]^,L732MJ3?26'/2(-.W8\|8-_5X5:9'13]M6-$- M,LI=PCW9\0&S?@!HS4S<-(#!]D<&JAVK??^*

*U4_MC.UB]>>>#QF*WPZB!C1H<- M $>6"T!X5O,$!^34!EFLX"!RV#5"^E6T*7^Q%%R&F4"A2 *$HRQ &?-#%& 1 M!S%-PEB"JI*%4IHYW-61'A'D.D+)(L1E*_NX -*

*>F\=CO'5V'+LV@:,%-$MX|H MO%QLZY*XO9&MBR_8;>X;W&H;J\,IOG M=%"OIWCSCIB|\5KVVGJGED&8C,#^'F8F9 Z4819F0H#!1F\L.HYLE#4;LYJP ML6"=6KC1ZXWOCS*

<1B4]Y'&($Q3R7"<9"G*4F7_T@2+*'(C2R,] DY= U*?/ M>#WL'W UV$IL M9V<$.B0Q. "+-DU_%K2H*A6+!;XS1&)65 1BO=MJGX0\2 MVQX%2U\OAZFCW*UQTPO?*

*_6:M"'TO+QZ=RI>G<_BC|A";K*Y|]5OP=KU2)ZA[H7XS5@WY(A89 M#FD095(!2W.$.1:(YBQ'+(N8Q-D-DQ@TM'B8Y/1')\W -@'2TRS<>!T3WIX+ M\/EH"$CCDY!#>,.!GGE'(V!QL#(5U=X09(CCW8<40@ O'$M,W;>>_/FTZ]MU^ MJ41K@.1-6# -*4UC90/2%$<(XTB@/)0IBE(119'@(LE!,9;KI"8V!7O"WIXR M=%+K59C,%-Z-\#!%ORCW!-'38=F<356]2FCFZ;E# I]/21U\8YH PH(&?DJP M\M;#("<(9U&(\CR6*&(Q\V4D(Q\VK7F(X$N""=HH@=NH@*- P,N>_><[ZL|\ MNO|C'>AMS_"69N!P+/ROHOE:\OT8$GUB/6ZK>0 &HP^P=;?-QR-G3Q!H"7I*9K]QV(3+Z?/GD)??"OXVO0F*KLP|HU5FR88AE(M[*ZL>T@\'K?E6]N=<;LVM4GSV]I3]G9C[!^']WL68%OC7BJ!XK"&$6,.6L^B%*.ME'0Q#^(4^Z"6X%QTS,^?4"1(P#1T%PNC) &<"3C0+X/W+ MC/4=%'>HW__Y"[8!I&]BM6ZSB[^LVDK6VQ7?WJ9Q_G'7^RL@:9[ZG" J=,M_ MRF*4,Q$C%OJ,Q3'!>~3+8@W;%]F]HW1)P!-))#Q*"((IT0B MFA.=!!Q)&D4X3LQ:G9N1F_K6NNL5>FD$+WP2L2&_ <;$/2PP\$$6$8LF]I93 MB4TI];[\)&*8J. <]52>81GPID/8W47SYV@A^^TU4Y(NR-;]J.3M7[4%4C\'" MYY2%E! 4BX0B',@. <%@E/DD$?$>*3PW:HNU).,_M.,E]N2Q8(>K]F2F9W3*5:93A UQ:0M3VY@NT+@-@^!KO9VZ/D#Q;:*5FL M/UC0<[!^]WF_$X]2++HA@'5"}?ACG".DU$[_?-_S]J7^J7 MSE4WON/%Y^VK=U&PLPYYE\:..[']M+CD??%8=$UJZH\K17.1AH+$/LD0Y4FH ME%'W,4Y3/:@KCZ.8A2*@II)"9.>F)%;6_RNJ &4\=ZWZ#SM\|#(&RFW-/@!E-| M9Y"-&/5M*KWSF=^#A%]H^+G@!NO8&=L7[UKY2?4]4&SR4U;NFT;'-'[M>1S0$/D)41L^(1SEH3HSK,:"6/Q3VV#^8ON1H2V9;_MD(;M+$N.IS%_M2(\2AA.$(OP@0N,4, <)9%$:9"/'H&:%G5"#PZEFW&BXX>$GB-K M9BFA<%DCNCUERVR4?G?*TI=O7;[V\BGH!Z\,[^:*U+KKON9SHW6-,6J M)IN-|+%<]_RZ]HLZ':*SE1*FM=<%')(/EG%Z01B[--/#A>;++;W_E%'Z.5_MARO#P,67O@C_)IGH&I<7V'RC=+\-PN!$9>++\-PB6SW MLY$+MED-_F:#]YA3GAUM*;ME9[7@I*<&MRS?]>SC[L18&_+2VPYIHU<++V]9 M>R&K?'DFE+=.EV*1Y6F2)7&$4AULP\QG<"?*)PZCA*8^R1, 22WJ%]< MQ]-2TQT;W@$?VY06R\)O9":F1#G0,$L" "C:=-^0#BX;KG42 -EFB^9P'"U M#9/1RS!S4E?-.9.!^ZK\4I"VW7SM:QTW',+P 6+,$U!+$)E1V3@*V."8Y3Q MD* 0BSQ+LTR=8HV2$@$TIXXKG{3!\#9\]-UVQPDH8@R!L]^03 22111W !]W M 5H+D?LLAEKNP%JHO^TM!832+',"0O2ME;\YU;9*_YNR-V7U_*.HV;+4$$/V M2;)GO:(0]U> MV;R\"5=@P+3?'@>>+FO-A 9V5D0>0FKE"?%CH\)Q@W?LU/NA;J?@/+?&1(^C M+%>M_;\7>4IHD*8!(@$A.H.*(R]ECSB1;$-?6V MTW02IXE%,RKSI>_VBGB7F#3P.[UOX5G%>KH3. MR_@FE".T%@^E\H;^L2,+0A:L3=_X*!_(CTUI>0V89VFS|M3ASHXE;\N3Q}=" MSU,X94L'^G1QS)8S6*J;.;#]6C\'IL#(Z%1P@MH2CL'$JC^A%<'9&A6.@>,.P M8^&H=2QK'C>EE;]4Y?KI0]GH)0H#S(F![9)E$>ZPNZ/$F$ MS,,\RD"W_8>+3WU"U55:3XI.F]U2; A# ^T'6)@&UNTDA ;2.RJ; 6CJUV"Y MUBE.VSG/I37C]J'#06I=2;M.5-= _N]5]9-MJ;)>]H; G 7;#Y;>.,;!^+M1Y M(/W"_ "[_NJU/U6ZJL5W]0;U& *1V4$%B0A.;;41QGENO%IG*,%Z M^+L4OE&6?R^5B;5R0[?]/=P0]G[O*!OZ1/T8!2NI.\EAVFHE-.B2>U"H$=?;.MU]>>{2)[4+S#J^OAAV%*R46QN%.[K& M6GF2(YHJ_8S2).ERGD1#58]M+LQW;(5,1 M?5)VUZ+3Y5@W=B/!4X2 MDA(L$&91IE0NP2@+L@!%.<910N)48%!%^>'B4\]?X#TA!NQX>(& 8'+>4"QC2 M-A')HQ_@.>_.6@L>++#USU\!SH*S!@ MFFB/@WVA4X^ KNN;++%ZF;*F]&O<5E=&=NM#[Y,8P9'6 M$HQ,2C_U:;S 4%\)"-%.?;!$P

*{49I',61)B$3D56_I@;L%@XUC#RY;C]WTOO=5D>GF?L(#ETF\) M>#1>_@4Y1T-[<NDY6.J%M1>)I?H$|5:HU2L-1X.^9[7\|U[O#F^_F|+3YN8A-M4CP36&4("TH1CI1 A&82"4IHRJEB+ (5A5TC,K>!/9 ,&JJ.%S;7T+$T9&EA?X3LF<-DYL[@^K4E=0>Z(73"=O&1]"SV]#\ 0+3 M0'=KL18HON>W:"/]\!+9^"-RJI;V;V(WY_J:N]X_--FG$#PAI5_7MQ@A@ *V0S-3MR@<,IY-M-B2U6.L3-PA,.Z XKN#F-?QSNQ5_E^OU^\=QM.F+P/G^<;\VF3+MKTQ@U)3, MK'"2,4%H@42NS[N8)PDB#!/$4I&G$8ZQ2D&YC=:49[8T/1]W0<^)*4 [\!(< MF6D*V&">A3V\=D|&+*#!S(POO.#>]:UAV3XZ/(=U%?1(P', _=$ 3"/?YX_]B(MLN:FB:44;W]P6====@|8PCV6>I2&*.8D05H4^GLA.T _";X4+P'38Q'4CZN65J2@9.%3&*>%@@ MG" <,$8E#E(M$B@3C)(WX)RMN^8?CIP] MW8', "A1L.T]O!@B!Q\G9T'.9\PS!PM\P9RNJ2T|LAD!Q92PSZ"'?EW!.E.V MMI,,\:.[\87ZJNXN+-!4QIBI"-(I2A-,L1#3# HDL-? X=PWEJE=,W3FIFXW(@ M'-"."K2P(L="\#LK(4?&& &PA4!>#^M4>%\-="Z36C9CEFC E^TR!I_PO%6 MB3=>B;8,'[?KTMB&0YUUF,DL-TEI,17ZN$;H1(P1@?)4$IDSPGC.03=*-TG-M?9MT(!STE,%%Z19X65XC>4$!>(7D!@#_EA4-E\W1{<)+7MO-"KPQ9W1^;,. M49C7;6\!.W.M5_>@/LB_3TA5I=[VOZWEBF>DB**B0(*EL3X(L +1G!.-<)}) M3!524&(=@K&E.K-Z'|D(6CI,+:GF)#C|VO>\"OU]!:0%WF@ IF UX<)4"P M90ZTW"(M?E"#!5F@T@|&6*P76RZ\ I7O++8";MA;=[=C"X#CY7'"XC)$X&T M6:4F6{1)!&9.>V$(I1QFJ96YA1&=F9[>]UGV$GO#[MKY2FHVCE2_K&"&50O M,/GHH#8@\7RMTJX1?>F>: - 6#0_&WH:/C'@==LG[9U>E*Y- ^.W&V%Z3ZY(M@J-<\0@F*=-2/GQK.AENOEC>"Q*]K>/<-/?*2(XP"3/$4DI1EA=ID6(6IM2]#>$D+F96 MXI:GN^# U0P7LM/>@IT;,#NV,&,Q$ZQ@/V$2+)[%O4B)L'TW*F8MIBK M@=-$S)2C58[#*'"%8(9;D1.M%$.R.*CR,[ZJ6>_[L{JTR<2S5Z_@%>X=DGT_#L-D=9KZ(X M4EP6*8KRW,SF" M$5:0W]'B,I2QP1(E5,ZGS56=6B=]-E*K>E<;=_*T9;M:V MC(OO+T ;4E!U1&-809IE@VN$I%/BRI{$*,"55EQI46]RB[8/^TFNSR'^&E)1_E M](@-]E+8U(IW'9_Z^2WS[$\@RlD4>O1C#WVM'"6#?ZE'F0146S]AU*IWHUUBL MJN(9TZ?%#L__"?Z_,;#=?-JO912R-+]OJL_5XV8GWJWI%]OO\,T%9OY6:[K(M$ X,912=-97\|+*M'$W>2EBU AX$8UP(O&,#TPD|\X"_#A:?RI%$IG=3I!]J+ M*=BH8*::6P:JPM$!:0HCS*9YEPP M; 8_- 'FU5K|^C+R"K,:I8WNUZ9(QS7\I/M@=N]:P&Y3MO-MB0@I1?[-,\/9ZD MB900123EFVI=,*4-4*(HR%N)849P3GL'3BU_^[<%M?O?VC&>1F(UX)3=2E:L; [#0%;W%*%_7,PN61\D)]$;7X^_$/'^-WY=8PYZ??,WYTEV9Q|M#%Z.,,N+!&=<7N3U38C*3'QS5W)T_!9?S@FM_S"//Q9?*A;D'>2!(@)%_6FY; MQ) ^T*LWTQ&- !19+G*2=*@OS8"PHS&^>>>7N!<`MW'V)B9TIG"0IS(Z!A 0;GIN">+(.E^LOJO(WQ7NNK[<_Z&,@TF$\#Q,%Y3DE M2&;YF3H:*E3$$46$1BQ4>9@2">]0?YW,W%EQ'=&@/,]HD:U-FS+6:-(,H^4' M%LT^FFB1.40_P|AV(2ABP,$3%2YR>7ANSUMSIA=KY\^TE+\6;_>_B[7DN^DZ#H&*M@,<>0M:<63 /i(ZG@+#5/"]_M^-&7ITH3'/7=\DP?[J!H3?^&7.7-#!]-L1 MM1G&'[K@X70?!"*TV V1B_BG=T9.SSMTP_Z]W'Q9RW?TL5P_F1HJTUV[^[= M0YD*X+!K4OU.1Q-"N#K?;W;/LK]"(ZG[M06@@XVI!YZ?KD> MU!92G+6=MOG\M/CPH;2SC4I\D+M5SB0C14A0D6!]DF%ICJA2!I H1F86($XI9B#-* B.3+06_BYH^0@,(\!1 M<39XVFUZOE&"*;H'@,"3Y 2^YHI9T-RV>ER ! NYLQ!GG4S&)\K.K6)&?Y=\ M7S7)VF\DVZUB'+.*!*41=24G),<$>WC(GUX$)&,LS2!68BK5&9W<]DN.%*\ M"SHF8 ;@.CYV&C]9:JB"Q08K-"# GG2X.LT%E7903&?Z^CPAUU[^WV7]:ZI M^WV'R'J"NR/]+XT"459[$),1QAM(D)0CCHD L(C$2A$ M$+\+#/F@H7]RNP?:<&T0.SO-J8<(3(4G@.'0P\Q&0I1F]MR .)+=O)S$;PRV9@ 4S1P%3F5HC0Q1KHVD?CWFI? T6[FCZ^Z\%T8,\S!E2,1"ZWM QKLKQ9;PIJM>FV(-2.06WKJ^X6(AK4*#30-?P!YV;8%+$2]HO|P4C@ 2->EM# MV8ZXV]J E4U/4GCK:FO,,;UMOQ"Z=AQNB >_]&S\PZ#5M7$S MKPV%H1#X;Q!L37GIAK]02*XT\ 4OX6:(/LEO;:%; .:'W6Z^F)$*)A!POQ&= M\W ,$*QP6L(H8480G"&9;:GU<8A8)+QF*!LT0Z6"((#\N8HB-'QMP(S0O, MU(:0M,.UWD%R.C8'+@PNA@UD^ @,(WOM=_?ENDV[4M5FC,DUYB",D M5"P09QD\)4>Z04-X4C^[FVC9F1,O&,!LAZ/X M\%+H,=%\%3S?I+- L6?.8N!?%RZ,/N"FPZ8ZT>_I-[KYNQ3'H>-_U=FBKK{23 M($5*)5(\UV<9&<;("A8C.U"A&_&P^RJK[JN!'!GF59DF<@.85,7 M6,1)BJAV6TC($UPP9>VZW"0SLR(W=/L*,!.S:TB[%,3=!LK"2?$B/DQ]EY < MX(YX0<#-#;F!Q$4I8!._\>2.C(H[Z(;6Z;+MJ&@+WXK_W72+82@I,\EQ1Q*(X05@;+D1$6B"A] &KR N* (RMC!:0[M=RQ&+1 >&)T!2._2?'I'(6Y76W6#B4D{(NYEQ^BQ!QPO7;L$R8^R:A]+ MOBG7^YT4*\X1A3 L9:STE^C^%T Y^C@0D<2X+';=,A*'9%2?3?HS.W0]^F?OZRW M=?V/XQMV.INV[':!:]D 7JO>0,M.:SU@ /3'>_$UQ;93\5WP9D1N^(WIL%2^_M;DEO4%GV9G18U(O;T)&/^^YT4+]Z^HW^[!9J3$2SFU"6)'$>Y\AXR%J530%5 M)B4J1"Z(*I1(""A=_D! [9LT>+.NO _84-.P$[;,ELD=#<+;3_YG0@]D$K\]Y M(QP$X+9&R1<4OY)^B3 MWX-J,H6ZL0$'3N[ZT5-;PS0W@6$G,/R +90=O-9VR3MH8&MT Z_=-F"R[62_ MLT#+Q0B\1/=G>\NS(+FUP0&!<,3.PYUW+XIHAA.\I.],TL/PT(:[5P(.(++U\,Y '9$>>?"KSG1M?*'C(9_,21 ME6T';3X]2C<"IB:!M,=_,WTOL*V4UN,TW46:X9QA? G3%AC7_GG"]>+] M1ORJL5$_WWU5UJ+DYC30I3DY0&WY*!Q MT:]>5%H\!E-_(9;D2!*I1A7&!+%$ M^])%Q-*",AHEH55"XABAN2\L&]+!"> W $(>E"(V"-;SC/B$ WEHE6E? 4/1PT>77@4\U;45K]=9Z\_/V:3]< I?Z<-N%L4L15$4%@A+'B.6 MDA!)%K)4B9A*NPH(1_HS[;KKNG4>2LJ/M"T:H[V5$>T[3;Z&3&$V09@FZH# M1TNWJK] 8M%V54?]/V'+[@MHW-I672X#/0Q_TMK6)52IV+ZC_8]SAJ.L C 1'F;LSIX L,/YO. ! VP'2$Q M3 2:B^#3.WQFF-H(EW!^ \@LUAT "JZ:?# X6F80:BKW>KA]XU6M; EMR:? M)PK#/.$%6D(IPDSEB-$$(R]4RL,LY_HW-H,A8N69=?] "Y3Q=~G_L"9/D@JF MK-8"6:OB3>:'|FG]T,D>K?!VU+G+!191[YMB|)IS^P.NSOSYI?S)?7T;LUZ1 M-,495@)1^AB, MMGZY1W"@GK@5+/O/>4EG+ [\W']I,WL,-M*?ZEBVW[H&,_DI,IV?<;\4GN]$;= M,-V'D1'WK&Y\^A5)S&A1:?HTB1#AE,2H")E"N2]B6/(0\PQ4$ 2@;;L/WI,. M7LF-5*49"MS3AK8S 2!]9SMFP@GJACM!!.]V A?65_<3 .5ENZ' (;GHCN*P MA)M!Z4>F'H:E'OO*O=^85I2E*&EE^B KGN;Q-+U3TD(B')HI\/3,GBN), ~^PL MSUD!:H=D37EF8W(8X'LZN??(BXF"G7+C-M)X'%X[VS(+:##++X@LOYP'(UK)[MGH<\3O=%OB-;PW\5HK6K+] HXY!?RK%/NU?%" _5==XO%&3:5+8A /FT^F M9W55;KZ\IOKBHN;8_LAST/ ?,37+#W+++H098U!3H0FZXU?LO ;&BL MI$DSE[%,$-IA'#,S4AP5!"-"E'@4+N.#)1Y/41L;C_QC+11{CZ7N-52H $= MA,W2&?0$!M#_<\8!IO%9".C+R1LBM;Q?9R'TA2MG\XRO+).V,17GII|8_9$^ M&2+:[NC? 5'MY:GY6(2E"R7".(J4(PHG6?BJ8_HE0+CA7H8(-&)W R\S&H6Q$XH>'OJXDH74>[^N:/)S!WW)TZ57-F MI8 QFBU#Q9Z3%\Y6 4,VGKD"7W)BORWM:C6U;25=?]S6S1C70UQ8Q7F:) (*B M%."N,L,@E(F::UE <+--E\VSSH:#-,*2)^RI#@-X]\R7,B(M"\,88H5PQ#)$2*/143F493AB-0\NUU;C,;,A0 ;#>*T_AKP$Y1_ ;\.GZ7& M3Q8:J..&'FH(IE7[P7U5Z8_(=DR2!J3!XVWKX7G4[$%)?>GV=2++:O.@H!?Z M, QI1XV5; 5^4^\K4[G^2=:R^BZ?%SD7/(M8GF2(9WJ;QR:8P8B*DX M[=9DC1=KXLAM4.]^O=[^,;"=>-O]P7I6^U0H/-QA.Z P_0I[@_?!ZU=)O.S- M](?;H]0'/^LP .A=^4,[!]I-^")?F^QU^D5^,F_SMW)3/NX?5R*FC+&,H(2F M6H7#$&L5EKDYN<4\\F#HW](.6@:#G(&A8N LZ M)@"S<<;0TTCEF$88L3#+L

*M4AL|7_GSBU4X6Q0Q^ZM3?J^=HD?¥F?[XN%V7_;D8+;"AR)-8*L1"11'.J2E/`MS@J4%30A.!*Q=E1@VG2=T,RJU9(UM3¥W04L9JDLW\+%5K.E20[7LN<#!?]V?*
ML\1)QB3TIHTWR"RLFL/"7NKIR.<=YNM)6?VSVNZ_-8'=]GZW.7XG;4?NW5YB-M9FTTE(.&=-#1O@O>;,;>[S18Rj'((@F&U]"@]3"N':|</=,#[3FO)X->8UR3P=45YMO:RUX_7Q+JX
M6KSZ(?AN]MNN6G^6U6/JH-HZ)?!F=GN%F77F-WVBK4JZ#AK}D:D!RI6#-?E;_M0&)\3`,#_DRSK.2?86\;E!5I.QM8=K&=.;5RTIXW-XM-N^]JF.M[7M^U_2D-=[:]U?%%V&W
\|\.+LR>R-XU-M6/(N(\U@S@99\+X^#1A/#H-C$XMZ"M._>NY23%S-V=0=LC2/ESH1$4>9C&*.M5!0B+#,.*$E35(0]SU-59)2.!N&4RI4?US@N]<{^BNXV-M8*9)#;8?,(%=.M#,-
M@?SI_14:2ZOU;3&O:.W AQW:Y*W7[S>B_%Z*/5W7L!{CUYZ=6"$ M)]!GWV4YQOW]J2+"5.J9=)X[;_)XM9)(]]"R_73&Q#GK*O>T.?<=K%7M*YK
MTS=;UGTMU_U&_%Y^V92JY*:795N?,%*.32"Z/"UPH31/'"*4*121/$&,L)>=<.0OZ!F3M-R1_9&M]X'82,/;EU[Q[/EE?,.V8[+%=^@Q]P?AY(L?S?W1HR',.KW]J-MK7>K/(EQD68$X9@Q??
R-,E2D2{(LC8C,/"L2875K=77U96.\AB*@"\T%%,/:.M,%G 2>'8YM_@!ZYES\T.34Z"\-MA:>'X4*49%FD("9E2<07!/HBX%MGN_,Z"N47B8V^K;(-_.C!OZ!*:60Y>KN9G<<
MX[!*L.!Y^A3*"I$AG!48,5Y$B"4D"G&*<2BL5/ABY9D5MJ?5#2.Q5-!+.^8?5 M<9)4,.6S%LA:V6XR/^#OZF=:K=(_')7IF +VBW/Z ZR2#]QMA@BRP M00;=0S-_XPT)Z-
R"7ISQDYRS)/|@XI,DR+N32]!4@$B'Z07/!)HPO*!?:>'9 M!<\$N!Q=\/P#$^^!'[:,;=_GM=U[NG2B58R5C.(D004QO;-1(1!3*D>\H(I2 MEL%|!E_O$UL^7CDJ.!7XY/C3WD965*;\?(KA4-
,4\P1{UK3 M,0NUNM,T;K1?L20O<&RU10X1F7FW?#['XRXP1">-+6FQL=/CJ1+#M!,//:BF^^#7[5H_7+?SMP_1 UEP M%1-5H%1BB3#.$\0B3% FDXBQ-"[TW@S23!NJMOI?
@2F1YRF-,$2FB2-L,,U:.!D1#%3.E 29E4$;!GQ3CI V,<ATD(8VI48 M@?UV^^Q8P2-5,.0P%C'"B?:(*%,Q(A%,19%&D,;*]HUV1|A,NH.>!9 M1U_-6$I]16LI7F\?
S2FL3=,\QK1>/1T_\f$^F5\UX^+U*:fM*MU;__<;,?V;-M&!'ZG_K9G12K7"]*$YRC7%L6;6T(0522QI<@)"0A*R*>8Y>.|+-QO$R4IF%,.M'T(U=\&!|&?
5U.PI./U<)T;0R'%G@ANH%:7WFZ,3E5C3A !W.^+X*E5_JR M{]7-E6W>T2O+=_EJAG<)]X-GA]F7\SP?H\MZW+,#?N&FST_1(2'KC=S1 DZ9H*&F^/03VB4 SPL$F>$S:8@?UY$
/DEXI. D-@3MT9%,-/%E F+Y"9(.GUUV3P3W%/M$FTOY=/LK@ERD6IW14/.]>65R5),(]L_WV_Z5 >^KRISOFIH">*M8LcO/LT*?.M9!*]O\HRM*B3*DQ%4[*'
3LR2_9!K29KM!'?'N0@.<>&Z%[&WTW1]-MK@GI#>'@EYZ%?P3:%S\D*_50W0]#Y9*>#A'<7ZJZ%=6ET]8A4%Q)80<|[A B-M>3Y&HRM>Q DCE&8$94K[X{C@%-&48R3S)$H*FB?
*KM_B (W9+S<[HD%'U668 M^@UT+$(9TV6&*OM\X@+B$-/%=@LY7(K_>OM=5O2+ASPN"\$&@P@W'ETN7C#, M^UEH8.2C#CW73)"W?KW>UO+S]K?-
M])4X$35!N:NS[9+S6QO36@Z"\A@6SE7XN M'V6PVP,-?2CxJ3HJ9G?,.6H&,.:4K#1F<&&G& &R!:,KD+'[\ 0H/1N'> L MUE^N(9R]L&?]X0"/32QX_22-&.6Z;
RY=EF$%'N^,]&>+O>Z\656L9*X4%&! MN#3'DXA*5/ B1US${5#=D\X>;4O=X^/FXW3?[\;_]MW-%UDXQ3?Y*UK+Y+\6Y;
MO=L;LF;,E3G]K7A$HICQ&$6AC!"F:89('BF4Y9D2+%))'E&(5P;F8&9+U_+3 MEH+ ^D<2[&XYH^`)WX+3 M7]3A_GOW=/^W/K_^L]KLQ/M- M\R_UN[7XL]¥MOKS6?E_]IM(_?
*_$ORI8*T$_U&9/*RFU%C5#:32'P3M:5H%F M>R]-IE67R-M%8;K<21.'N=\\I2=[K]2G7ETW<1FFFRL;]_6)6]B.G_*NBE> M+]*5[0[_9E^UQ_DN*[V@6<,.^K.7!D8Y'OI9_?S C^;,\.L^]
(/W"[A25\\|3" M8Hs[OY"=QO8\KSRAMJ=^V._J'=V8FJ%5GDI%,.=(Q"E!.,D*1'%:H#1ED8R3 M)(V2%%1S_9S"S%:WI7<7G%!TJ'(Y@\3.QYLD*,P\061TJ_ZX)H?/HHVS]9>O
MM;@FWM42B;L?=%.U/E7W(WTR.\#]1NC?5'LIE%)^ECYNDT36&4\3T+:,E#1P M('S"P-K9R-G@@MX\]DC]?$$ MJ8ZX(01?3IN6?%G6QWD]V1U(907M<<.D#RWU"Y+, .;FVF-
T^-1]3-[=I*BY, MT^'WC|_T'<;$;7=2=O*QO[@^D]8@O]-8VW'"0Y0*17B411%6H%!;!5E3G M#L =>0AZ)RICU"?!8D=P0/14%$]A4^LZ*Y;,@, M L-%F
STL$-*U9$3(75S@YC]14EB*TU6AW+*9SI=:+G'I]@AG.4K7/P&O,/I58[G^ M^%6_E _)HZ8%(E44%(1:=^M^OOC,"M60"QIZ M04O0OSKH H=A[9DJ'4Q_
(*!:HMN2>|46G2QV&*51;?$."TLNOD9E,K4U6[5 MW.U\DM_TR_I*:_FOVGZIZ&.![(-J(QCW^]W7;65VM_;5_+X8;&B*A:AS#&2 M-
)':3Q6F19HJ$%%Y0<,T2V46V>C79${F#@D:WH(CO:#C[]f!C=-!ML+T",+ M)FC/Y,E3ELURIK^6875?%&R'L.15G(_,7&(^W7YX@V3(0=9$3IQC_;>CR9E. M?Q'[Y VFWICY6]#M-
/Y&*]E/]>(S_=$65IDKNK:1S7]J_;O)STCR.)$8L3U+;@!Mf3;;_,@.;,UZSEHDF?[3GT'+H(#&[!SN %V=]=P MSPC!3-!D<, G<(^XGL[?-A07/7T#(^A^]H8\.NGD_6&[^Y?
X')\^G^$B'/$^:A&$P-!MPF\!(A M@E%Q;P0.QH]S* +H.]1QN3$U)Z8M2I>@5+ HRGBF3SKFS(,YHX@5<8)2$K(${
M,XTUMSKX#).9V1H<6D%VA)OF12Y9[[=Q&E9W?]+#E'P!P0&I_EX_<$OS=P0" MEN,_*M]@?O_MIY?+[1^5X"RO?_S3;H>5/S:5;"\9_DG+C;E2>-B8,=SUKNF> MN2{B%$3R'!7-
:$(J]$!44;J+RR+(GU>4<*AI1V+T72&GV4 M\C(EX7E.5O3ISRTK=V//05=8[>R^)Y0<9)4,(VML-YFWHP27'C@C2T ME]-NK0)<$7^Z.WC_NU!0X(6W=?
+OL@[H7VZ8#¥]YOMHS9-*XUNEC"%498(@G_H M%;:*)MAN),1>,2Y%GPO86QX[DW*E&!R:"EHN{[MO{@QZ3H*_6EXL_7T GN/7 M+_Y1@ED(3P"!fE=@,D^X2+$DM-B-
"4SPTZL1X)/PA(DWW:GQ7;GY??>X^Z2= MDV[XEFFQ\%U63_<;NGZJR_K=FGY9A81SFGS.5A@7!A!MR&88Y8(0E/$ID)-MNSF7<-)SWXATS 2:&
[KAI:EG/0R0.V$MZ'D+>N:"OPQ[@"]0,B';!M[3;; >H-N>E M^^^T7#>)MJK9=(;)QB+HY@?]5(521DY$[XZ9TH;9'B+$;)4%$A)>5 "M6L5A/? RLXDZXRSH6>N/_0?V3-
))7Z[_PN%=T/ (C9"XOQC;Z.DB<$,C*W.B M[1!YF8R1MZB,.R<+1VPF0W89S9F^)/SZ^.://S6R9/KY]"!IR MTQ*^G\LZ;$$FB@FS"&X2@FY\;\CB+=G[?*W%
fG%O'"%Z97OK(PZWL[!K%5S+ M=_2Q7#=]!7,\)?F?#[__GS_G5W`|<+CBDEF3ZL\,*TF62(4IP@E88\#1G)T@1; M7!$.TY19P5KB04LIZ,D'AC[@KG($KF%U!PP",)YY6WZ72!L1(WM_X
<;N^ M=?EBP.YN[20MWFS9OU3U9>- MN3-Z+\SML2KI82[O/?_WQ]RDN-^<5]7[?]-?"$@8|FU!]PGW0Y MGE#\.0:Y7D)@/%&D%!D!P*MDU04^B3*DQ#4_'*
UMR1M\.E]5;U^V1/_NXPX]QELO,0?G:FP!,JP%'<#T <-MIZL,BNIUD,IU2B\P,V50Y.OC488?<6@08:ZS+LJSNTTKQJ'(95&@B(L"X3PK M4)$G!9*AF> L"O[D^O1L#X -N2TLS&XA
D^,5/Z=907 8/ X* A!??$H0')AK(X(< M5G$S2^V-71.",EZ:=#;AVY&1^P=)Z-2PV$[,\;P"#-@ M4UZ,G35;"&Z8:1M$^]!:EILDXE,.[9&$FSH/&'FR>U,X6=0(>H#LN47TL:3K
MI2_;'8WN/:N;5M2KB"22%%86"-.&[M;'2F+/1T@:[6#8QOIFVZG2@Z]PJ4+[7 Q.R23MX08JT06OG@==$O3RHG7PTZ['
MJDVMSVFB,0"_RKK^,)5N_NOK=KU^>OA{(\7Q>U:7HJ35TT=JADV87_[_[+U; M<^,XLB[Z5_AVNB,,$[R %ZPWUVU6Q>XN.ZK<,S&G'Q2XVIHE2S6DY&K/KS|
M2S8>_54=Y'(S(_*!)(?%E6#\OO.I!(_3O9OM?/W\O]MLT6 MW:C]7[QKWUC@F!4DC3(499%>YH@\1#3+#@KWB5T%KDWYFGSBM3T6:OP[8<_LN
M="\X^6\DIV$:1A@C0HFA1<[S5& 1(OF'A(=QEF,*W*[_%# ^.,5O__NKL,X] M_$S?&IJ)^(D^LT,B8R[DO24_)E=XYH3)7!_@-,DRF^31_>;;:S0A"Y7.(/5
MD'K3D>>17H<4"3(5(#*)BU@0Y=A/?I9+5]TNY\!;1!=!L4_<.JL*S\W:6SFF M3_M@Y]^1?=CGO$XT:%Y[_515X?,#5B;VFE?1?]M=^.MN^,TN\<(2V!.T0KQ5L9T07&GN[W=<6:
[UWM&^>Z=WG-_/8+5\'-5[8Z)T.K& MZ76AQ#O#D=:,]A+V(;"*24 B4F.H%G*0<49PPE#*;Z@E'8H$C5Y9#D";S[%^-M2],&K@IV.XUKP+L7TK_K1UT(#Y&
{VTUBPXHMMUT&C3=':0+0LBJM4PC5SK MJL;KLC0+I:,BN\G3?]J42BZW^@?NF3#1"1R?!(HP!>8G5'0"Z"S!HMM(;C'L MRV9=.^567M^7LOXI5>WRC\78]
(A.4!@*B71DDDHCE5/]#Y&J0IK%*86LB2^+ MFGB:?Q$\U O>X3$:JE;EV<*2M:+M#-\%%/NVJ98FF%2+C*0R M24F!DB)E'"=YIH^YB@EG(HD3XND
)V^^5%KX@#15;*^6;A7\RK8*QH<%_W_MSV#?*GU/1&I>.F@+9W;W\'LHL\GP,6]>;Z$DZ,\OZ'\T@\[T&IV?GI_0%Y
MCL;>X^BN%U+:,Z_U:NYU3\!%",22I88JB>.L,0*,44H2J60.B]X(F'KJGYQ M$X?.@_F*W=UVE@4>OFT%SN[*.Q)M%$]\\)&!1U]KL LBA#PAM.M$^$&BP&>(0.E;1T
<$KK0N3,EO9U,+Z,.M%G9Y_>V9U-HE3//DS?;!&UDD2K!(Q0F28@P4Z,1C[*S\W:6SFF M3_M@Y]^1?=CGO$XT:%Y[_515X?,#5B;VFE?1?]M=^.MN^,TN\<(2V!.T0KQ5L9T07&GN[W=<6:
[UWM&^>Z=WG-_/8+5\'-5[8Z)T.K& MZ76AQ#O#D=:,]A+V(;"*24 B4E

*M,L2H4BC!198F,8VSS*JR%")TZGQ!HT*PW.L0K%[R+#!_LX+0SA%] P/,&;28 M',3[&UQX/>==U9**G'$367NDD\ZJ^Z.I2]M&4H[^1:*

MFIHDEI:I(\RA$$4T9PHPR5)A+*\U$B>$R*0N0,N,.P%S[Y3J-1I>E*T!P<&&VZ-MY5NM0L$OK4K.E 0(:MN=R#0 0GTM3'[M

*MY3;O.))$,T4VWW0P>,3799_IZN=!%%$G+X^L7!,.4$M**!UQY!:@\"H *2) M,&-YOTMZ,AJX]H\(EZ,#%X \,@-<=DB=V:(,V/.RPMQV:@35HB>1QVOEN_' M^2*;>H*

*7GC&J.BX4(2C%B=ZT/1 MX12FB0Q%!+?,1:H7PVF4H2*4M'.$B,8,<)BU54NY4SOZ<*- JU-M4=!:Q@#_ M@ $#@B>L?#9*G/*

0T%;JS]+LT.8H$/JZ8V'0CE7RWSN]D/]H&C55U\Q8M9!HP]J6$9>MXUPH+C B5ZI)@FB:9@@O8 -DR+)F$]L=HL#\-K)7LM]G30F"YN,T% M#0)/$)N+,$^R?+Y1'\O2E,6_1+/?

EFOY>2L?AVZXV0XSW>]^+]WDBK7\S5IN M=M6];< CQ?&UB^YL:70+:N4\7;R X."4=K42,%L.%F)N-R$+>L]QP;NL:-O; M3' U& 55ZN7T3K[JT}]0@JZ-

*UY65_Y_+S^OJNO@'98A+X:RO%RN;Y_IZME=<)ICB=%WWQ3 MY!=GVBF57._3+KF0RI38&A\W=4(UJ;)EH=R95R?VM(}$ MX(/4 SRVU"9U"=E_V1?*G;/:)N$SRF!H?J?/5F^TT0-V.>9K3L>:,3UST9CC M,.SEQ^:37-MVZ3F*V=U23YD+%A(29CA$*4\5PB$1{(BC$!%):4PHO3S*:">V MUX-/[&2U#),8TQ$>964.M 4]4E,YPF]/!9IN6*

M+IG1G8PN/N.6?'B_>7S M,L?31O-D^%FWAY>,>[VIN_@K-R??#]NJ M6IW@19_@3Z.1Y?&)9K#4Y]?C(' ' C[A –P!H&8MOUB]7%-(DCQ7)4D1HI.?A-&(L3A'0I"\P%(D,@/-PW9BIT[#*

*M'QM(H$ ^L.>'C 9O6 %3W#Y@&E7P/6SU6]7Z>/4+?K-Q(&-D^M:F^+M[UQD!M9]V6;55[HR42\WU3;.D$(SO@<Q{J0*G"'',B5[+%(B02DI(DZI M8**]*

*WO1DR_UVQ90VT[_V&JIT7.X+(@} TBYX3(,/+("<9|#NJ!&T>@2U(J2 M7P\8/QV)!27];TU%/0"(;'TT CC.&'NZ%\-X!3^P_Z_M<0/7Z4YS)*5X;$S*

*M/#*5T5=UL'V2YH$IF/"H2%.6*Z=6*$(BEG*,D)QD1,0N)!)4%C]!EZIW-GOC$ M,)SLJ>3-GP]_T>IG#IH;#1N:QE;'JZ#6THU&QN73V$6MF0 ';1,FQMJ9=F8$ M2IY9.%PT>1-*

*2FA&07>*H&3.D8\-9 >=2M>D3+(@)3)+G"HH1!FJ) MDS!+0/?MS: 3!RTC M@*UEAJ%$]@9ZA_M/L %3]M5\U0\|;6+5CQ$G+ MU.I?*

C6R&>KW;/M1]"DWOM/;"N4Y*S+%$9/4G*_1!#%*!,HIQ4542$YR$$-D MG[">G:+#*5'80?E4WWG.\[_+(G)TO^8(#¥F-CD'!00MICHN]FH^=$O4U3T1ZC M+S8/{?O'L9-*

AN>%2BNJ35O2K_-[V2[M+]1SYVV9]?R?+1W/=<%RD:28$Y03 M(1&.98YHF*8HH1E+"*=9"KNR:RUYIDSDRJ1|@E8/8"!#:Q#M?\'2.&"!8*]" M8'|:P2\O6@0;]6NSF*

*Z,)LBH$AA=/+8ZA)KOJ^>AM=QYFO]"%3CI@@=>2 1+ MEK+B31,,/;K^/3UH1]K5OZ:6C5 *'2"%9]7?'!=E0F3]'^:SE MP_3\"!:M:5U0

MOQQF$?.G^^2PH/MS?6UP"%\4?4>SP#(Z+SJ1+/H97LY%RPI?XCBJMRM.XIS)-M/-MQ0.($$Q+F.$D\BGE,4I_XTO>#?+[#IU_A]&F9HXN9#Y%^\B.CQ3&>\S#HM%SGZ>?lCGKD/=7Z-(QS7!S;.CF?.MV6U?2A$_1MYK#972MWL:J;_R_)1MB5H M3X]*45^.4D_=JK_@/J9I'L=!EB4X#&*!2<0H3K.(X# AF9?R.,BB&-@]\'2M M9IYMGNFX0GTM]>YCT]6BIZAVUR=54:>K6MS6VH!+,#3KX;&;)R>(? S8C.?X. MZ'/[_UDX+9QBZ;[#H0.=EFY\Z_[&@7Z(#@>"\U1=?)?\H/:SM6P7L:['Y": M8H.OSQP)CS)1)Q3046S8VNFCIL-A469U58Z[2PV:HW5H=`BP(N=$HT:U#\6 M&G_0H@^?YL^]SA^VE;S?7I?:BHI%Q2]+H4M"C=ORC8POLR5!Y&/&3ON0 M*SMAKM1(1;58W9?SOMC4/6"N_[B]1%H#]0^'G9Z1E2K%8R$.[&-X@)KXF=@ MM%U/O[&!EVOQ9V#>LXY_)L^?2KZI.PIN2SUCWN3':NVVIUA+?_>"*4W&H8SR MF&'I"8H)BV.541 /LY PXI.4Q_+$A7""+G,7O6/VN>$.Y5)G 2"H%5]%_ $CG%41!0GJ)8\M:!H,^6-|>=.:A]JHEKD<:T, MI6=Z#LAXN'%@)C 5 %EH0<$T:,<)S$O/QUN8<&G0F-<\2\,/V:T!H(+RK!37 M:C3=<&]*<89IV[(AHPE7%""B4@9)HF?X(OG42)1V@V=S0A+.8;0[AN+: SQSFUGI:'%>$+:H_&MF^,LI MUO MRV2CKA??!52K"-/1EF421Q)7RH_]SR:*%Z* (42P#4B;&&YZ*^)^ &U^&21)&,M$ M_>:0B/HXRUF 0QJRD,="31*PU@^6N-ADD\\P.0$#PQS/TC)@TF9F%#SS&M#> M52K5'WK9W&C_]%?)SM SMER6C{(\R$]RPPH=FF[E+M_N-MH#;[*%DM3?!'$-M5.2>[_PH]31EE%IX)30+L"<"E@<\),0##448929W9U5H===*%C]P7J]8&>]%BA-ML\WV-*U/-0/6S$V=PP7S7W=(6:!F BQW1]D](G-A3DT #*\I-B$OG*37F3#7*<7.6[+>@65G-MPNQAHIVIERP9)SG?]=7(G?K0NM:BY=UNZ/)Y\|.:LC#B0:;R.)&J,$ 3?=-& M7FYNJ^II#UC:% I)/&H!H%@4<0P.+ M:1TJG?0]F9KFBGS20N"P+I3D$K\@H ; .;18&K;50"ZE5ABRYDG%5E/)2 MA9MJ';+RA^HDXQ:T>-U1X9VCSNB$Y-A_F=G+(-:M0BJ_*J MX1$7JZL:-:A?4#^?X%N^U$===>>!?O__6_8WZ3\8J^?MQ_P-02P.$% @-M3CYV639H!|F8M0_C$(!4 !I97-C+:3(P,C0P.3,P7W!R92YX;6S4O6MS MF]>2+OH?D5.SM?3*[A?IF9EVI9V[63V&4|L_8Y7UBX-&SN19$>DG*L^?6G M08H2)9$R18(BN&HF<6SY1:/[0.;;:#S|,__C^\7HIV\XG0TGXW__F?^-_?P3 MCM,D#\>?__WG/S_|"N[G__$?__(O__9_ ?SOEQ]^^^GU)%U>X'C^TZLIACGF MG_X;SK_\-/^\/_UC,OWG\%OZ?THS,MD>@'P'XN_]FKR]6HZ_/QE-I-@0]U^ M,/6GTW_5"IT40H*)D8$214#PG(P4 TS$=NK,]>_#^?_Y4V+H6S&HS.!93A @+D M!J(4*OO"O/%N\=`1__+XD]O?G0VW/2#!%G^R__^ M_;>/Z0M>!!B.9 ,P3G6 V?!?9XO?_&V2PGRA)1_*]=/6GZC_!:L?@_I;0{J1 M_& _?9_GG__B7GWY:JF,Z&>$'+#_5?__YX>V=(83!K_/<9QO.?+M%_KP+U4AJ1<+S2RT\F"XI6[VD_O->#ZC#I>8C 'R7UGN+MRKUOUQ33]-)EFG)(;68T7INF!A>\|"^/HG M?OD:IO0A2%^&H|SZVV4ZN6AAK?FDA>Z6EB%Y?_Z)IEUP.L7\VI(P6V>WF-J< MQ'LN?O)@HU^]'5?7NEI%^:`,%[-!83:2^),0G>>@,J-?27!(4T3NK?+!J<,1 ML"LT\A $/>A\/A6CTQ-E8>\A/!+*E"^^1R!F>1-DJ5+?B0.9@0?0S!!LIY M06A8'^W$]F]@N4D#-79B_A?C\648?<"ODRDYR"P-2;P:*+>3CS'>YP.)WDU@>2R M=":2UT/R>BH*#[%DF@K/B,D(M*F-Z[@S[$[@4&<"CL,5VPDR/DW=>#:L2KEV M@-:PD(7)$(REP%MD"4ZD @F#H#W1NJ2P37?AQ;^2=*/#!\']J;>+C.37X0C_MN+R(.!WPPICG18)EA4!M;0;O2"_J^^2]B2COL'WE_H@[0<*<"20.4F<74/B MGXRQ^SZ7U4!?""R+|[*.M MQ)!$6_AAARAJ2E%4%X*I1A1V-;AI)MG(R=%50.U7"G.!&#;.DM6J>A, J_ M%8_U$% &L YM$08+9RW.TS<,O1M.SN4\M8V&>X+)*_KEN^FGR5_C@2M6)4MQ ME]:<8G)TE,MK&R'K1)D:RSJ$V XDMP/O!I%S.6-MH=V> +*(M-Y-WT\GWX;C MA .AB]4QTF8I-.G%^@!1(&+07LJ@72Q*MD/)O=%W@\JYG+'D_F4Y.D2(]?YF,5R>"+G%.>9@ B:8>#NM,";PF5Z>1HXL^BGO8_G)_Q-UP<"%G MK ?I\18^(C|[?IXLX&0V.1O]K3'GT1PPSVN[RVIGLLMXH MJLA"I+ WV6(]T8!S@=&VY\PI*A81&IQ0;ME^-V*P\|K#+2%IKN S'],1!=D MC>GB GHZ&UC&HMDN-MH'%=Z+8L4*F[)5GD;= =' 2L!@D.DB0@.$;!Y]-Z"<MUREH SUW@9>W8_I:2//A-WP=YN%Z6H/ A+1121 H/%M8]$3C&'!?@@M.!.E; M'(5N'GTWO)S746@#/?>!EX5??!7F^'DRO1IHYQ3IP &+K)8FD*.,*D2(GG05 MD0*N>-@SK V#[H:.|SK\W%_^K78#BXT48C5Y>SD@:L]F !25D8 I*7)3+UG>? M3$L2WQFK#2O*Y@.@N#/HLJ XES/00[7.!2C>7.#T_^\.?Y!_,I[_>36Y^!K& M5P-FG=+64\9.L36HI"S$1*&W-3'1GR!#W2)4W3CX.B YEP/25EH^.5C>IC)! M<9F'!|.OYG. <+0WRZRA\'@CL/),NZ'2&92R#+R/ K1U066;2M&'G.:O'WLW MJ)S+^6DC'7?A5CY^H2Q^A7.AM;-1.L!0*#V+14',MD#BJKB81;%-$M_U.7=# MQKFRL&1U)5;(N89.FH1718(.[$3AJEQ:7\ MVI"[X>%VZL.MR(P\L.=Q9E-SR=RS'L<2S0 MAV.B;4W#Z.TXX_?_A5>#G+47[@A @XI"+TKX8U*9]*0IF5>^F ,Y,#8.NQM< MSNPP]@+-GA@.+0?0S!!LIY ZZ$B"K2,F;00V!,03)E=-%N^3-89"X,]QN M4#B7<[;]-=G)IG-+3O K_/O> MP+O!XEP.6%MHMRN_+%D*EI-0)D@I>0&!%%"IPCE-PCK0P6;D.O.0V!-'/1AZ M-Y"!,0J<5!.-",<"!.*6 M\ <@9\M((+]MDV TXYW((VUCG?2'HP^^D$"\6]]RI,OI=O1B'T=5L.%O,+&FG MO?,>I! &E&;UF:FN%33,HE.&E'98M/(T>79#UKFGCUMQHQADJU)T2],JA/ M-((K')Q)B=Q@-LP<=OJ^-MAIV N;/XG:[$X_]VS8XI"+)$2IP9!<=,KQ MZK0}7O$>)/"&@_+1^X->[J.PB,#8"!MKFGOYJ,9Y/1,"\,<<.HL;H__(K MN^VSN6__6(-=?D=)#ISN++Y?P.82O@X^?K6.Y=H? B.!AM2UCE97<[FDPNR%.RNIH*:5D@I&CCS 91D$KP5 M 3QG@G&408K'%B;WP=DCXIR&)OK9T-7*$!U@ZOT4OX9A?O/!*XYGN-K'%TOE M9DD)+@L:>K>X7L3\9^UNEYPO-]U;V_DB9S,.H MD5>:.?,7I_.K]*-36+_G-?UT.OU9MU3@QIL@4^@+6IOH(1M8FA%D#)F55*%88 M?.QZT_!6/Z,?:F2*#AS0WR>3_-=P-!H(9$'D+$ 4^H>]3V0<%@$R M&8-"6NY#:]^5&OLT=-7//i>]5-P!--Z2$<:?AQ32+1TGH?O-[S2ZK)7N-W/B M)?%0T(*C5)72U)C 24=S"K:^V:1D]=&+T/T. WXLUXEXK9_QE*'Q;3K V^OK M86LY_ 5^"M]OIC8H6:54A .M:QM%86F;KG5&3BF.Y%)3?K0^=!^4;9?F1&38 MSX:M1G;H %'O:)L.E;+D-PPS_%";/;\K?\Z6:V;@F>7:U8S4UE-_+P1EI$*" M+4EY%%[;Y@?DCPIT(@;M9\-5.VOT *W;U:./R3BM<@KO"5@I!D3,JT/RBF" MEQ0+JBRL%I29/MHT9B](;1+D1 S;SP>E@[7? 826\@]8L2JJD"'I6G8M1:6 M%@D8\A1>9WQL4+E_9/^$U%K/W.Z_R3]|H"'Z_O#]^&GJ92>DF_,TD.88A M#D=W#E9]0"BQ1!#"A*H=#1&1=A*JA,$8SQY] G(/%>\.XIV(K/O9;WI,6ZH# M$&ZZ*UK-ZNKFJ-5C<+P^-(N2UX9O%J)(% QZ+R3J8$5N?6*PBUPGX@8_Z3W> M0;;I &\;5@R/7.L4.11AZ@R,AE!L!J$3)2%,*VM;W]MZ\+.JT3\0+UW<"S^ MVV3\^1-,+UYCG*^%@D5QA\9%"*I6H_*>-T.?R+Z]5/$ZT_2=>!^N_#\62Z8@?'6:V_,9:7^MB/-M\@H*$1-YS)JB>A]1N\QK<1=T>^_#]-UT MH;/\GV%TB>]QNF#@&PAG-2Z(&M*65Z0&ZV%'U1BO!:)M-?Z(&HWR4[$W_Z< M!9FM=,=Z!8DCR\NYU]H*?TWYH$6.EI;/-""]O5>VE3&M0*1)Y&UL44^V@SU M<+<3=E^A$A/ G0ME!]N@.78N%,DBXR%?)+3L;0.E4*-YC]^ED"$W7#I*)G X-MI!9BG(@S_D0X>KKF.P#/&OGL5F\;O*V-ZQ.P(FF/9XI4%+0 #"%[$'+TWL?7! M^0YBG8AE_AEO9=I;IB^P/7"ZI7AF=+/, K1.@K%"D]GKF8;G2PN;@4NO@_1%Q M3D14?PIP'62)'D&U;$R8!UXZ&8Q3P$4F]2@5;&U(#\9DP7F!))3S*$-P$4$M1 M3L1R? SHP[6&!"H&TSL,>R=B&25H%QE169&LJ19R"PC#DP+5GOGUI0G<|^*>#_MU+ZVZ M7RQ!1B2!\#++4QF2B47S@+(=47T:(X4?MO)]Z:[N"^^#"?BO3\%?IZN M]PXP\VF*878Y05K$X\HRBW4PX%;H.?7517";P1^\@YAR -FV?A8TQI-8W*E

MQ0A_T4D/2A8)GBD$+:0K@;!88NLC\N/1U>_(HDI3IEG1PC"@?PI^IJ2V?8I1.GAPN-;/^;H_41B]'9.Z+A=IZ&)^5P-C

*M@R+E!,BVMBD1E38O!07&%W+!VB5FCG;7^YA@W1+.'P*T]B;I&>O)N.$E32Q M&J>2Q[XB&8;S^JM!1I8-DK)\KDN&%0/18J)-OWB6$%,.I6N6MHK3+4"\(9AJ-MI?*

*X,D/1[^=#^3Z8IT\WHU+/^YYH25X3((I])HH-36%7"U-W-!D;2*VL74FA9L M!I&Z97P_!%FMS=$!PI9OP9=/P.I/)4?&KY-NGF%))DHV2T,@JP]%V@6$&B*0+,-MUS*

M\'TI.BL8^/&)/@\>&'0G)<$ -1+-Z!3UKNUI4/X:8#(<=),HP0+N=*Z*IMS-M9@^3,#6EM3=("M1VK)5G]T/3$A M7$E9",B\TD!)38F,M @FAWHK807*UI4R/PNV2S&K.S.P'<41K?*

58]@TK.U62'@R\TH\QSR3@T?YHQ%[IX>C\]XR=9#, L*8EY+UX*!A"67XM&SYGOC MKK+MAK!S.>_JF4Z0-RK,/M2WX#0O^]4OH71;>W'I;1D2 :+,2"Q\DI6!LA@*

*M!'F.!M0)"FX*QQR MSH;RE4!A)2\6;=]-W\"T]K-C],OEN[_5',;TB/\U5-\-7 1V5H:1C@*M5\6#F(AJ;O M?8X^,&$"MG]FV$#PW1!Y;J?XSV_3#H#\]N)K&$[KI-Y-7P]G7R>S,'I7?IN,*

M/R^N+Y;GR@\N:X-(0D;@R:OKHIVX ($#982;/DI3FEVCYIE8+>VIG_T>W M6 >H_#U._XGS$$?X$=/E=`UIA6@9=4YB0(6V:S_&?(*D4BO . 9VL1(Y&0N"'* M P].AQPY-*

*I{KU/G&\)T@?,"->5#UN+JI.J'@MNV:*T?0\>%,;IEAG(,"D(`G/ MN_@ MJHKA+'S^/,7/"Y.]*]>?O[<0)+KL4K:TYFHK)LT3[>LB P8IA P\&]>Z0'$G MP4Y-*

*ZGXD'#THNFAN1#Z|U>!L.JP=2^_OKO[Y6@./M:NLC756UF/{6W82RTM" M6R^:7*6AS I\KA0ED44MDDO:MSZ(_*%01[M&6N=T0A^:+%X#"UTY.G%$22W/G M244N/).%MPZD?*

BS5:?U26ZSL?(&TGTTZ]40X_?B%E/UV7";3BW!8X+3]8RW\ MT&Z2MF]Y%:9CBI=GJU%O$)6DM,5R 3D("4I$"[%V6XK<<9[^R^M(N,3-[7M@5]>J;AZ%F)-)\PS

M@:0_MRISVD_4$[?H:H&A\W5C"T/EW5;YR'X6A27I%34#L/QRS"]I6\?OR"N M#GH..!;_>,-7-F>,SG0M2T>0NXP] U,1;"8A,]@+:?>&K);@D7,0.6LG1EX53D88C#T>*

(T]HX:R3E3@N(S\K8QC(8.-_M&:)QM$(5"RFP2'IHS15XB+RG\6Y'A=%/V:W=D2:Z\!%(91*]9]U*D4;R7QKNIT=Q#H-V6R/;$3OD!6.@;'C2V\-7_E9DG:>9,;1:X]

*M\45DND0),@E59ZDA$$2AN)H51^9=^[:ZC\ASVC"] 1*V>XL#E=^GFU@RL.SO M*.[_0:N8KL\C9S%4 MO#:?])/%/*TK.0 GF[F.CF>B#@+>Q9Q>31[<1ILD AKC05A)RM*AEFMY*

*995 M8D/-LRFM;R*WB':%LFF;#I$ M2 _TJ1/Y;.2->M7>3W*J#%,.1OBPQ,.%/Y7P)XQRTDYC1+R5@>6O=7>2O<E MANYH_*S8!OOM==>SZOFSO?/X^MI/,VZ(@%B]:%'K*_..+B81"P,*

M0Y)'=$E/%??4W2[;(.H1'W54^W6U<[XI!=/\YATWS?-#F"]J>\;)@LO;B]6U M9BTTU^AUKCP"]2V'2;0/Y%S_H:,'F-I715UB+RGC=J.#]8C6[KM*ZJS&B2 MRS/?%^-*

*'3OR%R2+XE,!P4R\YZ1\Q!0>90MQ45&31'NIF^DFBGC;..SY&CV>W M'N"Y?&NPME7PS(]{.YF8?TYGB[+8WB_\L*4P+JT$$V6M MQ_41G*S]NS-GOA3G2E)'\XE/E?.TM.7'=XM'M5Z?*

*Z?#-$>9'+QX+Q_4KSM M4P\2UYVD;-4\.SG$!_PZF=8A,YNF%<>2*I;<4GWQ0U4EB*@!7'}2-DD?76@>_MV2\ 1I9W#NC_'6OWFRZOK/UQB12YE=XZ7R8B,.IMUWM=7*_N!?-*

WVK1:O7'>2LU4_M]& &V3I3%,LIK;4LA9400=!9 5%=JB?%#!M:X]NBM!0Y]4ZV5CF&&N!S\X MGBV[']R&-,TQSS LU4\9R[W?^'--> ;*FW@_OWEQVZ'7E]6&UN,@XA* HS3;6*

*M&,>\9DRU[]Y\S/FMICQZ,LF5YATF<0<=.>\7<,-7<\,-MY{',-0HF=I6T43=R,MW;W M>P/78#5*1L%C7A@_2P6Q2 1$55C6P7#6^]#L,?G:..=];43:=@EYK/K^C72A=-M3J<4:-*

=''//=1YF0+$A:"D)S6LN,97#%%\#"9&%,,"N.=_W28 *GC26:X6Z[-MFWQON(W<02MR:\K9)_CF>Q&I-7N?Z=OSU?C$K/7-G-P;#@%O)

("N>K.K&$Y9,NK1VM>V;-5G'8,^,T@KPCM*^J+M3<_M3,NL*XFOK^?S,3 (I&$HW&JC-R[U=8>LC&;&05QTO0K>0-1 Y(W9API",W-NT,]*

*M7/3?'7RWE5Z46]Y_SOA9VORW[OS;U8KXP7!:(W]3FH MK]\BZ!^Y",L8*NOP6.AM(?\HZPV?'\;//O,^0\B7E[/A&&>S5Y,+.!PO/C8+ ME2*H4O@/YS?O;_8*)7?_>*

(.0]=B=#,*W#"NLHT9R 4XR$Y MSD/V7.OF[Q4?D^=0M[GZ]HOT7Y?#V8+N_U1'FNM_UCG7KNM_LBV.ND5",'9 M>G$C(<3((*DLO>6.DKK6=0%/%/&'T 68S[-SW=<<|-*

=7O@J[WR06= 7VCCTDR"4R(#;6C%EF(L\\UOC+;(M: M=[DY7O>"521ZVSWFM\EL-I"")NE-J%63]1976XB6.4"IF$O!.":E:,^&:)>FV M&\%34'!_HVJ@] [2R?

5\89UAWB32TJ6@8F%NFTP+IQ^^45FTJ@$DA*9.X M4 9;+Y)'Y#GM*<:18-3, !V :?4^:CF+!37'K+,J6%YE_('S06;(>, "7O!Z MV&(9!'%I=:B,(>1@M6Q=$O-#H4Y]BG D6+4U10?

8JE5X?)6I4"KP>G(9Y^5R MM")#_(>AXM;^@%W13)&FBJ1"5#>U^9)(]+845D$K5O79>YFV2G?9IX+.?5 MWBA/AYI?0FU<&VQ@_M3L]6UXZ,T-AA:.TI53BI25_2.0\PT%6.4 M3+*

*]UN>EV:4\[O/#(_NM Y?2@N&I4>/M>]VI!\|M&;%&;SG$|_PZF=8A,YNF%<>2*I;<4GWQ0U4EB*@!7'}2-DD?76@>_MV2\ 1I9W#NC_'6OWFRZOK/UQB12YE=XZ7R8B,.IMUWM=7*_NI?-*

*/WTSN>LJE(%/27"M(PFO ZVYVA72; :9D^^<*HS'UA5\6T39 M"6*G.+5^T#[.0.T=H./O2NO:.SA _WE?#8/XUQ??'Y3NA^E,7 M7ZOI%K6] Q:LM9(R'+7(GI,6X*

*S+X*VK#WAI<:G6/;7V$G0G")ZBX?HA$#R^ MR3K Y>_#\;12UfXF]>1+?37V=GQ_6C9Q9U0Q@#$BJ.C)HWL;0!@KLR\4"_#6 M2-Q1M-V.9D_11OT0\!W#+OTDIG?*

*YDS\/W^9ORM_SI9U(-N _/)0 B+$B M:C=X2H!TD<7QH$,1K?:81P7.#6'G=OK?S@8=N+$MA-P#FX5,]"*PD 1Y8RLI M2B>%=3H73*BB-*

*:.:5M$V0U$YW.VWT+O'1]'ZJFDGP78#W+E=#;2W20= >\A4-!#;%LVC M@S@4@18ZC$=M87"C%[*EZ&"%OG(04MD)PP[72S1E]<@*

*M1O]U"Z\'@YZV#.S8UIVT4'4O&'D]N0C#\8#S'+W+##K3)E(@X[\&A2A!C*DD) MEM5N#\%W1,9[?YDW($2Z)60!30S==%]RBAT*"!IJDE*S:UM?=3^9"'[W@CW M!,O]X/VHENL FO?*

O&&YF=CO=EU=W-,5)D8%)DI8M=YRP2R,']"8ES2WC M6LO61 5[!"MV2BRGA07C5;Z@TV'(6%$3=JK9<_.HB::W\)RIC(54??^IWK(?+\?3[.9 8=+YFBXQ29,LZ6Y,1.V^OY

MY(T-#+@U-7R-GN!P752$Q:],JRG-8&+DUL%P?@ ,646M+0^FZ.GAKO/H#Z'-M'&QPX;_C1<3I@&59>YUH2*)F:#J31T]>T=R8L\EIQ'+O:N#A^\K'A^@@I]W# M<"OD-*

*E3;"6&\F.6ZW";0,10.<@@:IZMMQ*6DCYP6,+K9D13[?)DW,_E1#-P^8 MFAIZ7Q5U$.%)\)%4O2)^^7]P6W'3 7[E8]Q2D^(U:< M-2=M?TR@TP,7[3:V]MKO*

*$KWYG"]{(H0"F76H%WVM,IV(^^$KH7O!5+9$*W MON[.+B&_6T_ 2DM=8[@,|F9/7:HV:6#5/>@<$F*,M50N^T&%P&#\YIV,!" MZS*$Q^3HI2?*

^0>:>'$GW'>#HOH=>.^[(:%CQ'F2.IG;",!#JVZ+,4A+!..ZQ M-,/X5F%.^WZZ_2[61NL=PF?CN=;JA98'RDN11.:@3'V= .P)B'U.'?>P3@? V^WMQZLPG5[=/DFRF"ELB!0KF&6KG S>

*ME0)!_B46-=MQ5)*C1R**L4C>L^:O MO(7=? M.W0;S#Z[/3O \'U-KFIKJP9NGS;5JEJTW+!$&5>NVP6/X+*@[8*SS)1*3,36*

*M_69W%.VT+'C/LY&WL$KG8'LB \V4LB/\KL7GAM#NP M5$ 'ARS(:*TZ=B9TR%O=HQ5=/P\:6UBE [!1/#*:C(9Y29[*L]DGFM<_OM!" MNJIY7J[$LL,\#-*

*/K#.\F^;NKA]G[RVGZ0HNS-@9;50Y>YX0A*J.85>"MBA1_ M!P41$Z/E%R/JATY6M5^YLQ'51GNW6AMPRC:9 MC!QRJIU_N=<=00^(0+/?<916C;'WM\FO4A3\LD&XS3\.L+96N-*

*T]AR76H*FM4B*+AF\YPC2.ZT99FMX MZZ=;+>3>[7#UW"B0GMVB?387>'6[>A>]RY?/*0^@D7_\@PUHXY\@<2..^_# MV3]K*/XD@$QIF/%\'81)61\]EX*

^ZOKD5$%0M<%KU%HZ});\;^MSZ<<$.JCZ M;;-R-UP]#()4SCNN(=,2 "4B0LS& G=6."&1:2M_A)6G#7GB5Q'-0'"GENHX M"N\@AKNFO:0 =`ZU]HIC%:3.EJ=?MS\SH"@D8@X2?

ZYQJ;SX[,%) R]X+$P MI9IW7'BJC"=^[- <@<6]BJS[WO0_X#<>76!MVQXON@@=L.=M_UB#_6Y'25OM M=0]&(\2MF#EN__ 6 $A1W)o$(tG!.M, + M!8I4B]?

1+A{^.+X=EF$UUN;96V^]6*IFX6H(K M]CZ,D^XRXM.0D6&M(5KG4REOX"3,H+3)1I4IM.(-RB9N.O=T*GG5:7#47< M'T3]B7_@8'U(?]0A>L$< RL">9TR.G)*

[/0,38R[9F!#L((]C&YNS:=KG8W)5<@T2YJ MF08O!8?B5$(99 B!#4+#_>^8KK)I!#PT$N74B'@_7WP\QU_"Q?S\ZR[40 ;8 M)1_>&BDD45]\'6QN78+ .(?$-9+:,M[Z9*

*M[]D(B_QF\'^E;-9\$<&%DZ#H!+1VFH51&U\CCPH'V/A{M@R[QIRNF2+ ;*1:M M:#DU'!#^NWYMTL YK_OB??S[$]<6!%"I6]$&A,R0=)#D%M.2],9DY1A4&D'F9'*

*M//R>.5*IGF"G.%&D'81R+ _>Z?\PWG_;G(JY^"NOY^DUYNYK7:90[.SPSFU&B M!F92K2OE2_B,-#2S$;$:)JW:QY*V!J31E#%P\6CH':&D#L#WR_Q/S)4#0.3PL&/K*

MH"46,O)=D72>>RLAH6"IV'E29(%XADGE00^O*)G!<(7"I#&?T,]%\A_J.@$ZZ MF)RNV)N0.5K*4P<+7BPO+K:+>0K?141%S<.,"H26$53P"*+)A91KE8VT79.9 M.3 7[/,3)\;*

,9I:MA3;U'L_A^MY)D'0F7EY5#I6;/;$>N*!3N%(!S!3 FRT M 1TZ*3 ,3OPM4?F\&>5G,X)?\=Q>09(>076X]R4GE;>5G,X)?[=Q*>P[7>2\]YP2(F#JB$]RR!3,0O2B9+8=YFBXQ29,LZ6Y,1.V^OY

*[^>]KIC47&L&@G2"GAD3=PG"5",]AD;]=EQXX2=S: MJ,D2U[J2/Q8*P9S' C)Z3 S),)=N\!%P[VNF+0]O>!:T$60'!N(!5O7KJ^HB*

M$1.=972^95=;*#"OP7N'Q%Z=6B!)8GS0()G3\^1>/ZHAU6@H<(:;J*#]'U MH)\L[7]U[CV#6L8+-4,08I8<BOI^PCQ=@"+ MN\)$5Z-1OT]$_3?FFW4VT@ M-J]>@!B^#S?A/-*

^^B6C+Y;KS:N+SV&`J#9,3XT"RYYF[0&-'5I,9;:+908 MU%F$,:@H;OG&I^-O"&%=!N,:P.ZY8CI V^\+6C;G-9O^"D2?$WTI"A67CK/6[6]&.$]'VIB>#(/#9(.+6]

*M, ^(W_'/#Q;_$]:?U+)*[':02D$QM+:6YAI@"L&H!7/&2C.LX/S#5TWK*XZ. MIA'DW<&6=B6V&JBIK1ON8G F+3/1& $V) .TC[*$;'P&C2LZK+0)M?0?]0Z).OF5/GS!O*

MZP#,>U^UCP<;J;@K14$0@9BO_1Z\4QIR0+(ED[0VMTYR'$K;M&QMKBY=3|_MAGXZ.!COY>;GKQ_H$?N9H=QN5;,+3PKRX'5$T E7D?HN4C<*2.$YERXUOO88.*F#*

<",#;=Q=-0! M^[9KA;SFJ1&G/TR_[-^NN0D6N^88#S6XXPLH'BQ$:R44Y7(@T$@-CK:?)W4_- MM!'9L>'52 L3]RYZ5[OG[JQ4%CE/2dE@

*CWMP)CJ+2M9J4GR8NED[*B%NIBR1H4TWE?MZM);>^1]_HJfTMS8Z-)=<298Z!KC/-5DTA27A$G.H M6[LM/Z9JXC]324/+QZFF9[#]OL:R/7\|+SB3N^8]K@"FW51SN-*

*W#6Y8WVT7#O PF7TNO8*NO[!_MNJ9A1G;97GF?CP-?'3UTQV MYP,P'AP=W PU:WU9_R!!G0;BEJ"GG28Z@-6=(>P])QB#-8&8R(PGX@0=.'<3 MV.R.9XH%*YN/ZKV7FDY#;TT*

U4@":#IN_*B_;36UANXI4'U9'8 HE>9 L MT2FO;,WG>) BM)'SPR2W]$ZA?L'-$V;\S@NLIKJHP-\W16B/C!B49A]{(M= MAX/-F E1)-

*:NB216=$:X:6/<2, "TPW'$1U48#'4#I7C'MN;%9.\VU@2*3HH61 M(OB('FIYO0G9:.%:SUAYF*)IQ\^."ZJ&NN@ 66UG%\O59O[OW=_?R_PL&X%1DPQEY*RV'!0D4L-*

)PI;9I%+DMG7GQU:T M3SMP=ERT3]+??N;1UIG1NZ8RQ-NKRMU'TN[A#!%FDKB".0 D?.CBR3O&HDC M3 ,%U=I9T=IE>("<02#TSQ.$K;30P7YYKZ!^PUK1*I@-ME0.*

BAR>\#Y$ R-M\GP"LL+4DY5@$##W#(JCL>6*JF2(Z -7UG7FFD$EAB';CN #Z#L%+IB"I3+Y/-MX"R8UL[!]?Z MR//;$RUNR6:Z?*

$GMV7'VA>1+7,+&L3M>7BVLCD=6T5G68.@XY)B:N M-R3'^3*_6J05AC6^Q/V?, ^>U%8D8XMPF4($V98>< YW6Y%MD%W)AC2$YC+)I M;Q=`0=\(^ND

*;/>OJ?/=/R;/3]5YVLO+))X;1U!C[[ECX56WO("=_VV5#7) MN-60F"Y U&8(/#%PAB4E=*W%,1U(^XZ :2\O1P'4\0(^'AW+33AO@HY_X/SC M)\+\V1=8HZ!K/ 5UL#?M3(+]?X?*

S:],H^FRSWY_W=NKN[X@] MS&_#UYVSOEK5+-]=ILE,&"1+ 0M(5O/8:M XL)!::DB.AMX;#WO[G2JI[T6 M'06G3ZS*#L![S\[\.3^OEL6M!3JS1F?K:M%)" &4X P\8Q8T5SE*7I)L/IGQ*

*MD21.>['ZE-MG$R5U<'S?:E-G^%$@JN1)K>2()"}23VI^@*9^D,FZLU<'\6A7GZ@Z7?2[=[!SW63BL!HFRC "/UFL7FMB@YL(H20/-3=82NTPA]8W*

M3/>0.NU]Y9.@YQBA]WE1I(^T+\L+7-&'Q4\UI$;"I\0-VX2#B6EQ.O%G8=0 >\^PJ)6@O+K8_ ZL)6T&%YR#D)RR+\[J!8MB.^$>

M].1LH//SY1_UZ;\L5R^7V[@IV_/+=WSKX#P+7)AHD@%KZA5(A>NO!HY11&J&;'U5_D@2I[DZZ\'0QRFMGT2R@IZ,2=\>=%;16DN^/B M,;?*

*BZBJ*L0L;+*0K.Q\ABKE,47&U83[:NLTQ =-$0)RVB+KGT /D3'-Y\+0J M-Z2,#KQ,8F6UQ?R>1+6:7PWF.%ODWY;+=& I>8':D^/L>;(!VAs@#/B<%6F45 M3;'-NOF5Z*

"RIKE&>&J<-55./WA[M5AO5U5H=_)D?"$>[IL/)E Y2_"I!.() MM0!)!UY&''3X(5W37-A,@;AVZND Y"B::X'GG8?:Z>2#@!VPZVI M=8'WLD9RJ8W5XKX?D;*HP"%]*TRVMOABY S,:-*

]\3OJ# M%$U4,/6D<&NHDPZVNE>++[C>[#..6#%2,97 :5&;K*G:@5(;B.@R69PE6=TZ M?';M]<.P\[SO!XZ5=@= ^66^]#++9^2GO:I;2F_+[&G>@GY40"N/&$VL7Y,U3"8/>_X?F/=]

(6V:TS0BK"Z M> 5>%_KJ"5X7K\-,29.Y)_X<5$&X0.P]3SCN62KH%>\\KB*3-;K__S)HEA M]U#3]*9)WS:$LZ7Z^VUE$,E8S.<,PBY1(^02!2+"$4DWC0I%>>NF!U;DI. M!N"*

*[7'S\@*N+^O1K,40A)<607']06%*]6RMZP"#$ 6UYZU-Y+LIF;8*O(V M,[7V/5W@'1POE\[AP3[;C7;ZQDUMQQ)HIV..7$/!#9G]=.(^^8@2F'32">6R MEZVS8GY(U+1%W2.*

J;T:.L#5:]S4A[TI+_^C=||VU&I"SBWHTSV+$%$L1X-'H M.C^[@#,O-+2+N;QW=8QY'5 M"LWE:K7\@SZ\") I9YNO,^6B<=Y(,)!15FRE@N #^94Q,>>"YJ8TA]BC)RV*

*M6GL,P(VGH$[A=[F#XUWB8-FA$\?/BSQ3M+3VO54J,H'!2*3)$\;?,HV@+-,;MSU(83MZTA=Q/!+P6]ND =9=L /QGC=YC%=Y,]/2BBPYB+!:4IQV<[(,(6 1R M)Y@NS1M*

*W4'&M&76(Z#H5%%W@):[%L)AX-;M_=>)D(VIZ=.A[K^U-CQ$E4%] M5Z)%+5SS!*K'T#=MO?03[5)-E#,A\'.AN%_F?V) ^\2FL/I+KLB\%?U<5-9.% M82!"(2GM0)6H(*

;#@!?GA0XB6W4C ?F>,KK[WC!M#71#C+238P^]T#(L+M,_M9B&$*)4N1'L2=-YR"=[F BQ%Y-H2D%7K2__KfY^YUGF4P-.1PIUZEWBQ7&$H M>>>UZ=>WMHAO_EC0XS_-

*/Y.%EJIJ/N(,HW8VD"= X-YU=W7$%?D)FOXC4&/@ MD@_:-@:_?HDf4Q!?#%$M71>_"2[+,Z6H\G ME8VR91! KAXY<>ODU@ X3E13*_B^\^\P*WC&:K,/:>NH%\OW_;?(2(KDR1EA*

MO?(>M3(}G#B\;+4GJ$*\/V^S5D7S- M^G(>G;36@4UUD&=2#&(,$;B6/H%3%]G-MMGWVC%'$]$?NH[$P7(^I3P[\!UN M_G3)H03AP2!4DWD-*

0O1<@6621(]&B_3##!3")CV!K\7T!VAC&<'N)__3'@U M&&'WZ]>6&OF>*EFO07M.G#-1BP^4@ZQB][J4G)DP#@P?(FO:1(!>P-E,<5-# M]MZH[M5)!0P:?-*V^CT6G'<)0M*

U]Z$8?,,,8(SH]&@7_",!J8DX>\7$I4N< M3;991@Y<,D'XS@]"BS7;UY>L0TA!H.@\9A(PV@W\4^,D&.$VX&S>&,"@;(N M^EB)YU'":/K+$T!0BFR"\ET-

*'EU5M'C1SR,=NO>'C&G2]G,O61_M3OC.?,H MK8.B66WG.!,X1-8>E4"DE4#+X+2]9/^B,>_,+GWHO_4*XO0+EJNN EL9GDDKR MM2#Id,TE:01EKED^!1G'9,_I@B^]$NS9\8*,*

*<(MX-#Y[M;7N-09U0&BB&W M4+'H(9(0!3[&H+S&E'WK*I5^KM#'.W*.EG&?!5V[XMI3>H%_ X &15T/4-2H MK&O AJO+#9Z\E:G6XFE7^X,RA"]*

\F+-4FR(F+S7)/O!BYY9G$(*,W"$ZX MVLV^]M_=A8LP*R83+0:G&_/7H.79>,'CX[7_R,9FCQ%\!Z?']7+[6[PXL]L9 M*@^",Q*3+S:?UK(3LZ1 FL1DC06',X+Q$T#:&8BSC(K7>H8ZE*

*M=>(P;SO@#8FRGA$H_PO#ZL,?R]VP2&GJ/!DG$LDT*PA86DCHA8LB7PSB/=D M6#R0.'^_DA>(Q]GAOR"$HXBSDD$W2&X&P8?5VQX<]EF*$]J5&P1H4R*O4KD*

MQ,'GB=#W:/4_S\LMRN9EEP%[C68$+0H$JH/7A+;2XNG'1!&N^G.H8O:9PX MD#T-^AZMG.<&OOD7G%F:3>60\100VW10[#9 2\L!,LE\3EWEE=IG#A6/A'X M'JN<9P2^LT+OO&*

(R:LS%Q0^%95-O!O+;D]J$9SV_!0FVP GCN4_/>(>]8S>0?;[M(L_7N]YVF_Y6?L40HEHI1>&5E)RH!2K0U0=T]>D>+4N)N9MWS.,B(CY")ZZS M>RK\-=%3!V"\A[V9E.%%[>OMF:-*

*NTB$6)@BP7&K98*Y*.],8;O>0.G'=WO@W M$(^2=.=0N3,*_E 0DM?+59,C9)X+](R!C "R2K6IQ4G>*7NSJ&^3*

*M8NT873P7B.V"C":GA$(CT/|K>ST6(#B704BKG!1%Q=!Z_.)@XB;J!CX5S!ZM MCV<'M%T\T:/21=&RX5*0*2D-|26,A9Q06B,BBW+,<08G!WG;-PB?"&:/UL9S M05D-*

*UA2E,1O(ZY12#K16.GD'MX ,O8JHF2A3[&:#PVC\.=PEC**-9X"R&W%[M'B4M'+(R2PG7VT8D*#,U%*7@7IX!Z&9.Q1R= MR,"\)7YT4.1D*P.HO'3,'DZ'4RZ S#XI%(F,S&&M%HI[_S*

$1R^3RA3XVO!Y8[#.1YAUIY3+1< M(JM!3#PB$E0ET23 NV'!%!\KF&XZ3DBX90>\?(+@K' FHC ID.V5E0 M@?OTWQA.=@T8D@>>E6'.%(E

*P.H^GC"+9SI.P",3*FPK1.8%V6H)A2=> L M'<8*L[&<":%B"Z ,CE.*GL/AHXBU=YCLD\AT48:DD[6M1IH2X+G.@(DK5XSS M*@_K!3S@9<-*

*@TG,X>Q2Q=@R36S$L8Z/CKHX75K0W*ID%.$XF&),\E=HH.2ES M*ER.BA>*GN/3HXJY,_B0%R@PY%A Z%K[FZR#6!*2O9YU5$%X9DXV;X=&_D3/-M0>76PNP0%_?*

&E13G.O%HP._2ZC63$#U:8(Y*1Q5S MA_"9V1)VDUP@:>U!%1?!NY" :Q*2,LZA.AHFP^.#04LU&H2\1)9:L2'IR$!0&OG!8 MN7O/P=K1Q-M!H/_[[-\Z`BFLS!1B@RF39MJ[=?9N

M8:CI.4#;2,(=8.3Z)<6H=3;K=>XH>-QM9G_>Z>8F6 Z?Z-KO.._\;!15N$E9XD M8.F!C[KF]-21E480;$5FJ7G*>VTJAL&CYRAM(PEV@&_A]6\]M>\!G)N-(J2*

M("_B.\4N#K!,A?KB]+2&=NZ5/46$<.0TG-_MHU\.P#(\(CBX(I&Z"(7:D9 M)X5'&$'3WI>=E3;XUF;K(P'1<_#U-'EV (3O_/;+F/'.LQ1C'1:0XVI(6,'@-MLG'*

K(A.1.1>MJ[4NYN281#I.=K:4-(=X.4NL_G RYO%M]!A5-+;Q"P4FR(H M+((",0H\E(+9<^=EZRC,_J&X:GG<.V(FN@ 7S>]^C=0$^8+S*\6/_^9/H7%*

M1_QEN;JO9C_G:;$)V!-$O!QS&#ESTR8!FVKH@$W>ZM:M\ KG@NE#V'!E^:.IT] M$WC>G=4LHR]"<@G%V$1V 3'JF]1@O'&,F>++;MV<[4MAAT?P,X>>GT5<'P/Q^ M??

T#$]^8SPXC.2""V+[\8?5L.?&GA(]90D070!4MP7F=0;,)1BN>\&:>7V,+ M[\4AF>1!BB.7.AZR0+@F7"D[EA%82:7UF4DU)R MY$6T-A$?2^.P[/4<9G\2]72 O@?6UEWB]\21 Y+[$MF*

*%TXIY1)7 M9LSZP5;(>PX1_!$UTP'N=FR=+;*[JJ[SRTO+Y-!FFQ*@5SM/2@:]\(Z6L7]MK&O?OOWT'80.0]%SB/*?+N<.P'(9:"1'I_(Q$\XJ$;.,#*R0)Q- >Z[-UP(35 MFH<0Y1_U-*

*DVP$'IZ^]9Y'G<KMH8MEOI_-P_G;YGE=%_5SG MR*W$@0LOM[,5+++&**,@8*PQ1O*;HT0ZO*,+7F%(3+:.^?VY^%S P/K_]A2?2 M9@NR0@O7.0TE,"VX)>~-/0F$CR%^'~7%2DYW*

*;,HT^.M.P/RC;C[(Y@.SHJ R$$&4VHV"$$9@%)"(G%()"/Z24?3?@P #^':Y.GV2:?.MDYU?+>@C?@A_GC3>^8ZG>)CQ_"/;&@UZOGI-C9J<+]?;%5Y!S$AF?#G5FBXN>$TD7T'}^*

*5(V?;S:?EBL[] ML5_GZQF/*1O'!;B4;"L,NWJX8$&@E)G11ZGE6 CZCI).X'..FN\#S_$R[Q(Y M+Y?U=FZFK+"!UY&M19$S8Y4ACDP$2X:A3M%PJ5!?6-U'2R?H.4'//X3.$4+O M*

#P[J^QLD5_3;Y[__!O5?)WGJ>KE5]R(N)QO4.OW"\F(^Q6FD)82JV7=.11M MC$_6Y>'|$Q2;U Z1N\WBT8:*]$*#3-V6T6_A G+=KG"?,?TJX*Z0E)PI$*U@-MD-*

!8;K267(Q_G%U2,ZS]PG,_THZ2?;MN3CM/Y(^@=H8)P,1>;6;O:JfF3AK&6DLT,Q#\SI8$L&[M72MJ[2Q*28[Z/Z2GGH-,?3=-[1\|\)A!0//8X,Y7I(J/PD&+@HB M@E14*

*MI$/;\EJ^268?'=*6SM98;G8>/!X 4UHK)RCKIKJ/D%Q/A\+_#5!B_6 M,\Q%,H,2LLBB3M3>Q3J1ED/PPA@FC6B=0_H@0<.NX9[/M%> QW Z7"1^ N2 M)L+YCJE=0L|/N,*

RW\QL<,4',M -T084YPHBY(@R),:USEIX\S<;.^@%)G5@D MIRM ,9XF.@#6R\-K# Q.C!O M&&7!N5!M8#:"7CI V_5\B,MPPVVF1.),^11!%$:FO4,#9.PK""&;Y+(@)Q/$X MF|G#A/5G33?

=TAIJ!0.H?2Z@[!BZ;QFI8KF(3H'1J7,1(5@] MZM;VV&/HZ\\:[O)-==1!_B[EXVDA&>>V. F$QN6EI&- 21B,9QKQ6WK/=3 M4#5.P<1XJ&HA^>,!M&M%VQ1 [S M%VE^/M_)Z!*

[NSBXMTKJ6MO3DK]_^/2VN MF=#9%AD:)?K[ETX1$ZR"(I)D601E;=NH=24@4%@'.TNXPG_^N1:IFF(_)]Y MWY8U^Y>;-C4?*

Z)RA=,B+58Y":F9/DZ^(IG#ZF4((6(,.76IX"/(&\0/$>K M"GER>)ZLH7[!=[ZU&W2AQ91CG61K('IBU$K,ADOF[1K,@AY$X'(BC%74\,1";:*I?(+[8!9IYM;CTUNJ%,.VG7O\]*

MG&_W6CT_7_Y1TZVG9'8DIU$ 2DYG $,&?M\0+CCEM?`JC)9O>C35PT+5HY5O M/#E>QU)HOO!^L_f,$J[/\W|OU9M^X,+ 0G. >3"$;60F9P=?N5>B8^@'LSNM+Z!>9-

PWM&D>?'W!]=DBGZ6TVI;S|544X9?EZN5R&S=E>TX_]PWLUC,6BS-1!##!95", M)?*&EF!.BG%1#"^Zj7[9GHMA8'Z&|SX3*_SY0K[^2;0>6[=4PX=;PXR5.1C/*

M"I2P$9R(%AAZT@$33H?6-^^M:!\&[lV=XHS2)^:\OU^D58K;Z6Y>J/ ML,KKF5>8&!,;;.)D(P5;JD%;LI'(-4PE%Y=YZTK)1Y W#)K/\(Yl+!7UB+Y! MJVYOL0NCG&(Q@L^!1"J+ I>

71"Q^1=<;EU@/0$Z@I-7J_3;NWD>5M4*T=DA\]):CSEIX\S<;.^@%)G5@D MIRM ,9XF.@#6R\-K# Q.C!O M&&7!N5!M8#:"7CI V_5\B,MPPVVF1.),^11!%$:FO4,#9.PK""&;Y+(@)Q/$X MF|G#A/5G33?

=TAIJ!0.H?2Z@[!BZ;QFI8KF(3H'1J7,1(5@] MZM;VV&/HZ\\:[O)-==1!_B[EXVDA&>>V. F$QN6EI&- 21B,9QKQ6WK/=3 M4#5.P<1XJ&HA^>,!M&M%VQ1 [S M%VE^/M_)Z!*

[NSBXMTKJ6MO3DK]_^/2VN MF=#9%AD:)?K[ETX1$ZR"(I)D601E;=NH=24@4%@'.TNXPG_^N1:IFF(_)]Y MWY8U^Y>;-C4?*

Z)RA=,B+58Y":F9/DZ^(IG#ZF4((6(,.76IX"/(&\0/$>K M"GER>)ZLH7[!=[ZU&W2AQ91CG61K('IBU$K,ADOF[1K,@AY$X'(BC%74\,1";:*I?(+[8!9IYM;CTUNJ%,.VG7O\]*

MG&_W6CT_7_Y1TZVG9'8DIU$ 2DYG $,&?M\0+CCEM?`JC)9O>C35PT+5HY5O M/#E>QU)HOO!^L_f,$J[/\W|OU9M^X,+ 0G. >3"$;60F9P=?N5>B8^@'LSNM+Z!>9-

PWM&D>?'W!]=DBGZ6TVI;S|544X9?EZN5R&S=E>TX_]PWLUC,6BS-1!##!95", M)?*&EF!.BG%1#"^Zj7[9GHMA8'Z&|SX3*_SY0K[^2;0>6[=4PX=;PXR5.1C/*

M"I2P$9R(%AAZT@$33H?6-^^M:!\&[lV=XHS2)^:\OU^D58K;Z6Y>J/ ML,KKF5>8&!,;;.)D(P5;JD%;LI'(-4PE%Y=YZTK)1Y W#)K/\(Yl+!7UB+Y! MJVYOL0NCG&(Q@L^!1"J+ I>

71"Q^1=<;EU@/0$Z@I-7J_3;NWD>5M4*T=DA\]):CSEIX\S<;.^@%)G5@D MIRM ,9XF.@#6R\-K# Q.C!O M&&7!N5!M8#:"7CI V_5\B,MPPVVF1.),^11!%$:FO4,#9.PK""&;Y+(@)Q/$X MF|G#A/5G33?

=TAIJ!0.H?2Z@[!BZ;QFI8KF(3H'1J7,1(5@] MZM;VV&/HZ\\:[O)-==1!_B[EXVDA&>>V. F$QN6EI&- 21B,9QKQ6WK/=3 M4#5.P<1XJ&HA^>,!M&M%VQ1 [S M%VE^/M_)Z!*

[NSBXMTKJ6MO3DK]_^/2VN MF=#9%AD:)?K[ETX1$ZR"(I)D601E;=NH=24@4%@'.TNXPG_^N1:IFF(_)]Y MWY8U^Y>;-C4?*

Z)RA=,B+58Y":F9/DZ^(IG#ZF4((6(,.76IX"/(&\0/$>K M"GER>)ZLH7[!=[ZU&W2AQ91CG61K('IBU$K,ADOF[1K,@AY$X'(BC%74\,1";:*I?(+[8!9IYM;CTUNJ%,.VG7O\]*

MG&_W6CT_7_Y1TZVG9'8DIU$ 2DYG $,&?M\0+CCEM?`JC)9O>C35PT+5HY5O M/#E>QU)HOO!^L_f,$J[/\W|OU9M^X,+ 0G. >3"$;60F9P=?N5>B8^@'LSNM+Z!>9-

PWM&D>?'W!]=DBGZ6TVI;S

*MG$#'$$A21H"KG?%+,MD(SI7#&QfTf7ZP#[U@&$R>T<5,,VGVN!/M77)5O&6. M.] A$Q:#LN^F9!A_@H7%8\??(_PN2/1G'Q@DX+@8$,B M*05>5P0WX'PJQBC!O-9C8^G(T@#Q5[AF.%$E/:+L-]S,6*(#F0L&.<8Z"3D7 MLMQR!)9*RIf1?YfWCfV+CF&M0_X*%P*/%7I?P+EVM_MVM?R,]W7M^=AL2'W*

M],=_;>>?';_QEIE,PSf@"&,FM%0H&8[8M6#./!$6ON&W=^_,1) Z#Y_,,]S=7 M5;=(?/!.0l%A;Z6&9+0$99#\$*0O)4LR+9WWI8QX2S^,R&%H?-Y7 ",HJUL|

M5A=XOOAXMEK5.L)[2%XJ"17":1PG,1(B5F!\@1K:%/|VLVCCGL,"#\/>=!+M:PD:Jf=;W.U=9^9TM,E'P%V/$X46?(H<@A#6:,,5CDI)*%RP3<<g+@LV@!-=] S#TS,.MI^1L MA!X!])*R$$EWRLB.IM:H.!Z1F%Y!LKH ,H M/9#=F:W!+$(-\DE;QR JVF6=!^WIP"[6;,.-1U=/S+>5SS! WT@!4]_ZW<_& MV6:SFL?MIC94_[*\DKG_7NVOFDD^%

(YF2N]D.7E5[T@8HAEDC M,PH.U\NDHUE*?HM@,S@N27:Q M% @UL4X4'S(K@0Z#UAB\AY1AW9Z?X5U!"[$?C2!"\WQ9.TVO-F/BB*2WVF6(MO,/U]KPNGU{PH<,ZV]W--

!O7XZ=7L^42L2>[^8?AT^K_%-.?0\^7R>JB6^;ZO-M?_5Z?C'2\@V [$Y++@.*$ENWIP4)83L.*"RE(G'#:%UD'31AM?7)^$LZ?QA=;/6Z;"+Q9:5IM)E'6'Y- K$4.)V'\TTG&

M[3.|+VDA^A,-VY\7N56[H=W$IQWP%"*RJLEPM:/5_IH%C7"^Z9S(7KVAI6 M9EY;VB@&+O,ZKS%'PW6A53-""\O'$SH,@<_PAF5\M?5[O%/)]2TNPGF]4]IG M7^Q;'Q[Z=LPD$^B-KO/20.P^DSO+OY*A5V M@-;[8VC7;(TWB]_7. O%L((6(55;6T6KP-4;46F3#IF)6MOY9+<]-ZD;AL6_ MU.W/20KJ 'H_Z/W^\R*DS6[||08'&9U+M):LE)B0UE5T$(/G$$L40FD74VAM

M(#Z*P${&?+ZVDO$=R!2;1N1DH>(RD'B"85!1LIO71-|-M'RVG;D;OTR=RQL_)Q[fYAE<+VG O=AKZZ>OAA_O9WXJE(G.TY'Q'15],@2B* M!DW[L!0Z9:=.;TE'D#GMF.LFV+FY*XVMK

X,QTf-9J7^1^V.[(CU^G*AG_TY M7\^2,48]=%"EZ{!H@3M-LB4YPC*FU[ZO ?EN<$F_)KH@>@I6E_MN;P(\!4L:ALYE;N0D1ON9)H_(H7L1;'*R=UY18,29%KJ_P(.0D.0A?

1,5K+=?Z1>73O MT[LXL(1IU+*EV*;6^SMRAAC'10X2/4/OF98YEKG,&@GR*DA4;8"9/"$B0R$;|,_"#0B,Y^LD8;2'9#H!Q93S7-MVO;-U!H9;

[FX,IZ5B[9PKH$S6_N380;O3=HU7"#O2S"=FCL6#Q$TL2M9Y<0H#B2>GH 3+5K8&V)V$=.+!G]fH96NI M=P"==S5*OL#\(1&CH U*YWY]O5LLPW_^D<"82,1>5R

M#58+#P5!\N134D).JQ;&]377MJ%+' \R!PKZ XP\A|/Z4L M$=33 >@NFP^\NO@+[1,HG,TVT2EM JA@:O]75H!D"7 6>]F#U(T"&BC MY=2@#V)2.D/C$>?"'\L?_DD#A5B\MQ M1-

J#*?/@L"HL/FO-"Q1,'Y&*LQ"8K^T%@RLE,$%,[U@)8$=/B!NOE5 ?3E@S MC?4 O^_F7KC:-X!%6I/6UQFS(M;^ 1ZT3K16C3'YM"[:>#9SXQZEV ?GQCU& MRE.?

7W>,P]+.6G0<(M*NJG2M3K*TTVKI0LH2.[L9$6HZ/^R))L8|2D<_F'_V M"(UL"A;&N],V=|_6U0.AV!)*@$-OA:/DN.)HFS@"D^>E<22M/Z6OATJB?N M.|;'T?:TNN\ {?L4REWX?

G)1>;;=?%JNYO_&/)-,I$C_A<*\ 14=25)QA* 3 MQ^"XYKQUVZH'R.D\MZ8Q.F[U9F^CIKX0|R)\GF_"^9XC.CC(0<+\RW+UR[8. M'7RU7F_K\?I,NYB$$

%R]N,,D'SI&T&:40!5DRS6OC?DC;-B ^TY MZ87+9,2@>3H_ZC!R"I&=Y^Z,@VG56T'^^YWE1,'WO:=$?,-BQORCP*3@44 M+,.5ZA/Q_YT(A^]PZGEM/.7B G,X3?<;=2UNIJ3?

$?3)O|@57X2/6QN=O<;5C M<)9S)LG8"-P)]H(9&3QZF|8$Y;17YCZRC?4-HZS_=Y0BRV4F 'P#Q:K/OU M6*T8S^\6O/Y\F6>EY!QE'6O+,:0!E:SXIHH6D@DQD?&>6FW=/,.G

Q#>QTT)\M.BCTL@[6;|.\6N@?PI__F&|^U7;L||5'^HN[13-CC(FH,Y*M[FIBG|G@8Y*U M7ZXC|QV3E,VO9(Z@<^*;F@Y0/.9B>P'O,2*^[#ZVWJRVNWCBF\TG7'WX%!;[M!-8UB:C@2'-

M?3,=(2@?/U!L-D#=YX!M,P?Y$4-N3Q&IZ,SM8$!=,EDJ' M.,IG%,OUDXY,.*E\Y4)BW%79UUM GQR@XR1WY$B_,KNOW_Q,.Q.H#],8KH M8+<.,]_]+N:

[97@YS\|Fl.SG6A\J$52JCD3RA61DLTIH6<9;!R*&43;UN(QI MD3>"]CK Y%7QRCXQZV[>7H3UIU_.EW_\7 JF3?WN]W6-!;['S>8<==S)>SX(3 MPEF=(7E=Y^/6&5L6:7(+KFG=

M[WG\L-R$\^\$LUQO?EMN_@LW[S M/RYVI]Y%"11:\+!!=G7Q?@B)U& D^%\6T ML]G905<>K1?#,CG:"D

ML^,#,*+O*WW=;RE7L*F/V.G$'+)HZ6H\V%6<$?:M9YDH&M+R;6ZY'C9L2?U5 M+WFI-#_"POLYK$M="BHHP4AZC0<'PT$[P5H[F(I0CIE6\>^.C/|_N>2^2DQ M=*+I]_,B=[(

OM]_=H[I+V&^^GLXW^),,<H^0@#8QF0.7PLGGLR"\SUL??[/7LGR.MEM:[?;#?K35C4G)Z9"-P% MP3.(SQ.HPQE$G@,X=%!*KU21H^2G7"=B&([_VG?SQ^]D!U#5'-I]:L'+[8H8

MV)]K>[ZNM?=;,_PGKM*!%D:ID),B36H,N*2X/G49*\%\A!*06$I<020O"61DS(?;>%^W M.',UD)QAB/RK7,B/A:\.MLY.Q,F"%V7-6.C$@1,G8 B! 29ZO>HW=0C\=P.P=?

L!%%MR\0F\/_/3>H8F&BV*/[/?]S2!GE|GL2[7Y2,>]4|+/^K M_OG[NU??^.:TC+_YV6%_N'O\/S>GGT-JPV7S^.0(-8A[7A]B9LP/U[_3_QZ M?0'V_(9_<[O3TX\>^1-?

*+W)P^')MT!W$M7XYP87F2R"4|^BN]]Y%M>,%7V> MH2Q6,,TA6:2SE8D"SM?"N*A_T!*__CLS M),O5")] AACJB,P(3C-5EX91RDFN8NO^.8^E<=JF.DU1=/NP'E%=?>Y?E_F:

M/^$"RWQ3YSRZD>SE?I_/E>KO"*^Y_MJ&TBI8/P<>>!"(@*>] 3!7=,/9GEL'5!]!'FG[F0O2=Z+>O O-JMYW.Z6!4F_

M9N1>RI$MP1L1IJZ=TDD&.1FODO(C$>57.S6MPIQ#2)LVCUK+!3=W+!:ZZ@# M1^3 U+45_]NVKNRWN$I5B1!QH3BO/B;K>IX=,D|>>;2:XGTO|S:N?TQ M5=-

V]WIBR+723@=X^]95\C9OZV_26^\[1QIG-/5@O2LH MN&UC>SJ.)4V>2|$ LL8 V5-!F=EA,"*#(5)@ZJU-_H0/:?N1%?//ENO M<3<.Y?4|Q/GY?#.O@W)W L]O%N3F;%,__3UZN-_

MSG%%1'WZ^AJ_X/ENC$9119/'+@E9=1P4TW14)$$.E1',)Z2DZUOSH91U@D> MGQ8V]X&WG0Y[0N;UP^PV?X?)'YQ'%-$$\%;L+A41?.$*LF1UHI0LV#SL]R@" M.\%I0X3;]4YB_#

H)N52O'0"O*DNFZ|SS)Q#X-%G8QP/-MAK=V/QX@IQ.6/&6E2),@]"C :6,J2V*ZU@8&91. HFG M)P"7? 2X1@LH3PNN8S32$[A.I%^^10PT\|H)SD'10J{OGL3KPJY,5$Q!D/3X"!I3$8VI>

MQW5@6A_N#U.TI:RK MPPW(GOVO)-XJ7/KYS%4;G4'X^@=04%%QJ#8/2!{(G?!9=7,+S]X&F'0_4# MY:J3>C|(W]^UQ_2W*_A+[_-7^PXY0OZDCT?=&$8/^!D 921$GQS SIE0YXE

MIUZU#K(/I6W;@5+!X'<4779@&GQ8A5H3\XVOEQ@W.XS&TG\%V(R"UIM6X%,B M7S,F&87,(C+]DD+B'$%(0D$HV32(G&!NG5:XS#*IAW1U\81]!C!^BL*^H,3X<%=P=;

M1KH0DBR-WJ@JO@!..Q*?BJ4HXXII/CYO(&G3SD7J!Y]C:+(3@)+0;JZ^.Q@+ MJ NY?PP"F1PU.D$F"-D=@)IL9<]<\F$,B XB;MJ)2'V!M+TVCX=I[0?8]M[I M-]SLI'SES\V,'49')

<#$VF*E8,8*IT-16F-TMA21KM$ND7-Q!.2^Q%B(X5U-ML$/>=4]<1TG^OEC&-;Z^U!NT_<5N+4E);&)RI_#UOMO/P"_[|9G,.;]OP@'I M

UG91#=$ZQ3P+%$D7V+4K>^'1F&DD|#^- F4*F.6O4VV/%V[L:|=*WT,LR-%Z9WP&W"'>'?2 !5XM4 M1\OC2|S _.5-,6ZYCAB!D/72K4&]%BT2;!4^!\= Z1O$DC'5R6|'!XC@=%#VM

ME. ^YO"63[T5R)81+_^0!X6,GT#>%)+*\P)!KA=%Z3Q_\|7RlF944HM62S,=8 M1ZYMN7_ M..P6|&OK&3<^)TL;AL%=FFFH[8." 4D2B=)]J.HM:!V^>C+E.KG,Z/UX:@>.O

MMVKV\VMW25DS[X)(Q2APB64R2XVF3SD#G;5.&55-TUZ\A]ST\G-A2N?KXECU MJUEB7C,.%[1 \OIY05G[K&0U*R1^F]U'Y^+>7W&[&PI3U3 .$]&N\NT0-P9%Y

MP+7R144CHF[M,#Y 3HL$X-VCWX4_?B63:#4/Y^M9SBI*KBQ@G2*L*H:C=!PL_MH@Z"&8=G\U73/QCN?KGJ\7;U3+AFKC0Y&9J M*VD#-

A84E@)>F@@^R5+H)Z7PU@.7[Z9DVG#RZ- Y7NH]8>>>7^6*^_H3Y;\ME M7L]"T#Y{(0'1UZQU|\$?-,"$+"KQK(T48V'G.T]FC<&.CIWCI=X!=G9SJ;Y8 MF7F#UBCI(41-

]I^:6$FP)+9[SWEBY+/+U]?Q0I,&Y(<"RLG2+D#C%P1_AMN M9@HY9UX5<,Y5#R$S<+0O0L@"A[1:.,Z%G[|_.&X4;?2QXK689($V=G;H3 M_C$_/P^'+_(H>MOA8XX#[S(?

+'YW@!CWBZ0T0Z7;[C[/;K[\|@LDZA M%1R\(,N71.,!F:3!ZHCT?Q-Y:5U@^"@"VW5,O7SMODY:^IR910ZFN-H$H':" M*-F#]=(I%179^JT3V.\A95H7:SRTW-\'l7A-

='"T7=U;7!8LO<>/NY#3OD]. MW=%-J,/F?*8MG4|LF(L$HR,C>B4:WMH:>I"@7C] M-D[72..G"6OJ=;]:E%6H@[_3A]RM|\OSI77@2AU3_X&NF#;DU@D$[04X-

B;]%O6&8>]$YBUQI0WT>-X62<)N>.@#(K7&A9@@7+Z[JQ$I%;]X > MY]S)\63.C'_\MU!#;.5.$|@'B4/(_&P>?|4/M-6&V:HN$L_6L(0R>>FOR

MS#Y\+>>98[4[):0N,JM9PT>X7M.1T2 JG@I5&B=;YA _1,^UF,@YJ3I9[1SO* MJXO/8;Z]) .^^#3|(%@N9%R39)2(CA@(=(RKX4T7#K?>K3/W91,;[^.@YL3 M9-

T18F8L26MTD37YCO9.1=MET(.V3.O)|S;.MQ__]*@S:#03=J0SZ#'R//$._M^GF11@L) ^EM+W8[H.5W@ YTYAUVLT 3P54J#WK/-)YFX6S7C#=+V5@&RP^)

MF_8J>!&]MOWIXQO>MP+QKUC_A%'DUPS,X>!L5 @F#J+VN8_M+B<$S5)VBFSGE%MG)4YT5SQSNS;X>OX%;[UV[Y?R5'D6#K+V) HR FL->0"K M(A]E.%.A=6KO<.KZ[-

G:8^K^R^BF^NK ZG] GY^_AK^>]EZ<1]6^TLUG\CW M$*P G1.TLOOZ%%$C"\T,9L42VM:K\A'D?)WW18A-TM@1E)7WTC\QMAOX0(/ M(=Y4BL! #G$2NW[MM*@CUL(B+P-*[I-

OWCCMD21.W'U_+*@,A^3))>NL EK7? M&UZ$U3]K3Z7=-Y67RSNB8.M &"$AJV0.B?Q!TEH6R6(Q20ELG<#S($'=0NYT M*-S1PK2-7CH V2%]^X,(#C?3R 1/GGPU&6(M;T?

P6,BC()\>T1G+5.M][@%R M)N[Z](0 :Z63#N#U8KO>+"]P]0[/]SDNG^:?+UD17&MDAH,LM1/;?B"5*L"L ME Z3,-&TSNA[@)R)NRD](;Q:Z:0#>-5NY&\ M$;0ZG"3I2(QU5@D#)[1V-

C/-9.N$_]M(F;AODSRF!!2Z]5F]HXDA#N?7 M1]@2C/>9?!Q6UT% <-9*0.50NZ(9"X-FI^3KX&'OOL&G.]>Y$Q6&N%820-'D^;"R#&!3/K6^A'DWDM GQ3Q<1 M&U=

[<#SAOUPEM)]&\[/-B_":O65_O+OX7R+,Y[)N1).UJ.!=N]5=K[!"8%%1EI 46*7(HU"1@V."+/_L3/(JD -7NA_A M0_2QWF)8?%_-_8WZU&Q)8Y%:P=Q^-

LNUWM.7CC8ID7YG>T&+@9ZW M:\&UV) ZZB1+MO[] *Q%I2H65[2ZO&EW;,E9"*_1"*1&ZBE M[F.VA1S!,*R"53'3?=2>=X6P81AMFGMH.PU6$P/ ^@;H[X.Z3QGZK7-8[,$

MA1I&4A]WEX_]?S[GVCC6B7^R"V39#]2)K)"Z#G<]!T]_|E@(§_6X#?6I[<6, MA*[NU5[-M#38(_YMPVX8ABP7'[Q2[W0^WQC*+9RXFIH342X8EX]:§_+_");K MX6]NBAJRY#))?

V@+'14YL6U9L>XS&D6:E'\(?;*Q@-LV=#2(#U.\C3HKZ3OF5 M8W6[4 O]=U(]_IGEI.3%LSK'/F=/JZI49YR\BJ3)}L1;%>I-N@^X3,KZI+OC

M596N=^V#Y5HTMB*&'#NB\@X1R$,+6S8*!<.158D7,.U-@+,L!#;N,)M*&P"[M MN%!S,)&P.8S.5G1#[ANFN&I{(*.P9@-LT\!W#O5S_O),+U\.J%&B^Y-C2VZ5[%I-

88Z),B5\@@#8?,H=LU0WXZ5P,X1,$V[=<)N@/*_#K_<-M"KKV',ND%O2'E[W?K:O01("M('2E*X35)'3*781#(1#FQ*9NR(/0UAT;'!O<<[B%,L8/L6,A%1*Y'B.Y&P1.I

MF/+^WASXGXAJ30'#4)U:1S2V%=D.%P&/*$/$KX<86=$VY>R[;N2[L4||S4>? MJ%UOF#(CP3)^A[J-!X'Z$*|+>"N2"BY756Q)\;F/.0W"2+]J//%2C_0(4AUP] MQH!#UQ*>W(X'>:\3576-

Y,W3B0GXY5[%;::=^;(K4.5Q'/G$LY\E1_+0M^T0 M1<**D7 =Q^;4"T)/|X2;-GY,>;8%YA0;!XL!*M82K5]/6HY<[N'("I$C18*\ M2-EGX?]]MPA[<2 BN07/ET3I/_SZG59K)/K|$R?#H3!

M?JG,%\[+FPJ7(NP M&$4X4/=P:4,.6;L"S@W8N]+),.1Z_0S,C;A9 M52HT4]:HH#^2Q>,,#L^(@M'P7"6;KUW)CC]+(=I&/F>\0$01.K#MQIW<%9N2@ M 359.\P&*/F@#+PC

MMQL(^X93/D3T<6+K&(8$LH7]'PU#!0Z/;BR1FSRB?`M\ZR?!$!ZC>RXJ^QTNIU:E3YP+B@>\]!LZ>^XZBX8]?)&4,6MR,_|#TKX+K;`M:V=:BADYYW-

8W;,#;X#^[\;D4|\E5B0H\IFOQC*0"}&(8&1[@D;>RRS'UVU: M!!U2,'ON6+N&C1*M 2]ALM0+3+&MWM.F M.;*(B^MG%AU^AA#"E"68D6DV6ON'-FW

*S0ZEW],Y$ ^\[%YN4YQ5\B>NY<|^ MJ0N%;!"C@E-$(4>;K4;^QC[#E!$AE/9B\2 0\T-T@>I:%P4[)?Q=[0H]2_#.] MI?5/WE2/ZNUM+_ 8E6XC5;77GKQ;(XS|&7\WU,0BS#;_N]@<

M%_7 H%VQ)^8KZ8G=B/WL^;+@=2S3?K!QX,! NH!<^GW('U^U?BC'D.]GSF M>@Z9]U^V'X? L_IGU]H9<#) "|>;K&6R^]?|YLGA4$]6>>9$??.]A;&Y1@6/?

M1H2KD>XLD++V+1\AVI&%FE\9AMKOJ5/X'9I./YN&G@U# _2UX0R1?M+'O%CB MSYE0OZR/E6>>K;9[5.[-NR2C_& `7|!JA=,:`XIH& 4,A4'L(<_"JL[6CI%#

M0\=Q!/$C[7.+M2^BGV;_(_)^9T3[W;CI-2[4I*[RIJB[$/K((:0.(U18R(UB M>85PB(-(%!-$;)=*\0A!SS% 0,M.^BG_^\LI&H&]07M@;S'[+9 _\FIO8,CN MUO#

76$%+A,H=K'CE@TUM3THI0IPXZM2* H0]>:F@F,21%U$>"$.&)0U:5S_-?WH!-9P\O=#L!M3>-TPLO!=4UC&+:CW!X.GEGL-YRN@Z*&@71#>#[*I>H0QXSXW$.$60|R M|5

MP\|T]Y),XC@EG;F#K'](IYQ"ZP77_=]"FRJA'#CRLIB3'%HJY[2-;.#93;R%R MKMLRSM)H"C,(;HCV3&XT'0*500?]88-;Q+##%8A4A(7(%GA/X"(=!B"R/6CYE MCA]0W5.H_AF-

IH//P|EH.@0.0W7],8.B GE3HB1+SUQY''+1|@1 M(C>+*%[JV'PI?Z'|!%TU6:HX_"=LV=Q0A-$[0I&K)1;DL> MYUB>Y(A*-5>C#2T484$1CT/?)53Z?_TJOOKJ"~09F0A<$_PCI&C

F:.S=)A;F^3B9-'-^G(D?AI/KI/$>ELJCRT!R>$VGUF/+Y">9@>3O>UO*[_HP<0 M S1KG__-WG()S%W?)3&CAQ@)?EGO;'H(ZY ({OZ($WURIK M I2E-6LD_)

(+@2*0BROG9Y<4*PF|[K<#EP'6XY%=^CG3S9[,,,G2$J/*H[V,&\R0S9NG.**B[U6>$W,U3H$T>SK9MX5+L MH0=SQ ML*>&"W%IA]7D#/56M&5)@1!,B8WMP.[5W= 1(-

Y]$#B+[>L,&B]$$Y#?**S' M FZYOH6$O/LA5Y;.6ARZ LFM(;]G7HB9U2MTUP=[2&,P :Q#N$=(#ACPKTF6 M+%?+|1CP(''(PH0X27#T2&SH.(K$(U),JTCYYW..\5TBD_(W'P4&?

0QDN0[Y M00./?^TQCF/.>.AZR+==6Q7I2YY9)&]GD45=RZ=QP'KYDEW [W\4QM9K WZT M_,SS"5\C?8P%C% K1CR,1 ++'OE1@BB-$+*[>%';BXFNO C_!"W MP+;<> CX?:X,>IB

M,1+M=A4:*WKSE*A4/:4/2@XVDQL+A*7NXNX*&:<3S"VF.Q_3Q(=1 M5Y\!9%&>XN U0&36T]WKYRJO'G'W.GGA49J93ZQ06)1U',7+ ,K+|BXPNO C_!"W MP+;<> CX?:X,>IB

;,,!EUD,E1*.U@P.?V:MHEI_^]R)__Q2E, MD[_XB0MVGRR3;*>]TQSU:G8G=M|HU7I1-<*1=FK'C5_86#*:S3S$U-^\E,/ MZZ\LZT^\^FYCQ7&:XDCSL4_P:_,4**+W04'853HR0,

M04GM^,NL9(4^F Y(@M3MCK9^Q{(P!*@_\I^O_.FU@"=(@Y0XC@*N73;_.|. MU&3)V<>\N,R73S]P.GF[M=$%>>=1B$'0]I&+"QBLOI9O,[_;=NRKNIW'W==_'

M>=UA^:L)R5C\9P)1C7"32A9PAHGS.6/"=LA=.Z&F *4 >D8"|E]3+/NP0 MO9721)6O<*1^(9/"+8A6WU0S5E3+UE\0TOM^67FM,B<{ -MFH|K5H;#-,F,R!B@>-?

+IS1_X;QN&;RI\X:=IGQ42N3D=V!3LG.B>Q=?Z1*U-M >]P;D+]DI^GR7]RIIIL7IY=?+^,'12VZOP>;>#VC>O06O0%]IV759'0BK.:MZUE4H_D;L&G3,ZI#JXA'JT"J

_U;7M0#TC/*Z]5V,_^CWKT\178$1!GU(.M,0/KP"/,JGQ9,_9GEE3E[=V?, ^E!RY=@&_#/J0O=XH,1AWJJWQ%W6U?GE%*<

MF(78AP|H4|WG@'RH1&%P/WG|JPOM3;IX=0M89"G+;<'5 _D AV\4RS^F;$B M?5G<<;H|UD/QE|5TW!]IPKRY.!RU-I&8 -GUKX+>2K=0P_YZ)07SM.!P<(X6 M;P(BGZ3MKU3M[.

[M@NG0--"$>5OO.$:GQ0$,UMN=_?+U[ZI6I9%R!WXNA;1\HP M2N!|?6#"EMU0W7YF>]J^D2!8AG$(UN;M4TLP$96!:TV3BD'8?,NS;SS7 :MK;HU4]*N>31,':0B;ZWB?% XS>7?

7W;4%OBONRN"ZK9/V&M>]J!:7/%_5CA-1$(WW-_C7Q]XQD5232Z6&/5!N%2]3G7H M*U>S5$*:L11G&X8 ,+Y_4"P9R 21)D^I%C^\V|HMPM0&:E&*89,VY@>ET\5K(

MPA40:+B$F>GK-3"H^1Y!2+87B$;%NKIE9%\6(.>EO!=^Y_5|4KMLH!:C/. S MO4 V^O0U7(:F5@'=/L!5 ?26LLJGQ9F-53^W.*7'^5>^XCNP|^']"2L:RF< MZ;4^.R)@"=$?G&ZJ)DG?

BG-Q*(O7B:7CC13A(/I4-YYS\$# M!Y+3])"H$.0%MQ4E(&@G!#*[UK%]!7M_'IVZ/MY3 RJC: M=D?C8J$!2-,=6WJVOB$YN&,]4=QYG[5#@(}85'774E9F/|#KY7(=MRJK

M)ZD'_/BXBDEZ5^%#LP&?PW24SN%@*Y!? ; KGB62RSOGNEE66E"MY$HI&?7 M$\0V84!??G3C-!JC>39:E_3S?|(P!*7;HM .U'%-N/TT JL3 H&.TOVG>KGX

M6;!2L:@!B9Z<&\M|#)[2(P!9R9W9$AWX&+X]7 U(3V=|WBSL^A=-%]*# M^OY45.QX";IW:+_/P35I#L1\L 2!H?^KN,[81S7NJO:2!WE,#FOA 7O04 MN726+2XR|F?

V7%9,@P*_,J@96W\8OKD^80/KBKI>?K@>Z6S\5>@X MS|=_U0RC,5I,)HL;6%U^R 4NKJI&?9?KD'^]4WL-.C+|\V!.H1[U&"U>%?)_=&F.)A; &DOUZ)%>((("UZNJ9L?

*FN*D>BVO)87G+,K+:.KY5ZL|_MEM]%2M6RIJM4"4@]\;5+I71\'ZRY58\^:80 6)F^PT.'\'2?-%.'R_ ^/P;I4+ M='E99(7M.K%NA$BHI/LQTI/?NJG#F:AC,>K13+0-54JY2XYK&^-

FDSC*9I@ M8TY& MI"=^"GX.:$C(4[G"BAKXT9N9'61\B]5-MCWDJI?RITG63'/8IN!$CHV-W M8T1U'/[?>/4YH_E24PRVUP?@)HUHP_JTV(Q#^"C((/!?2+1_JA;A1L:,18@1&

MOL'\)5O@EIZ0.,[C5YXFO1]&B@XS;Y3?7(BYGW=_W>D%M4N!JH/"(@=54F MJ9O077Y*RTIC]/DVU%YPFA:,Z!00-X+\EF1H):4&R5]6"2<&L=M& 1_ZWQE\ _M@%VT>R%I4BBKH{=V^@KYSW+_D95N]EL EJ9G8_,,-DFE5;O_D%=)FVKU M-"6 U2H>&_GP/,>NOT:"?:"RZ0 5)M8H"24*H=*K4@38$WT>N%E4L"H12@F MA/BUO&JV3Z@70"9%>9K$ .Z$Y)-

+);N%A4@SF8/%FE'E/AF-HO:IC4IC$ MP#+5//LD'9<-8U>\I$52IV$TU:EVD^\%HDD!D/XB S^76*+XPJEG.<^OJ].5 M?NZBW@M9DV(AO04&?:QE9?8A$Y5J(=)6?WR"9J^>).B(AW"

:\@>.W^TE<684!G;I M3>XE/2-%ADVKM!M1,.B|"}~9VRJGG&YIPD;@%?+Y-Q.@?R>O ZUAWY/8?\| MA7U01

)K"_=(@O6RCS>%QP(QRO)] NPT5; V]DEVT#C8MA>&8IFL'X77 M9 D/<+)UKH^QAB?D8016U[^>DD(G5 <$X?K2QR#5+ TC@+I;K1G3 -&.%%R7 M^1AP#B5@!"QWG*Z*I$IX>;%87#SC))WYMIZ2DO\&18$Y_?\FK#JIYX?_^O&!+^GXASB_SFM^B;OU#_(;CD__-?_P=0 M2P,$% @ 3CYV68IR&2U;!0 F4P +!Q-#(P,C1E># (Q,2YH=&WM M7-USXC80?^]?H7+3WDL@?%V3$"XS'"$)#7U^NVN];%2=ZEC=M1= B9'OW1_K5;1L8C2&+A&D02L M@.:44;Y %P34);I6- [7Z(EE+NEAJU*PWV^A"R$NZPEFYHK!4OVWBJMZU)T+KHT\:>BGOR: M^\RP?!A^6B0=RTC#M:YB1A>\X52L9)SRVI%@0G;>U=WGT)94YSBF;-UY/Z,Q M*/0%KM!4Q)B_WU&8JZH"2>=9146_@FFB$>+^7F4.[!D^C'+(-6HTK0Z#ZR4- MJ>G?1]UQ5X&'F]YH): .5U."O3\'P>-B;#@GPV V[7V9_4SC M]^[V>V3L!N0K:=-32,Q1 (F&. 2)6O6=S,AS130.&>2M"H4D(*NF<0PG"CKY MCT-"5<+PND.Y$^&(#CX\6UVN-1\N^QJ;5]M4;[2=G:^R\7C X*;;[MKB=D7N$&/>< AM!@H! +,/U9;E;Q.@@DQ8;Q31PU7*Y? Q#%4WK?L133.YME3; M9L]@?L\@.EMX=E=H?^L*+HX&;.@HH5BN;YSX2?OM@3{7/]-]<*?]:2*T$A3 MP6UH&/)(R$1(;[E+5;H;B+ZW?)[P6'#2:L#0.3;-W MT)F9T-SZ? 8]*8PZ<4&L*KGPTZG\S52B619P8,91@+]P- 'QLS,-;0DS'6J02$ M.=D*_;/:J-B0:B08,O-,4.5O+;B0V(1[,WS;0KQT=F^=_42DDT-9*/U]Q(MB-1=P(L%]3$P? (4E^(FU!#!,T(!'3"@;V8.UTA 7&O'QD@HOT3Z58)Y),VXG MJ3*\'(H]A[YVK-5IA3/R/YF=#1\(QA7H,RV([M>[S|&$_0&>"V<;] L/< MD_2KX'ZZL]T@LDLP(".*6:%#M]>#LASG[:6VXGIT :#F;AO!05TB[3'2)R,T M'10989^732S 0SZ7V,RLTLBMD@:"I67\?BFO?K7UT0SY%2AM4[94N3KJ?2#_ MC#E>@$OT&TP*ZMCL<(]*

*Q^{Q^,UA61&C]OB2X:5AXZU/ MCQ/(TLX4.14B3P2=;WB,\(46)>4.7BZ&> QWT2U?V'.&FT8Z@ M .2*1@7?EO8?{)N#$3<{EB7@W@+,.2RD.PN9IP|BADXHQSR"$G:O%T;/:X/: MI/;8&9%"SK%]32T[A_6V?P=IDK!UH=W;W_71SWC!04.TO$DDM(B70S?[LC/# M&D^SC[X,_IX]<@*@6"!?4!4)KNCSG_YZ#>TF#!NAW%TIWRZ1L**=A67GB1 M#_OT& ZQITOD@4CU$B2_$]4Q,P*L'93QW2;0@Y +3Y/%9^:%SFF8%AMAK^?B M,[NITQP3Y+-,=Z^B(TR+W=!Q=OJCQ>9C;W.I/L"",.7@$YP*%TBL3VE7<[M'!WEWG6W#!W=7K7TZ"586]S=KY82;6XSJMR0X M5#9?\#!)#R{CVGQG5X/MNBO)_@502P,$% @ 3CYV6?3BAU&4 P ^Q M + !Q-#(P,C1E>#(S,2YH=&WE6&UOVS80_KY?<4NP- $L1V^QY9<;"-H4 M+5H$05(@V*>)DDXV$8KT2"},[^MWI.S66>(N ;H$QOD! ,7CO3S/W?'D\(2LGOXQ_#0)XKXJF1FFAT,@LEM 8+]=P7:*Y@2!82;U3\Z7FIYT%.(D3 MN%;ZAM^R=M|R*W"RUC, ^;M?C8VDG*MR.1F7_!9X^7:/#^*XK,)^7O7S(CT9 M8%94;!!&28@!5D48_Q\MT5$2;\\8NQ3X=[_F,IBALS],LFY\,K>C!2_M;!B% MX6(]]T0MWMF "3Z50^\P[5:*PEMM%THH/=P/_6_D=H**U5PLAV^^\AH-G.,"_M+E7-Y)N.8=($!C6O6D'#_T*R2,;]4:9>-+G@!9P6A6JD=5G[@>OZZ:'^$*#_.NCTGT%'M,05]C5"LXK8*[R!RT+IN=+,>1Z;C!+C$^>,CX#K : M!S2K49)2!W^,U?\-@:(D&,-&X&|F/6!S]90-*;KTBN#09U(4!I^/GJK119#S?8E, M%WO;7^'KPZEL;=OOL>GRO# M78, <:A3,%>36+_15G.'W(RRGIM#8[4>>0?2!9_OGP[_T^-O4$L#!!0 (-M $X^=EE&M931=0< +PA / <30R,#(T97@S,3$N:'1M[5IM;ONY$?[> M7\$ZN#L'D&3K+8IEQX";**VO0: [P!3CT4\%=SDJLNZFKE<75_-B(OK/UW]N=UF;W1.Y50XEAKBC@2K MK"RF[!=!]IZUV[74:UTNC9S.'.N=]P;L%VWNY9S'<2>=HNM&S]59?+XZ"XM< M)5HLKZ^$G#,I7IW(?O? %2OJ-J-1}?)H.,1AX*1$(IS MK%LJ>G62RZ(\(_^>-#KC(:ENUQ(X6;C[OGY=R=!}/HJTX7#>@;SX\>H9[5L MK\3F0MQ.L9;3Y;C;Q2]. 'ER;*SDMQF'!U%)(YX]I9C\1+KOGW5? G%_VNYWNW@UL&)P"#3+?R.+7DIL/MV]O7]|\N/WI_2'N'CWV M]K\KZV2V_.VM'^RT_K;%J0L,[1D[SKLKU0(4JK%4C+>*.9F"%@.7U[^WVTL M1M"^O\U:_/^6S?B1G]C>M! C$MMAMD4+?\.+8O-2KO?07;N$;.")?LOM"+Q2)*;6BLTSTDM P MJM @5ZS)9<%XL615X4Q%V!/H-C O/,=9CB"_[_C*,)U+QYR.*Z&SHMOA,P!DNJ0-M8PPNDTH"F(59@.BP19- AD)M,9LY7_LYZ_ M(.$.U:K\?%H%/O>E82'=#!NT);7!0^WA&E:8)MS3U!,L66ZZX1B#H/^I("6 MR0)N|HAMN)47D,.HV1B61894XDY"C2Q250FH!'(;+FP!=6G4DI5PO(\9'TM* MK8.BQL,^61EQ)Z17W/(2E8/(D$#KK!V"9,[FDKK#,="W_9 M"G*PLK6!MFV,V;+V& $?U(!_>.2>[Y^]|'5'E[;&M"X0/DMTEDD\!L?=,FXH M0 27RT21=R4CA$6BD)UY<2^6@R$\2_AG(6V]M*TPSW.'T2IB51]=DL#7EIT" M&D' .OI_\I#,>#$E=H.TO*L4V9]<^[S='9[2\S" .Q3Q*3Y*WR(4,5#\(LPG M\$;\1#RJ09^W6O9HM0RK^1T_#2U(^$)SC*7TE#^/']Z0A:UP6B#83\/:\MR?M\LH>/L63<$) IUXITK[N#!0@5>?2!@* %!5!C^]?UM2Q23^&%]PU!R^1JM5 M4Y.?E* 1V&*UDB* <&6R56"DD-])O0,/J$_BP\)HJZRM"2!$;RD>@"VT)!N&T M$";5'&65HH[EL\@A'KRH(9L4YMEE=\2L@+@H@PG\0Q$L]ILC.2#LJ;,#'PYY48T>"+")$^DDF[IJ\VN97UT!^@# MJC$P'XENU-- I_UALK*E(@J&ZICFFHC@@&A89E2@:*G$%P8H=)'K1=!,Q8# M"-$MRT!C'"'%V;#&4UC$TF7-5A93U#L81!SV#G,,U=D?M7Q6W R@H/NYN!T+(M8"+HP\;F(]&5VV_!(23)5]+D.ZKLTUTH2Y16+60!14_ GH!X=`]6.3;D1<,> MT:G;X/@C25W+P\C."/@,SO"U1:=I93P$&T2^0VNNK<-4_Z("NFP*1;]6J -0 M?;IG2H980C8_D:X-1R- +X33E#UKAM!KM>AZMFG&[JG]>'!T+LD0@$&?Q1D]<2 M9Z9]4O71ZHE\ZXM==.3Q-ORB-CF\=A!-I+;6*>L99#-:UMGK\?Z,6KC5UZQ. MX^AMG#9V57[""%U%XR#NB# ["CXE&@?/C0L*^H.04,04ZLI[N\+_.OL)1$H%\K M"?-#T%=%&LYASX^Z!{!J2=7W$!)8^\,?GR-220"GKARK7G1!_-Z7@EC#0S$(MW4=X(=*<6C\+\KIMC >P'0G.!29;6N7WWO"H>Q9, <9H+5JQ'ED4(UOE0 A^ M"YNI>77G^?ZH(>]AVORA$S] M@K/7"M<|!V[HF\9B8Z,+AXJ;A 3I2:8-2Q0O+8V;#Y M3:*=T_G8WRW-?7U"?U&C% "+P_6UT\5%I_?BPM\|.>#N1+-P? 2G5"9=29TYL MCPU>= 9QYL[A\[YW]{'C'U Z{G7Y__]1-M6?!Y&@V'&-+7KPZZ9\T$THN_%EM M?,ZZ =I&WT=$>^4#>W)9IBC;2?X?Y!(O[-Y-V(}):.7Q?+.F7"Q6>)O?I7.ZS9Y$> C[CMA?[_MC&6X#=Z^N5MY[H_XWQ-MKV>2,C9YH+3RIW'V4],66 ;/^&H$!7-K^'=T"WU(.MC7B:.&>|_W>8_^2G!]6VX0YE'-^.SFGKQP?K+ HUY'P|A2=(15:;7;;MQ'^WE^!RM- GBIOEH6)6M&E>4)IZZ34=1F^JF# M.^SQ4,$.%P!'BOWU?0 <7R22MA0G:63K \4C%HO%[H-G%"=Y:Y0YV64_23(WK)VNY&ZU-7"R&GN6+_,'[*?M+F5 M,QL;G72=SI=ZSH[B\IE1&.0LT6)Q?B;DC$GOYD .>9(>_NEQ,AJ.AMF0\'YQ M?W'2#?N"OQ]Z@W^W3M 5XC!/M8M%+TY^&39SLF//QIV.\>CRIW.I7#YN-?M M_N4@B)Z? 9;IT&,^@?_P:U6PKXV8*34Y7X]X FAS=N397*J5 M-N,7W?!WZEO:&2^D6HR_O9$%6?:!YNQ:%[S\MF5Y:=N6C,RBH)7_)=B(0<+C M/$[A&']4+&DYI5[?3^-+J+I>)=-^\Z+WJG@YZG? [|:>R>P/%]^U,$@,S_:0*7 M5]3RXN;R?O$_Q.6\QDQ0S-)<]" RZ5E%V59<\6N]=+& M,5VR=]H43;|N^V],9VQR]2/[3BL!TK M-BE3Z!N=?&E>ZC=>^BNW\ T<42S8 M;:GGBL246M%9)GI):\A5:A JQN2R9+QXZS DY%P<,93 M_&28+]1C3D>Y+8&24K*6FX47*?@M8=P-D1;_"1B#(56@:HSA!5)10,T0*]$= ME@#R;)|+- &>V]A_K_G,RU"CQ$RBD5>!PGP[FTN68H*TH#09ZO15,TP+3G*&; M8,EBTPU?{@@&GP(!L4R6<+./V(9;>0EIM)J-9EEF6$K<2:B19:IJ 96(W(8+ M6XBZ-&K!*CC>8!9C2:DU*)IXV U M@0(LWYFT@10@1670XVN:-9UL4(AQ0,$&JY?1[#5T)5OE* 6V&*UDB+L'6R= M6"DD-])/0,:,%#BR)IJZ[-$6#8V)1 (=H2#,*N(72J.+"7UHIJYL.T@A'K M; (:,7=MIEQ\2\+@&SO3\228HRO9B:Y'K_MD#V>&QC+>5)H6G0FYU-MR3T3<@OX^7($/TZY$P'0$!#B'2$:SW1#?R;B#21[$11M$51 O*P"W7TEL$H;6%W- MN*K#RO8^IRQ#N2%G\);=43:L\N(CF"H^[JXD HK0$2QC8[V2Z-KMM^ Q7,I7 MTN2+L>S3!2Q+EE5>6!@4/0%[@BB>S#*UX &L229Z.CM@/D=3E,:A):=J'@" MM?BTI-.T- CXL&SE@AJ9"6X>N_N #NFP*13_72'"%0?;BG2P9\8=$_D&X.1UU, M87/F!VUA|QOM>AFMRKE=)4Q/%P&/) */|G\T'+? %NR65+-3>R#2^FP7_3(_M/A:\C3ZKZ@ZG&&*)U- 9Z&7M6V43+>D7[>#\A96Z51"O3,.HBIXU=9:GP U06 MV-<[HH|P9J*1'WVID+ O*#D$ID!1UE,@_OOB;+D0Z.=:POP ^KI,PI;N5*5 7 M4E]@,^S+#XGX^[V%WZ]DDA"P)L.L2MLY\5N?,F+Z#TDC%"[AS&6Y,7X2#)HJ M-.[Q=BQZ+M#1TFK-[X5,4^Z@"^*.JJ05\Y9%TK)U@:C!;V$R#=?N/$+X^G+2 MLO"]0.K)#-99"Q&A0 V(:3B]:H+?BLPMRYE6,_+T??)IXIDC(-,>J_5:X4?JL";FP MJ6@Z)%A#9-J8F.*5I?RRRER0[7X8BS+8%[H=-JH3[1SNAC[!3#SB06%03-* M&# V- U=.)\>=P:O7_M;)(1:.+ =N+]0ZX4+JR(GMMN'KSNCD9&]SM]/;V_91 MM2>=?G=_UTVU1\'D:#8<8RM>OCD8'"P[-(0P[K)>Y3;T?42T7]UYX>U+]<>. M+*00BGV_^4CF0RQ3,/G)HO<7%[<_BM<^%R^Q_C'Y?>NEQ,AJ;M#0\?X

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utr:Rate0001048268false2024FYhttp://fasb.org/us-gaap/2024#AccountsPayableAndAccruedLiabilitiesCurrenthttp://fasb.org/us-gaap/2024#AccountsPayableAndAccruedLiabilitiesCurrenthttp://fasb.org/us-gaap/2024#AccountsPayableAndAccruedLiabilitiesCurrenthttp://fasb.org/us-gaap/2024#AccountsPayableAndAccruedLiabilitiesCurrenthttp://fasb.org/us-gaap/2024#OtherLiabilitiesNoncurrenthttp://fasb.org/us-gaap/2024#OtherLiabilitiesNoncurrenthttp://fasb.org/us-gaap/2024#OtherLiabilitiesNoncurrenthttp://fasb.org/us-gaap/2024#OtherAssetsNoncurrenthttp://fasb.org/us-gaap/2024#OtherAssetsNoncurrenthttp://fasb.org/us-gaap/2024#BusinessCombinationIntegrationRelatedCostshttp://fasb.org/us-gaap/2024#BusinessCombinationIntegrationRelatedCostshttp://fasb.org/us-gaap/2024#GainLossOnDispositionOfAssets110-Ktrue2024-09-30--09-30false001-13783IES Holdings, Inc.DE76-05422082 RiverwaySuite 1730HoustonTX77056713860-1500Common Stock, par value $0.01 per shareIESCNASDAQNoNoYesYesLarge Accelerated Filerfalsefalsetruefalsefalse1045300000199716700 Certain information contained in the Proxy Statement for the 2025 Annual Meeting of Stockholders of the Registrant to be held on February 20, 2025, is incorporated by reference into Part III of this Annual Report on Form 10-K.<table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:98.900%"></td><td style="width:0.1%"></td></tr><tr style="height:5pt"><td colspan="3" style="border-bottom:2pt solid #000000;padding:0 1pt"></td></tr></table> 7764740006007760001526300001058120001800012000086896000514560006007760005597770001058120006681800012000-12000514560002208900013888400001279504000364400000252980000360002770001354000690001373470008289700012795040001131414000252980000203253000277000277000-69000-2000082897000588560003679480002795940007420700031299000114000131980004139600019272000279594000308504000312990001819000013198000550001927200012312000042Ernst & Young LLPHouston, 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BUSINESS
 Description of the Business
 IES Holdings, Inc. designs and installs integrated electrical and technology systems and provides infrastructure products and services to a variety of end markets, including data centers, residential housing and commercial and industrial facilities. Our operations are organized into four business segments, based upon the nature of our services:
 •Communications - Nationwide provider of technology infrastructure services, including the design, build, and maintenance of the communications infrastructure within data centers for co-location and managed hosting customers, for both large corporations and independent businesses. •Residential - Regional provider of electrical installation services for single-family housing and multi-family apartment complexes, as well as heating, ventilation and air conditioning (HVAC) and plumbing installation services in certain markets. •Infrastructure Solutions - Provider of electro-mechanical solutions for industrial operations, including apparatus repair and custom-engineered products such as generator enclosures used in data centers and other industrial applications. •Commercial & Industrial - Provider of electrical and mechanical design, construction, and maintenance services to the commercial and industrial markets in various regional markets and nationwide in certain areas of expertise, such as the power infrastructure market and data centers.

*
 The words "IES", the "Company", "we", "our", and "us" refer to IES Holdings, Inc. and, except as otherwise specified herein, to our consolidated subsidiaries. 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
 Principles of Consolidation The accompanying Consolidated Financial Statements include the accounts of IES Holdings, Inc. and its consolidated subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation.
 Use of Estimates The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the use of estimates and assumptions by management in determining the reported amounts of assets and liabilities, disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are primarily used in our revenue recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits.
 Cash and Cash Equivalents We consider all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents.
 Marketable Securities
 Marketable securities consist of highly liquid equity securities and debt securities with original maturities over three months. All of our marketable debt securities are classified as trading securities and mature after one year and before five years at September 30, 2024. Our marketable securities with readily determinable fair values are carried at fair value, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income.
 Inventories Inventories consist of raw materials, work in process, finished goods, and parts and supplies held for use in the ordinary course of business. Inventory is valued at the lower of cost or net realizable value generally using the first-in, first-out (FIFO) method. When circumstances dictate, we write down inventory to its estimated net realizable value based on assumptions about future demand, market conditions, plans for disposal, and physical condition of the product. Where shipping and handling costs on inventory purchases are borne by us, these charges are included in inventory and charged to cost of services upon use in our projects or the providing of services. Property and Equipment Additions of property and equipment are recorded at cost, and depreciation is computed using the straight-line method over the estimated useful life of the related asset. Leasehold improvements are capitalized and depreciated over the lesser of the life of the lease or the estimated useful life of the asset. Costs associated with software developed or obtained for internal use, including third party development fees incurred during the application development stage and software licenses, are capitalized and amortized on a straight-line basis over the estimated useful life of the software.
 Expenditures for repairs and maintenance are charged to expense when incurred. Expenditures for major renewals and betterments, which extend the useful lives of existing property and equipment, are capitalized and depreciated. Upon retirement or disposition of property and equipment, the capitalized cost and related accumulated depreciation are removed from the accounts and any resulting gain or loss is recognized in the statements of comprehensive income in the caption (gain) loss on sale of assets.
 Goodwill Goodwill attributable to each reporting unit is tested for impairment either by comparing the fair value of each reporting unit with its carrying value or by a qualitative assessment. These impairment tests are required to be performed at least annually. On an ongoing basis (absent any impairment indicators), we perform an impairment test annually using a measurement date of September 30. In evaluating goodwill for impairment, we have the option to first assess qualitative factors to determine whether it is more likely than not that the fair value of a reporting unit is greater than its carrying value. If we determine that it is more likely than not that the carrying value of a reporting unit is greater than its fair value, then we perform an impairment test by calculating the fair value of the reporting unit and comparing this calculated fair value with the carrying value of the reporting unit.
 We estimate the fair value of the reporting unit based on both a market approach and an income approach, using discounted estimated future cash flows. The market approach uses market multiples of enterprise value to earnings before interest, taxes, depreciation and amortization for comparable publicly traded companies. The income approach relies on significant estimates for future cash flows, projected long-term growth rates, and the weighted average cost of capital.
 Intangible Assets Intangible assets with definite lives are amortized over their estimated useful lives based on expected economic benefit with no residual value.
 Debt Issuance Costs Debt issuance costs are included as a reduction of our debt outstanding, or alternately classified within other non-current assets if we have no borrowings drawn on our credit facility at the balance sheet date, and are amortized to interest expense over the scheduled maturity of the debt. Amortization expense of debt issuance costs was $287, $268 and $199, respectively, for the years ended September 30, 2024, 2023 and 2022. Remaining unamortized capitalized debt issuance costs were $598 and $836 at September 30, 2024, and 2023, respectively.
 Revenue Recognition Revenue is recognized from a contract with a customer when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed.
 We recognize revenue on project contracts over time using the percentage of completion method. Project contracts generally provide that customers accept completion of progress to date and compensate us for services rendered measured in terms of units installed, hours expended or some other measure of progress. We recognize revenue on both signed contracts and change orders. A discussion of our treatment of claims and unapproved change orders is described later in this section. Percentage of completion for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total cost for each contract at completion. We generally consider contracts to be substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material, labor and insurance costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements can result in change orders under which the customer agrees to pay additional contract price. Revisions can also result in claims we might make against the customer to recover additional costs that have not been resolved through change orders with the customer. We recognize revenue from change orders or claims when recovery of such amounts is probable. The amount of revenue associated with unapproved change orders and claims was immaterial for the years ended September 30, 2024, 2023 and 2022. Provisions for total estimated losses on uncompleted contracts are made in the period in which such losses are determined. The balances billed but not paid by customers pursuant to retainage provisions in project contracts are typically due upon completion of the contracts and acceptance by the customer. Based on our experience, the retention balance at each balance sheet date will be collected within the subsequent fiscal year.
 Certain divisions in our operating segments recognize revenue at the completion of the contract ("completed contract") under the right to invoice practical expedient because the duration of their contracts is short in nature. We recognize revenue on completed contracts when the project is complete and billable to the customer.
 Accounts Receivable and Allowance for Credit Losses We record accounts receivable for all amounts billed and not collected and amounts for which we have an unconditional right to bill our customers. Additionally, we provide an allowance for credit losses based on historical company-specific uncollectable accounts, as well as current and expected market conditions. From time to time, we establish additional allowance for credit losses for financial asset balances with specific customers where collectability has been determined to be improbable based on specific facts and circumstances. Such allowances are established as deemed necessary in the period such determination is made. As is common in our industry, some of these receivables are in litigation or require us to exercise our contractual lien rights in order to collect. Our allowance for credit losses at September 30, 2024 and 2023 was $1,818 and $1,649, respectively.
 In calculating our expected credit losses, we consider trade receivables, retainage, and costs and estimated earnings in excess of billings, all of which constitute a homogenous portfolio, and therefore, to measure the expected credit loss, they are grouped together.
 We have elected to calculate an expected credit loss based on loss rates from historical data. Each segment groups financial assets with similar risk characteristics and collectively assesses the expected credit losses. If an individual asset experiences credit deterioration to the extent the credit risk is no longer characteristic of the other assets in the group, it will be analyzed individually. The loss rates for our portfolios include our history of credit loss expense, the aging of our receivables, our expectation of payments and adjustment for forward-looking factors specific to the macroeconomic trends in the markets we serve.
 Comprehensive Income (Loss) Comprehensive income (loss) includes all changes in equity during a period except those resulting from investments by and distributions to stockholders.
 Income Taxes We follow the liability method of accounting for income taxes. Under this method, deferred income tax assets and liabilities are recorded for the future income tax consequences of temporary differences between the financial reporting and income tax bases of assets and liabilities, and are measured using enacted tax rates and laws. We evaluate valuation allowances established for deferred tax assets for which future realization is uncertain on a quarterly basis. In assessing the realizability of deferred tax assets, we must consider whether it is more likely than not some portion, or all, of the deferred tax assets will not be realized. We consider all available evidence, both positive and negative, in determining whether a valuation allowance is required. At September 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize net deferred tax assets of $22,458. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment. If actual future taxable income is different from these estimates, our results could be affected.
 We record reserves for income taxes related to certain tax positions when management considers it more likely than not that additional taxes may be due in excess of amounts reflected on income tax returns filed. When recording these reserves, we assume that taxing authorities have full knowledge of the position and all relevant facts. We continually review exposure to additional tax obligations, and as further information is known or events occur, changes in tax reserves may be recorded. To the extent interest and penalties may be assessed by taxing authorities on any underpayment of income tax, such amounts have*

*been accrued and included in the provision for income taxes.
 Fair Value of Financial Instruments Our financial instruments consist of cash and cash equivalents, marketable securities, accounts receivable, accounts payable, and a loan agreement. We believe that the carrying value of financial instruments approximates their fair value due to their short-term nature. The carrying value of our debt approximates fair value, as debt incurs interest at a variable rate. Noncontrolling Interest In connection with our acquisitions of Edmonson Electric, LLC ("Edmonson") and Bayonet Plumbing, Heating & Air-Conditioning, LLC ("Bayonet") in fiscal 2021, and NEXT Electric, LLC ("NEXT") in fiscal 2017, we acquired an 80 percent interest in each of the entities, with the remaining 20 percent interest in each such entity being retained by the respective third party sellers. The interests retained by those third party sellers are identified on our Consolidated Balance Sheets as noncontrolling interest, classified outside of permanent equity. Under the terms of each entity's operating agreement, after five years from the date of the acquisition, we may elect to purchase, or the third party seller may require us to purchase, part or all of the remaining 20 percent interest in the applicable entity. The purchase price is variable, based on a multiple of earnings as defined in the operating agreements. Therefore, this noncontrolling interest is carried at the greater of the balance determined under Accounting Standards Codification ("ASC") 810 and the redemption amounts assuming the noncontrolling interests were redeemable at the balance sheet date. On June 28, 2024, we purchased the remaining 20 percent noncontrolling interest in Bayonet for $32,000. As we retained our controlling interest in Bayonet, the change in ownership interest was accounted for as an equity transaction. The difference between the balance of the noncontrolling interest at the date of redemption of the remaining interests and the consideration paid was recognized in Additional Paid-In Capital in the accompanying Consolidated Balance Sheets and was not reflected in earnings. If all of the noncontrolling interests remaining outstanding at September 30, 2024 had been redeemable at that date, the redemption amount would have been $40,996. </div><div>
</div><div>The activity in redeemable noncontrolling interest is summarized in the table below. </div><div>
</div><div style="text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:98.194%"><tr><td style="width:1.0%"></td><td style="width:62.549%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.639%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.365%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.639%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.365%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.643%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Balance at beginning of period</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">49,951 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">29,193 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">24,594 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Net income attributable to noncontrolling interests</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,385 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,499 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,424 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Distributions to noncontrolling interests</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(16,155)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(11,491)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(7,000)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Adjustments to record noncontrolling interests at redemption value</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">22,695 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,750 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,175 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Adjustment to record noncontrolling interests at value of consideration paid to acquire ownership interest</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,120 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Purchase of ownership interest from noncontrolling interests</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(32,000)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td 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0;text-align:right;vertical-align:bottom"></td></tr></table>
 Leases We enter into various*

*contractual arrangements for the right to use facilities, vehicles and equipment. We evaluate whether each of these arrangements contains a lease and classify all identified leases as either operating or finance. If the arrangement is subsequently modified, we re-evaluate our classification. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.
 Upon commencement of the lease, we recognize a lease liability and corresponding right-of-use ("ROU") asset for all leases with an initial term greater than twelve months. Lease liabilities represent the present value of our future lease payments over the expected lease term. As most of our leases do not provide an implicit rate, we generally use our incremental borrowing rate as the discount rate in calculating the present value of the lease payments. The incremental borrowing rate is determined by identifying a synthetic credit rating for the consolidated company, where treasury functions are centrally managed, and adjusting the interest rates from associated indexes for differences in credit risk and interest rate risk. We have elected to combine the lease and nonlease components in the recognition of our lease liabilities across all classes of underlying assets. ROU assets represent our right to control the use of the leased asset during the lease and are recognized in an amount equal to the lease liability with adjustments for prepaid or accrued rent, lease incentives or unamortized initial direct costs. Costs associated with ROU assets are recognized on a straight-line basis over the term of the lease. Our lease assets are tested for impairment in the same manner as long-lived assets used in operations.
 Certain lease contracts include obligations to pay for other services, such as operations and maintenance. Where the costs of these services can be identified as fixed or fixed-in-substance, the costs are included as part of the future lease payments. If the cost is not fixed at the inception of the lease, the cost is recorded as a variable cost in the period incurred.
 Accounting Standards Recently Adopted In October 2021, the Financial Accounting Standards Board ("FASB") issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers ("ASU 2021-08"). This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption.
 In December 2019, the FASB issued Accounting Standard Update No. 2019-12, "Income Taxes (Topic 740): Simplifying the Accounting for Income Taxes." This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements. 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES
 Principles of Consolidation The accompanying Consolidated Financial Statements include the accounts of IES Holdings, Inc. and its consolidated subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation.
 Use of Estimates The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the use of estimates and assumptions by management in determining the reported amounts of assets and liabilities, disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are primarily used in our revenue recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits.
 Cash and Cash Equivalents We consider all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents.
 Marketable Securities
 Marketable securities consist of highly liquid equity securities and debt securities with original maturities over three months. All of our marketable debt securities are classified as trading securities and mature after one year and before five years at September 30, 2024. Our marketable securities with readily determinable fair values are carried at fair value, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income.
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 We recognize revenue on project contracts over time using the percentage of completion method. Project contracts generally provide that customers accept completion of progress to date and compensate us for services rendered measured in terms of units installed, hours expended or some other measure of progress. We recognize revenue on both signed contracts and change orders. A discussion of our treatment of claims and unapproved change orders is described later in this section. Percentage of completion for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total cost for each contract at completion. We generally consider contracts to be substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material, labor and insurance costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements can result in change orders under which the customer agrees to pay additional contract price. Revisions can also result in claims we might make against the customer to recover additional costs that have not been resolved through change orders with the customer. We recognize revenue from change orders or claims when recovery of such amounts is probable. The amount of revenue associated with unapproved change orders and claims was immaterial for the years ended September 30, 2024, 2023 and 2022. Provisions for total estimated losses on uncompleted contracts are made in the period in which such losses are determined. The balances billed but not paid by customers pursuant to retainage provisions in project contracts are typically due upon completion of the contracts and acceptance by the customer. Based on our experience, the retention balance at each balance sheet date will be collected within the subsequent fiscal year.
 Certain divisions in our operating segments recognize revenue at the completion of the contract ("completed contract") under the right to invoice practical expedient because the duration of their contracts is short in nature. We recognize revenue on completed contracts when the project is complete and billable to the customer.
 Accounts Receivable and Allowance for Credit Losses We record accounts receivable for all amounts billed and not collected and amounts for which we have an unconditional right to bill our customers.*

*Additionally, we provide an allowance for credit losses based on historical company-specific uncollectable accounts, as well as current and expected market conditions. From time to time, we establish additional allowance for credit losses for financial asset balances with specific customers where collectability has been determined to be improbable based on specific facts and circumstances. Such allowances are established as deemed necessary in the period such determination is made. As is common in our industry, some of these receivables are in litigation or require us to exercise our contractual lien rights in order to collect. Our allowance for credit losses at September 30, 2024 and 2023 was $1,818 and $1,649, respectively.
 In calculating our expected credit losses, we consider trade receivables, retainage, and costs and estimated earnings in excess of billings, all of which constitute a homogenous portfolio, and therefore, to measure the expected credit loss, they are grouped together.
 We have elected to calculate an expected credit loss based on loss rates from historical data. Each segment groups financial assets with similar risk characteristics and collectively assesses the expected credit losses. If an individual asset experiences credit deterioration to the extent the credit risk is no longer characteristic of the other assets in the group, it will be analyzed individually. The loss rates for our portfolios include our history of credit loss expense, the aging of our receivables, our expectation of payments and adjustment for forward-looking factors specific to the macroeconomic trends in the markets we serve.
 Comprehensive Income (Loss) Comprehensive income (loss) includes all changes in equity during a period except those resulting from investments by and distributions to stockholders.
 Income Taxes We follow the liability method of accounting for income taxes. Under this method, deferred income tax assets and liabilities are recorded for the future income tax consequences of temporary differences between the financial reporting and income tax bases of assets and liabilities, and are measured using enacted tax rates and laws. We evaluate valuation allowances established for deferred tax assets for which future realization is uncertain on a quarterly basis. In assessing the realizability of deferred tax assets, we must consider whether it is more likely than not some portion, or all, of the deferred tax assets will not be realized. We consider all available evidence, both positive and negative, in determining whether a valuation allowance is required. At September 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize net deferred tax assets of $22,458. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment. If actual future taxable income is different from these estimates, our results could be affected.
 We record reserves for income taxes related to certain tax positions when management considers it more likely than not that additional taxes may be due in excess of amounts reflected on income tax returns filed. When recording these reserves, we assume that taxing authorities have full knowledge of the position and all relevant facts. We continually review exposure to additional tax obligations, and as further information is known or events occur, changes in tax reserves may be recorded. To the extent interest and penalties may be assessed by taxing authorities on any underpayment of income tax, such amounts have been accrued and included in the provision for income taxes.
 Fair Value of Financial Instruments Our financial instruments consist of cash and cash equivalents, marketable securities, accounts receivable, accounts payable, and a loan agreement. We believe that the carrying value of financial instruments approximates their fair value due to their short-term nature. The carrying value of our debt approximates fair value, as debt incurs interest at a variable rate. Noncontrolling Interest In connection with our acquisitions of Edmonson Electric, LLC (“Edmonson”) and Bayonet Plumbing, Heating & Air-Conditioning, LLC (“Bayonet”) in fiscal 2021, and NEXT Electric, LLC (“NEXT”) in fiscal 2017, we acquired an 80 percent interest in each of the entities, with the remaining 20 percent interest in each such entity being retained by the respective third party sellers. The interests retained by those third party sellers are identified on our Consolidated Balance Sheets as noncontrolling interest, classified outside of permanent equity. Under the terms of each entity’s operating agreement, after five years from the date of the acquisition, we may elect to purchase, or the third party seller may require us to purchase, part or all of the remaining 20 percent interest in the applicable entity. The purchase price is variable, based on a multiple of earnings as defined in the operating agreements. Therefore, this noncontrolling interest is carried at the greater of the balance determined under Accounting Standards Codification (“ASC”) 810 and the redemption amounts assuming the noncontrolling interests were redeemable at the balance sheet date. On June 28, 2024, we purchased the remaining 20 percent noncontrolling interest in Bayonet for $32,000. As we retained our controlling interest in Bayonet, the change in ownership interest was accounted for as an equity transaction. The difference between the balance of the noncontrolling interest at the date of redemption of the remaining interests and the consideration paid was recognized in Additional Paid-In Capital in the accompanying Consolidated Balance Sheets and was not reflected in earnings. If all of the noncontrolling interests remaining outstanding at September 30, 2024 had been redeemable at that date, the redemption amount would have been $40,996. </div><div>
</div><div>The activity in redeemable noncontrolling interest is summarized in the table below. </div><div>
</div><div style="text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:98.194%"><tr><td style="width:1.0%"></td><td style="width:62.549%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.639%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.639%"></td><td style="width:0.1%"></td><td style="width:0.365%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.643%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Balance at beginning of period</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">49,951 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">29,193 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">24,594 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Net income attributable to noncontrolling interests</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,385 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,499 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,424 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Distributions to noncontrolling interests</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(16,155)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(11,491)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(7,000)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Adjustments to record noncontrolling interests at redemption value</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">22,695 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,750 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,175 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Adjustment to record noncontrolling interests at value of consideration paid to acquire ownership interest</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,120 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2"*

style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Purchase of ownership interest from noncontrolling interests</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(32,000)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Balance at end of period</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">40,996 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-bottom:3pt double #000000;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">49,951 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-bottom:3pt double #000000;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">29,193 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 Leases We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. We evaluate whether each of these arrangements contains a lease and classify all identified leases as either operating or finance. If the arrangement is subsequently modified, we re-evaluate our classification. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.
 Upon commencement of the lease, we recognize a lease liability and corresponding right-of-use ("ROU") asset for all leases with an initial term greater than twelve months. Lease liabilities represent the present value of our future lease payments over the expected lease term. As most of our leases do not provide an implicit rate, we generally use our incremental borrowing rate as the discount rate in calculating the present value of the lease payments. The incremental borrowing rate is determined by identifying a synthetic credit rating for the consolidated company, where treasury functions are centrally managed, and adjusting the interest rates from associated indexes for differences in credit risk and interest rate risk. We have elected to combine the lease and nonlease components in the recognition of our lease liabilities across all classes of underlying assets. ROU assets represent our right to control the use of the leased asset during the lease and are recognized in an amount equal to the lease liability with adjustments for prepaid or accrued rent, lease incentives or unamortized initial direct costs. Costs associated with ROU assets are recognized on a straight-line basis over the term of the lease. Our lease assets are tested for impairment in the same manner as long-lived assets used in operations.
 Certain lease contracts include obligations to pay for other services, such as operations and maintenance. Where the costs of these services can be identified as fixed or fixed-in-substance, the costs are included as part of the future lease payments. If the cost is not fixed at the inception of the lease, the cost is recorded as a variable cost in the period incurred.
 Accounting Standards Recently Adopted In October 2021, the Financial Accounting Standards Board ("FASB") issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers ("ASU 2021-08"). This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption.
 In December 2019, the FASB issued Accounting Standard Update No. 2019-12, "Income Taxes (Topic 740): Simplifying the Accounting for Income Taxes." This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements. Principles of Consolidation The accompanying Consolidated Financial Statements include the accounts of IES Holdings, Inc. and its consolidated subsidiaries. All significant intercompany accounts and transactions have been eliminated in consolidation. Use of Estimates The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the use of estimates and assumptions by management in determining the reported amounts of assets and liabilities, disclosures of contingent liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates. Estimates are primarily used in our revenue recognition of construction in progress, fair value assumptions in accounting for business combinations, stock-based compensation, reserves for legal matters, and realizability of deferred tax assets and unrecognized tax benefits. Cash and Cash Equivalents We consider all highly liquid investments purchased with an original maturity of three months or less to be cash equivalents. Marketable Securities
 Marketable securities consist of highly liquid equity securities and debt securities with original maturities over three months. All of our marketable debt securities are classified as trading securities and mature after one year and before five years at September 30, 2024. Our marketable securities with readily determinable fair values are carried at fair value, with gains and losses included in Other (income) expense, net on our Consolidated Statements of Comprehensive Income. Inventories Inventories consist of raw materials, work in process, finished goods, and parts and supplies held for use in the ordinary course of business. Inventory is valued at the lower of cost or net realizable value generally using the first-in, first-out (FIFO) method. When circumstances dictate, we write down inventory to its estimated net realizable value based on assumptions about future demand, market conditions, plans for disposal, and physical condition of the product. Where shipping and handling costs on inventory purchases are borne by us, these charges are included in inventory and charged to cost of services upon use in our projects or the providing of services. Property and Equipment Additions of property and equipment are recorded at cost, and depreciation is computed using the straight-line method over the estimated useful life of the related asset. Leasehold improvements are capitalized and depreciated over the lesser of the life of the lease or the estimated useful life of the asset. Costs associated with software developed or obtained for internal use, including third party development fees incurred during the application development stage and software licenses, are capitalized and amortized on a straight-line basis over the estimated useful life of the software.
 Expenditures for repairs and maintenance are charged to expense when incurred. Expenditures for major renewals and betterments, which extend the useful lives of existing property and equipment, are capitalized and depreciated. Upon retirement or disposition of property and equipment, the capitalized cost and related accumulated depreciation are removed from the accounts and any resulting gain or loss is recognized in the statements of comprehensive income in the caption (gain) loss on sale of assets. Goodwill Goodwill attributable to each reporting unit is tested for impairment either by comparing the fair value of each reporting unit with its carrying value or by a qualitative assessment. These impairment tests are required to be performed at least annually. On an ongoing basis (absent any impairment indicators), we perform an impairment test annually using a measurement date of September 30. In evaluating goodwill for impairment, we have the option to first assess qualitative factors to determine whether it is more likely than not that the fair value of a reporting unit is greater than its carrying value. If we determine that it is more likely than not that the carrying value of a reporting unit is greater than its fair value, then we perform an impairment test by calculating the fair value of the reporting unit and comparing this calculated fair value with the carrying value of the reporting unit. We estimate the fair value of the reporting unit based on both a market approach and an income approach, using discounted estimated future cash flows. The market approach uses market multiples of enterprise value to earnings before interest, taxes, depreciation and amortization for comparable publicly traded companies. The income approach relies on significant estimates for future cash flows, projected long-term growth rates, and the weighted average cost of capital. Intangible Assets Intangible assets with definite lives are amortized over their estimated useful lives based on expected economic benefit with no residual value. Debt Issuance Costs Debt issuance costs are included as a reduction of our debt outstanding, or alternately classified within other non-current assets if we have no borrowings drawn on our credit facility at the balance sheet date, and are amortized to interest expense over the scheduled maturity of the debt. Amortization expense of debt issuance costs was $287, $268 and $199, respectively, for the years ended September 30, 2024, 2023 and 2022. Remaining unamortized capitalized debt issuance costs were $598 and $836 at September 30, 2024, and 2023, respectively. 2870002680001990005980008360000 Revenue

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 We recognize revenue on project contracts over time using the percentage of completion method. Project contracts generally provide that customers accept completion of progress to date and compensate us for services rendered measured in terms of units installed, hours expended or some other measure of progress. We recognize revenue on both signed contracts and change orders. A discussion of our treatment of claims and unapproved change orders is described later in this section. Percentage of completion for construction contracts is measured principally by the percentage of costs incurred and accrued to date for each contract to the estimated total cost for each contract at completion. We generally consider contracts to be substantially complete upon departure from the work site and acceptance by the customer. Contract costs include all direct material, labor and insurance costs and those indirect costs related to contract performance, such as indirect labor, supplies, tools, repairs and depreciation costs. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements can result in change orders under which the customer agrees to pay additional contract price. Revisions can also result in claims we might make against the customer to recover additional costs that have not been resolved through change orders with the customer. We recognize revenue from change orders or claims when recovery of such amounts is probable. The amount of revenue associated with unapproved change orders and claims was immaterial for the years ended September 30, 2024, 2023 and 2022. Provisions for total estimated losses on uncompleted contracts are made in the period in which such losses are determined. The balances billed but not paid by customers pursuant to retainage provisions in project contracts are typically due upon completion of the contracts and acceptance by the customer. Based on our experience, the retention balance at each balance sheet date will be collected within the subsequent fiscal year.
 Certain divisions in our operating segments recognize revenue at the completion of the contract ("completed contract") under the right to invoice practical expedient because the duration of their contracts is short in nature. We recognize revenue on completed contracts when the project is complete and billable to the customer. Accounts Receivable and Allowance for Credit Losses We record accounts receivable for all amounts billed and not collected and amounts for which we have an unconditional right to bill our customers. Additionally, we provide an allowance for credit losses based on historical company-specific uncollectable accounts, as well as current and expected market conditions. From time to time, we establish additional allowance for credit losses for financial asset balances with specific customers where collectability has been determined to be improbable based on specific facts and circumstances. Such allowances are established as deemed necessary in the period such determination is made. As is common in our industry, some of these receivables are in litigation or require us to exercise our contractual lien rights in order to collect. Our allowance for credit losses at September 30, 2024 and 2023 was $1,818 and $1,649, respectively.
 In calculating our expected credit losses, we consider trade receivables, retainage, and costs and estimated earnings in excess of billings, all of which constitute a homogenous portfolio, and therefore, to measure the expected credit loss, they are grouped together.
 We have elected to calculate an expected credit loss based on loss rates from historical data. Each segment groups financial assets with similar risk characteristics and collectively assesses the expected credit losses. If an individual asset experiences credit deterioration to the extent the credit risk is no longer characteristic of the other assets in the group, it will be analyzed individually. The loss rates for our portfolios include our history of credit loss expense, the aging of our receivables, our expectation of payments and adjustment for forward-looking factors specific to the macroeconomic trends in the markets we serve. 18180001649000 Comprehensive Income (Loss) Comprehensive income (loss) includes all changes in equity during a period except those resulting from investments by and distributions to stockholders. Income Taxes We follow the liability method of accounting for income taxes. Under this method, deferred income tax assets and liabilities are recorded for the future income tax consequences of temporary differences between the financial reporting and income tax bases of assets and liabilities, and are measured using enacted tax rates and laws. We evaluate valuation allowances established for deferred tax assets for which future realization is uncertain on a quarterly basis. In assessing the realizability of deferred tax assets, we must consider whether it is more likely than not some portion, or all, of the deferred tax assets will not be realized. We consider all available evidence, both positive and negative, in determining whether a valuation allowance is required. At September 30, 2024, we concluded, based upon the assessment of positive and negative evidence, that it is more likely than not that the Company will generate sufficient taxable income to realize net deferred tax assets of $22,458. We considered the scheduled reversal of deferred tax liabilities, projected future taxable income and tax planning strategies in making this assessment. If actual future taxable income is different from these estimates, our results could be affected.
 We record reserves for income taxes related to certain tax positions when management considers it more likely than not that additional taxes may be due in excess of amounts reflected on income tax returns filed. When recording these reserves, we assume that taxing authorities have full knowledge of the position and all relevant facts. We continually review exposure to additional tax obligations, and as further information is known or events occur, changes in tax reserves may be recorded. To the extent interest and penalties may be assessed by taxing authorities on any underpayment of income tax, such amounts have been accrued and included in the provision for income taxes. 22458000 Fair Value of Financial Instruments Our financial instruments consist of cash and cash equivalents, marketable securities, accounts receivable, accounts payable, and a loan agreement. We believe that the carrying value of financial instruments approximates their fair value due to their short-term nature. The carrying value of our debt approximates fair value, as debt incurs interest at a variable rate. Noncontrolling Interest In connection with our acquisitions of Edmonson Electric, LLC ("Edmonson") and Bayonet Plumbing, Heating & Air-Conditioning, LLC ("Bayonet") in fiscal 2021, and NEXT Electric, LLC ("NEXT") in fiscal 2017, we acquired an 80 percent interest in each of the entities, with the remaining 20 percent interest in each such entity being retained by the respective third party sellers. The interests retained by those third party sellers are identified on our Consolidated Balance Sheets as noncontrolling interest, classified outside of permanent equity. Under the terms of each entity's operating agreement, after five years from the date of the acquisition, we may elect to purchase, or the third party seller may require us to purchase, part or all of the remaining 20 percent interest in the applicable entity. The purchase price is variable, based on a multiple of earnings as defined in the operating agreements. Therefore, this noncontrolling interest is carried at the greater of the balance determined under Accounting Standards Codification ("ASC") 810 and the redemption amounts assuming the noncontrolling interests were redeemable at the balance sheet date. On June 28, 2024, we purchased the remaining 20 percent noncontrolling interest in Bayonet for $32,000. As we retained our controlling interest in Bayonet, the change in ownership interest was accounted for as an equity transaction. The difference between the balance of the noncontrolling interest at the date of redemption of the remaining interests and the consideration paid was recognized in Additional Paid-In Capital in the accompanying Consolidated Balance Sheets and was not reflected in earnings. If all of the noncontrolling interests remaining outstanding at September 30, 2024 had been redeemable at that date, the redemption amount would have been $40,996. </div><div>
</div><div>The activity in redeemable noncontrolling interest is summarized in the table below. </div><div>
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color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Purchase of ownership interest from noncontrolling interests</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(32,000)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Balance at end of period</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">40,996 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-bottom:3pt double #000000;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">49,951 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-bottom:3pt double #000000;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">29,193 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
4995100029193000245940001338500011499000542400016155000-11491000-70000002269500020750000617500031200003200000000409960004995100029193000 Leases We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. We evaluate whether each of these arrangements contains a lease and classify all identified leases as either operating or finance. If the arrangement is subsequently modified, we re-evaluate our classification. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.
 Upon commencement of the lease, we recognize a lease liability and corresponding right-of-use ("ROU") asset for all leases with an initial term greater than twelve months. Lease liabilities represent the present value of our future lease payments over the expected lease term. As most of our leases do not provide an implicit rate, we generally use our incremental borrowing rate as the discount rate in calculating the present value of the lease payments. The incremental borrowing rate is determined by identifying a synthetic credit rating for the consolidated company, where treasury functions are centrally managed, and adjusting the interest rates from associated indexes for differences in credit risk and interest rate risk. We have elected to combine the lease and nonlease components in the recognition of our lease liabilities across all classes of underlying assets. ROU assets represent our right to control the use of the leased asset during the lease and are recognized in an amount equal to the lease liability with adjustments for prepaid or accrued rent, lease incentives or unamortized initial direct costs. Costs associated with ROU assets are recognized on a straight-line basis over the term of the lease. Our lease assets are tested for impairment in the same manner as long-lived assets used in operations.
 Certain lease contracts include obligations to pay for other services, such as operations and maintenance. Where the costs of these services can be identified as fixed or fixed-in-substance, the costs are included as part of the future lease payments. If the cost is not fixed at the inception of the lease, the cost is recorded as a variable cost in the period incurred. In October 2021, the Financial Accounting Standards Board ("FASB") issued Accounting Standard Update No. 2021-08, Business Combinations (Topic 805): Accounting for Contract Assets and Contract Liabilities from Contracts with Customers ("ASU 2021-08"). This standard amends the existing guidance under ASC 805 to add contract assets and contract liabilities to the list of exceptions to the recognition and measurement principles that apply to business combinations. Under this standard, the acquirer of a business is expected to recognize and measure acquired contract assets and contract liabilities as if the acquirer entered into the original contract on the same date with the same terms in accordance with ASC 606 rather than at fair value on the date of acquisition. This update is effective for fiscal years beginning after December 15, 2022 and for interim periods within that year. We adopted this standard on October 1, 2023 using the prospective method. ASU 2021-08 impacts how we account for business combinations completed after its adoption.
 In December 2019, the FASB issued Accounting Standard Update No. 2019-12, "Income Taxes (Topic 740): Simplifying the Accounting for Income Taxes." This standard simplifies the accounting for income taxes by eliminating certain exceptions to the guidance in Topic 740 related to the approach for intraperiod tax allocation, the methodology for calculating income taxes in an interim period and the recognition of deferred tax liabilities for outside basis differences. The standard also simplifies aspects of the accounting for franchise taxes and enacted changes in tax laws or rates and clarifies the accounting for transactions that result in a step-up in the tax basis of goodwill. This update is effective for fiscal years beginning after December 15, 2020 and for interim periods within that year. Early adoption is permitted. We adopted this standard on October 1, 2021 with immaterial impact on our Consolidated Financial Statements. 3. CONTROLLING SHAREHOLDER
 Tontine Associates, L.L.C. ("Tontine Associates"), together with its affiliates (collectively, "Tontine") is the Company's controlling stockholder, owning approximately 55 percent of the Company's outstanding common stock based on a Form 4 filed by Tontine with the SEC on September 16, 2024 and the Company's shares outstanding as of November 18, 2024. Accordingly, Tontine has the ability to exercise significant control over our affairs, including the election of directors and most actions requiring the approval of shareholders.
 While Tontine is subject to certain restrictions under federal securities laws on sales of its shares as an affiliate, the Company has filed a resale shelf registration statement to register for resale a majority of the shares of IES common stock owned by Tontine. As long as the resale shelf registration statement remains effective and the Company remains eligible to use it, Tontine has the ability to resell any or all of its registered shares from time to time in one or more offerings, as described in the resale shelf registration statement and in any prospectus supplement filed in connection with an offering pursuant to the resale shelf registration statement.
 Should Tontine, or its underlying individual owners, sell or otherwise dispose of all or a significant portion of its position in IES, a change in ownership of IES could occur. A change of control would trigger the change of control provisions in a number of our material agreements, including our credit agreement, bonding agreements with our sureties and our executive severance plan. Jeffrey L. Gendell was appointed as Chief Executive Officer of the Company effective October 1, 2020, having served as the Company's Interim Chief Executive Officer since July 31, 2020. Mr. Gendell also serves as Chairman of the Board of Directors, a position he has held since November 2016. He is the managing member and founder of Tontine, and the brother of David B. Gendell, who has served as a member of our Board of Directors since February 2012, and who previously served as Interim Director of Operations from November 2017 to January 2019, as Vice Chairman of the Board from November 2016 to November 2017 and as Chairman of the Board from January 2015 to November 2016. David B. Gendell was an employee of Tontine from 2004 until January 2018.
 The Company is a party to a sublease agreement with Tontine Associates, for corporate office space in Greenwich, Connecticut. In December 2022, the Company entered into an amendment of the sublease agreement, which was set to terminate on February 28, 2023, to extend the term of the agreement through August 31, 2024 and to increase the monthly payments from approximately $8 to approximately $9 effective March 1, 2023. On August 1, 2024, the Company entered into an amendment of the sublease agreement to extend the term of the agreement through September 30, 2025, effective September 1, 2024. Payments by the Company are at a rate consistent with that paid by Tontine Associates to its landlord.
 On December 6, 2018, the Company entered into a Board Observer Letter Agreement (the "Observer Agreement") with Tontine Associates, in order to assist Tontine in managing its investment in the Company. Subject to the terms and conditions set forth in the Observer Agreement, the Company granted Tontine the right, at any time that Tontine holds at least 20% of the outstanding common stock of the Company, to appoint a representative to serve as an observer to the Board (the "Board Observer"). The Board Observer, who must be reasonably acceptable to those members of the Board who are not affiliates of Tontine, shall have no voting rights or other decision making authority. Subject to the terms and conditions set forth in the Observer Agreement, so long as Tontine has the right to appoint a Board Observer, the Board Observer will have the right to attend and participate in meetings of the Board and the committees thereof, subject to confidentiality requirements, and to receive reimbursement for reasonable out-of-pocket expenses incurred in his or her capacity as a Board Observer and such rights to coverage under the Company's directors' and officers' liability insurance policy as are available to the Company's directors. 0.55 4. REVENUE RECOGNITION
 Contracts Our revenue is derived from contracts with customers, and we determine the appropriate accounting treatment for each contract at its inception. Our contracts primarily relate to electrical and mechanical contracting services, technology infrastructure products and services, and electro-mechanical solutions for industrial operations. Revenue is earned based upon an agreed fixed price or actual costs incurred plus an agreed upon percentage.
 We account for a contract when: (i) it has approval and commitment from both parties, (ii) the rights of the parties are identified, (iii) payment terms are identified, (iv) the contract has commercial substance, and (v) collectability of consideration is probable. We consider the start of a project to be when the above criteria have been met and we have written authorization from the customer to proceed.
 Performance Obligations A performance obligation is a promise in a contract to transfer a distinct good or service to the customer. A contract's transaction price is allocated to each distinct performance obligation and recognized as revenue when, or as, the performance obligation is satisfied.
 In our Residential Single-family business and our Infrastructure Solutions Industrial Services business, our contracts are generally in the form of purchase orders issued to us by the customer. We recognize revenue upon

completion of the services specified in the purchase order.
 We recognize revenue over time for the majority of the services we perform, other than the Residential Single-family and Infrastructure Solutions Industrial Services businesses, as (i) control continuously transfers to the customer as work progresses at a project location controlled by the customer and (ii) we have the right to bill the customer as costs are incurred. Within our Infrastructure Solutions Custom Engineered Solutions business, we often perform work inside our own facilities, where control does not continuously transfer to the customer as work progresses. In such cases, we evaluate whether the work performed creates an asset with alternative use to the Company and whether we have the right to bill the customer as costs are incurred. Such assessment involves an evaluation of contractual termination clauses. Where we are creating an asset with no alternative use and we have a contractual right to payment for work performed to date, we recognize revenue over time. If we do not have such a right, we recognize revenue upon completion of the contract, when control of the work transfers to the customer.
 For arrangements where we recognize revenue over time, we generally use the percentage of completion method of accounting under which revenue recognized is measured principally by the costs incurred and accrued to date for each contract as a percentage of the estimated total cost for each contract at completion. Contract costs include all direct material, labor and indirect costs related to contract performance. Changes in job performance, job conditions, estimated contract costs and profitability and final contract settlements may result in revisions to costs and income, and the effects of these revisions are recognized in the period in which the revisions are determined. Provisions for estimated losses on uncompleted contracts are made in the period in which such losses are determined. This measurement and comparison process requires updates to the estimate of total costs to complete the contract, and these updates may include subjective assessments and judgments. Revenue for arrangements whose durations are short in nature is recognized when the project is complete and billable to the customer under the right to invoice practical expedient.
 Variable Consideration
 The transaction price for our contracts may include variable consideration, which includes changes to transaction price for approved and unapproved change orders, claims and incentives. Change orders, claims and incentives are generally not distinct from the existing contract due to the significant integration service provided in the context of the contract and are accounted for as a modification of the existing contract. We estimate variable consideration at the probability weighted value we expect to receive (or the most probable amount we expect to incur in the case of liquidated damages, if any), utilizing estimation methods that best predict the amount of consideration to which we will be entitled (or will be incurred in the case of liquidated damages, if any). We include variable consideration in the estimated transaction price to the extent it is probable that a significant reversal of cumulative revenue recognized will not occur or when the uncertainty associated with the variable consideration is resolved. Our estimates of variable consideration and determination of whether to include estimated amounts in transaction price are based largely on an assessment of our anticipated performance and all information (historical, current and forecasted) that is reasonably available to us. The effect of variable consideration on the transaction price of a performance obligation is recognized as an adjustment to revenue on a cumulative catch-up basis. To the extent unapproved change orders and claims reflected in transaction price (or accounted for as a reduction of the transaction price in the case of liquidated damages) are not resolved in our favor, or to the extent incentives reflected in transaction price are not earned, there could be reductions in, or reversals of, previously recognized revenue.
 Disaggregation of Revenue We disaggregate our revenue from contracts with customers by activity and contract type, as these categories reflect how the nature, amount, timing and uncertainty of our revenue and cash flows are affected by economic factors. During the year ended September 30, 2024, we began to disaggregate the revenue from our Residential operating segment's single-family electrical and single-family plumbing & HVAC businesses, which was aggregated under our Residential single-family business in prior periods, to provide more detail about the major product lines significant to our Residential business. Our consolidated revenue for the years ended September 30, 2024, 2023 and 2022 was derived from the following activities. Prior period amounts have been reclassified to conform with the current period presentation, where applicable. See details in the following tables: <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:59.149%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.503%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.503%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.507%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Communications</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">776,474 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">600,776 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">559,777 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Residential</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Single-family Electrical</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">732,334 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">717,386 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">660,602 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Single-family Plumbing & HVAC</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">324,911 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">243,885 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">164,903 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Multi-family and Other</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">331,595 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">318,233 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">305,909 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total Residential</td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,388,840 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,279,504 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,131,414 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Industrial Services</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">53,291 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span

style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">46,091 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">65,686 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Custom Engineered Solutions</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">297,805 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">171,262 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">101,427 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total Infrastructure Solutions</td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">351,096 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">217,353 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">167,113 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Commercial & Industrial</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">367,948 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">279,594 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">308,504 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total Revenue</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,884,358 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,377,227 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,166,808 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.583%"><tr><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:30.978%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.707%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.918%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.452%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.452%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.037%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="30" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2024</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Fixed-price</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">554,160 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,388,840 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">336,786 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">316,365 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,596,151 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Time-and-material</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">222,314 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,310 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">51,583 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">288,207 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total revenue</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">776,474 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-

top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,388,840 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">351,096 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">367,948 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,884,358 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr style="height:14pt"><td colspan="6" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="30" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2023</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Fixed-price</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">404,684 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,279,504 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">210,547 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">241,159 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,135,894 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Time-and-material</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">196,092 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,806 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">38,435 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">241,333 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total revenue</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">600,776 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,279,504 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">217,353 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">279,594 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,377,227 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr style="height:14pt"><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="30" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2022</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom"><span style="color:#000000;font-family:'Times New

Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Fixed-price</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">367,513 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,131,414 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">159,994 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">282,522 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,941,443 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Time-and-material</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">192,264 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,119 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">25,982 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">225,365 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total revenue</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">559,777 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,131,414 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">167,113 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">308,504 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,166,808 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 Accounts Receivable
 Accounts receivable include amounts which we have billed or have an unconditional right to bill our customers. As of September 30, 2024, accounts receivable included $13,660 of unbilled receivables for which we have an unconditional right to bill.
 Contract Assets and Liabilities
 Project contracts typically provide for a schedule of billings on percentage of completion of specific tasks inherent in the fulfillment of our performance obligation(s). The schedules for such billings usually do not precisely match the schedule on which costs are incurred. As a result, contract revenue recognized in the statement of operations can and usually does differ from amounts that can be billed to the customer at any point during the contract. Amounts by which cumulative contract revenue recognized on a contract as of a given date exceeds cumulative billings and unbilled receivables to the customer under the contract are reflected as a current asset in our Consolidated Balance Sheets under the caption "Costs and estimated earnings in excess of billings". Amounts by which cumulative billings to the customer under a contract as of a given date exceed cumulative contract revenue recognized are reflected as a current liability in our Consolidated Balance Sheets under the caption "Billings in excess of costs and estimated earnings".
 During the years ended September 30, 2024 and 2023, we recognized revenue of $98,564 and $82,520 related to our contract liabilities at October 1, 2023 and 2022, respectively. We did not have any impairment losses recognized on our receivables or contract assets for the years ended September 30, 2024, 2023 and 2022. Remaining Performance Obligations
 Remaining performance obligations represent the unrecognized revenue value of our contract commitments. New awards represent the total expected revenue value of new contract commitments undertaken during a given period, as well as additions to the scope of existing contract commitments. Our new performance obligations vary significantly each reporting period based on the timing of our major new contract commitments. At September 30, 2024, we had remaining performance obligations of $1,175,695. The Company expects to recognize revenue on approximately $1,011,974 of the remaining performance obligations over the next 12 months, with the remaining recognized thereafter.</div><div> </div><div>For the year ended September 30, 2024, net revenue recognized from our performance obligations satisfied in previous periods was not material.</div><div style="text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:59.149%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.503%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.503%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.507%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Communications</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">776,474 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">600,776 </td><td style="background-

color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">559,777 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Residential</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Single-family Electrical</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">732,334 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">717,386 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">660,602 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Single-family Plumbing & HVAC</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">324,911 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">243,885 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">164,903 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Multi-family and Other</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">331,595 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">318,233 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">305,909 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total Residential</td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,388,840 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,279,504 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,131,414 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Industrial Services</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">53,291 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">46,091 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">65,686 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Custom Engineered Solutions</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">297,805 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">171,262 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">101,427 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total Infrastructure Solutions</td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">351,096 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">217,353 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">167,113 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Commercial & Industrial</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">367,948 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">279,594 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">308,504 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total Revenue</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,884,358 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,377,227 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,166,808 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.583%"><tr><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:30.978%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.707%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.918%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.452%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.452%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.776%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.037%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="30" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2024</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td

<table>
<tr><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3">Communications</td><td colspan="3">Residential</td><td colspan="3">Infrastructure Solutions</td><td colspan="3">Commercial & Industrial</td><td colspan="3">Total</td></tr>
<tr><td colspan="6">Fixed-price</td><td colspan="3">$</td><td colspan="3">554,160</td><td colspan="3">$</td><td colspan="3">1,388,840</td><td colspan="3">$</td><td colspan="3">336,786</td><td colspan="3">$</td><td colspan="3">316,365</td><td colspan="3">$</td><td colspan="3">2,596,151</td></tr>
<tr><td colspan="6">Time-and-material</td><td colspan="3">$</td><td colspan="3">222,314</td><td colspan="3">$</td><td colspan="3">—</td><td colspan="3">$</td><td colspan="3">14,310</td><td colspan="3">$</td><td colspan="3">51,583</td><td colspan="3">$</td><td colspan="3">288,207</td></tr>
<tr><td colspan="6">Total revenue</td><td colspan="3">$</td><td colspan="3">776,474</td><td colspan="3">$</td><td colspan="3">1,388,840</td><td colspan="3">$</td><td colspan="3">351,096</td><td colspan="3">$</td><td colspan="3">367,948</td><td colspan="3">$</td><td colspan="3">2,884,358</td></tr>
<tr><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td></tr>
<tr><td colspan="6"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td><td colspan="3"></td></tr>
<tr><td colspan="6">Year Ended September 30, 2023</td></tr>
<tr><td colspan="3"></td><td colspan="3">Communications</td><td colspan="3">Residential</td><td colspan="3">Infrastructure Solutions</td><td colspan="3">Commercial & Industrial</td><td colspan="3">Total</td></tr>
<tr><td colspan="6">Fixed-price</td><td colspan="3">$</td><td colspan="3">404,684</td><td colspan="3">$</td><td colspan="3">1,279,504</td><td colspan="3">$</td><td colspan="3">210,547</td><td colspan="3">$</td><td colspan="3">241,159</td><td colspan="3">$</td><td colspan="3">2,135,894</td></tr>
<tr><td colspan="6">
</table>

color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Time-and-material</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">196,092 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,806 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">38,435 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">241,333 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total revenue</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">600,776 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,279,504 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">217,353 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">279,594 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,377,227 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr style="height:14pt"><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="30" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2022</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Fixed-price</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">367,513 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,131,414 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">159,994 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">282,522 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,941,443 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Time-and-material</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">192,264 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,119 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">25,982 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">225,365 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total revenue</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">559,777 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,131,414 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">167,113 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">308,504

</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"> </td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,166,808 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"> </td></tr></table>
776474000600776000559777000732334000717386000660602000324911000243885000164903000331595000318233000305909000138884000012795040000113141400

style="text-align:justify">5. PROPERTY AND EQUIPMENT
 Property and equipment consists of the following: <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:66.677%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:3.483%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:3.483%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.455%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.458%"></td><td style="width:0.1%"></td></tr><tr style="height:27pt"><td colspan="3" style="padding:0 1pt"></td><td colspan="9" rowspan="2" style="border-bottom:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">Estimated Useful Lives in Years</td><td colspan="9" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr style="height:15pt"><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Land</td><td colspan="9" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">N/A</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">9,482 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">4,181 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Buildings and improvements</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">5</td><td colspan="3" style="background-color:#ffffff;padding:2px 2.12pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">20</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">55,805 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">33,753 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Machinery and equipment</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:right;vertical-align:bottom">3</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">10</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">117,774 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">65,787 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Information systems</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">2</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">8</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,968 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,508 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Furniture and fixtures</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:right;vertical-align:bottom">5</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">7</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,976 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,507 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Construction in progress</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,578 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,367 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 15.25pt;text-align:left;vertical-align:bottom">Property and equipment, gross</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">207,583 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">122,103 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Less-Accumulated depreciation</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(73,386)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(58,693)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 15.25pt;text-align:left;vertical-align:bottom">Property and equipment, net</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;padding:2px 0;text-align:right;vertical-align:bottom">134,197 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New 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style="text-align:justify">6. PER SHARE INFORMATION
 <span style="color:#000000;font-family:'Times New Roman',sans-serif;font-

size:10pt;font-weight:400;line-height:120%">Basic earnings per share is calculated as income (loss) available to common stockholders, divided by the weighted average number of common shares outstanding during the period. If the effect is dilutive, participating securities are included in the computation of basic earnings per share. Our participating securities do not have a contractual obligation to share in the losses in any given period. As a result, these participating securities will not be allocated any losses in the periods of net losses, but will be allocated income in the periods of net income using the two-class method.
 The following table reconciles the components of the basic and diluted earnings per share for the years ended September 30, 2024, 2023 and 2022: <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.797%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.287%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.287%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.291%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Numerator:</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Net income attributable to IES Holdings, Inc.</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">219,116 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">108,288 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">34,762 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Increase in noncontrolling interest</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(17,140)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(15,701)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,695)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Net income attributable to restricted shareholders of IES Holdings, Inc.</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(11)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(21)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Net income attributable to common shareholders of IES Holdings, Inc.</td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">201,976 </td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">92,576 </td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">30,046 </td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr style="height:14pt"><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:3pt double #000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:3pt double #000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:3pt double #000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Denominator:</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Weighted average common shares outstanding — basic</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,160,143 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,196,850 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,667,745 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Effect of dilutive stock options and non-vested securities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">254,789 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">216,182 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">226,880 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted average common and common equivalent shares outstanding — diluted</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,414,932 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,413,032 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,894,625 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr style="height:14pt"><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Earnings per share attributable to common shareholders of IES Holdings, Inc.:</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Basic</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td

style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">10.02 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">4.58 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">1.45 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Diluted</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">9.89 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">4.54 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">1.44 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div>
</div><div>For the years ended September 30, 2024, 2023 and 2022, the average price of our common stock exceeded the exercise price of outstanding stock options; therefore, all of our outstanding stock options were included in the computation of diluted earnings per share. For the years ended September 30, 2024, 2023 and 2022, there were no other unvested performance awards excluded from the calculation of diluted earnings per share because the inclusion of such instruments would have been anti-dilutive.</div><div><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:65.797%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.287%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.287%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.291%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Numerator:</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" 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1pt;text-align:right;vertical-align:bottom">(15,701)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,695)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Net income attributable to restricted shareholders of IES Holdings, Inc.</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(11)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(21)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Net income attributable to common shareholders of IES Holdings, Inc.</td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">201,976 </td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">92,576 </td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">30,046 </td><td style="background-color:#ffffff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr style="height:14pt"><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:3pt double #000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:3pt double #000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:3pt double #000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Denominator:</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Weighted average common shares outstanding — basic</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,160,143 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,196,850 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,667,745 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Effect of dilutive stock options and non-vested securities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">254,789 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3"

style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">216,182 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">226,880 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted average common and common equivalent shares outstanding — diluted</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,414,932 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,413,032 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20,894,625 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr style="height:14pt"><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Earnings per share attributable to common shareholders of IES Holdings, Inc.:</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Basic</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">10.02 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">4.58 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">1.45 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Diluted</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">9.89 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">4.54 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">1.44 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" 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DETAIL OF CERTAIN BALANCE SHEET ACCOUNTS
 Accounts payable and accrued expenses consist of the following:<table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:73.205%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Accounts payable, trade</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">149,381 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">138,591 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Accrued compensation and benefits</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">116,465 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">90,667</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Accrued insurance liabilities</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,158 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:right;vertical-align:bottom">7,726</td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Current operating lease liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">21,981 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">19,496</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Income taxes payable </td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">22,778 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">10,414 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Other accrued expenses</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">41,819 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">29,903</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">363,582 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td 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bottom:3pt double #0000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">296,797 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:73.205%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" 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</table>1493810001385910001164650009066700011158000772600021981000194960002277800010414000418190002990300036358200029679700 8. DEBT
 We had no outstanding borrowings as of September 30, 2024 or 2023. At September 30, 2024, we had $4,756 in outstanding letters of credit and $143,381 of availability under our revolving credit facility. Any amounts outstanding under our revolving credit facility are due and payable in September 2026, upon expiration of our revolving credit facility, and all amounts described as available are available without triggering our financial covenants under the Amended Credit Agreement (as defined below).
 The interest rate under our revolving credit facility was 6.33% at September 30, 2024. For the years ended September 30, 2024, 2023 and 2022, we incurred interest expense of $1,338, $3,022 and $2,970, respectively.
 The Revolving Credit Facility
 On April 28, 2022 we entered into the Third Amended and Restated Credit and Security Agreement (the "Amended Credit Agreement"), which, among other things, increased the maximum borrowing amount under our revolving credit facility from $125,000 to $150,000. The Amended Credit Agreement also removed the aggregate cap on Company investments in certain securities and the cap on the Company's ability to make stock repurchases, in each case subject to the satisfaction of certain liquidity requirements. The Amended Credit Agreement, which matures on September 30, 2026, contains customary affirmative, negative and financial covenants. As of September 30, 2024, the Company was in compliance with the financial covenants under the Amended Credit Agreement, requiring that we maintain:
 • a Fixed Charge Coverage Ratio (as defined in the Amended Credit Agreement), measured quarterly on a trailing four-quarter basis at the end of each quarter, of at least 1.1 to 1.0; and
 • minimum Liquidity of at least ten percent (10%) of the Maximum Revolver Amount, or $15,000, with, for purposes of this covenant, at least fifty percent (50%) of our Liquidity comprised of Excess Availability (as defined in the Amended Credit Agreement).
 At September 30, 2024, our Liquidity was $244,213, our Excess Availability was $143,381 (or greater than 50% of minimum Liquidity), and our Fixed Charge Coverage Ratio was 3.4:1.0. 00475600014338100000.063313380003022000297000012500000001500000001.10.10150000000.5024421300014338100003.41.1 9. LEASES
 We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.
 Current operating lease liabilities were $21,981 and $19,496, respectively, as of September 30, 2024 and 2023, and current finance lease liabilities were $4,563 and $4,301, respectively, as of September 30, 2024 and 2023. Current operating and finance lease </div><div>liabilities were included in "Accounts payable and accrued expenses" in the Consolidated Balance Sheets as of September 30, 2024 and 2023. Non-current finance lease liabilities and finance lease right-of-use assets were included in the "Other non-current liabilities" and "Other non-current assets", respectively, in the Consolidated Balance Sheets.</div><div style="text-align:justify">
</div><div style="margin-bottom:9pt">The maturities of our lease liabilities as of September 30, 2024, are as follows:</div><div style="margin-bottom:9pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:57.094%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.677%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:1.466%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.677%"></td><td style="width:0.1%"></td><td style="width:1.466%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.820%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Operating Leases</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Finance Leases</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2025</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-

height:100%">22,487 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">4,701 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">27,188 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">2026</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">18,512 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,916 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">22,428 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2027</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,526 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,148 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">15,674 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">2028</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,848 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">379 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,227 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2029</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,591 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">46 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,637 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Thereafter</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,467 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,467 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Total undiscounted lease payments</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">69,431 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">11,190 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">80,621 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Less: imputed interest</td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,005 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">896 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,901 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Present value of lease liabilities</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">62,426 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">10,294 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">72,720 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> The total future undiscounted cash flows related to lease agreements committed to but not yet commenced as of September 30, 2024, is $8,542.
 Lease cost recognized in our Consolidated Statements of Comprehensive Income is summarized as follows: <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.583%"><tr><td style="width:1.0%"></td><td style="width:47.017%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.636%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.357%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.915%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.357%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.918%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating lease cost </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-

height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">21,933 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">18,501 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,000 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Finance lease cost</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Amortization of lease assets</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,370 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,603 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,729 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Interest on lease liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">553 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">746 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">269 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 28pt;text-align:left;vertical-align:bottom">Finance lease cost</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,923 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,349 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,998 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Short-term lease cost</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,558 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,883 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,426 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Variable lease cost</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,518 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,805 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,900 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total lease cost</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">32,932 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">27,538 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,324 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table>
 Other information about lease amounts recognized in our Consolidated Financial Statements is summarized as follows: <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:98.472%"><tr><td style="width:1.0%"></td><td style="width:58.843%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.876%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.364%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.876%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.364%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.877%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating cash flows used for operating leases</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">24,381 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">22,022 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">20,799 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating cash flows used for finance leases</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">553 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3"

style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">746 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">269 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ceceff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Right-of-use assets obtained in exchange for new operating lease liabilities</td><td colspan="2" style="background-color:#ceceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">21,795 </td><td style="background-color:#ceceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">27,491 </td><td style="background-color:#ceceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">31,422 </td><td style="background-color:#ceceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Right-of-use assets obtained in exchange for new finance lease liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,678 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,973 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,950 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:62.372%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:16.677%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:16.679%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average remaining lease term - operating leases</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">3.8 years</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">4.5 years</td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average remaining lease term - finance leases</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">2.7 years</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">3.4 years</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average discount rate - operating leases</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5.5 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5.1 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average discount rate - finance leases</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6.2 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6.0 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td></tr></table>
 For a discussion of leases with certain related parties which are included above, see Note 13, “Related-Party Transactions.” Rent expense was $23,491, $20,384 and $18,426 for the years ended September 30, 2024, 2023 and 2022, respectively. 9. LEASES
 We enter into various contractual arrangements for the right to use facilities, vehicles and equipment. The lease term generally ranges from two to ten years for facilities and three to five years for vehicles and equipment. Our lease terms may include the exercise of renewal or termination options when it is reasonably certain these options will be exercised. Our lease agreements do not contain any material residual value guarantees or restrictive covenants.
 Current operating lease liabilities were $21,981 and $19,496, respectively, as of September 30, 2024 and 2023, and current finance lease liabilities were $4,563 and $4,301, respectively, as of September 30, 2024 and 2023. Current operating and finance lease </div><div>liabilities were included in "Accounts payable and accrued expenses" in the Consolidated Balance Sheets as of September 30, 2024 and 2023. Non-current finance lease liabilities and finance lease right-of-use assets were included in the "Other non-current liabilities" and "Other non-current assets", respectively, in the Consolidated Balance Sheets.</div><div style="text-align:justify">
</div><div style="margin-bottom:9pt">The maturities of our lease liabilities as of September 30, 2024, are as follows:</div><div style="margin-bottom:9pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:57.094%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.677%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:1.466%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.677%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:1.466%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.820%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Operating Leases</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Finance Leases</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2025</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,487 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">4,701 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">27,188 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">2026</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">18,512 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,916 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">22,428 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2027</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,526 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2"

style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,148 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">15,674 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">2028</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,848 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">379 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,227 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2029</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,591 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">46 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,637 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Thereafter</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,467 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,467 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Total undiscounted lease payments</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">69,431 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">11,190 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">80,621 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Less: imputed interest</td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,005 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">896 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,901 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Present value of lease liabilities</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">62,426 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">10,294 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">72,720 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> The total future undiscounted cash flows related to lease agreements committed to but not yet commenced as of September 30, 2024, is $8,542.</div><div>
</div><div style="margin-bottom:9pt">Lease cost recognized in our Consolidated Statements of Comprehensive Income is summarized as follows:</div><div style="text-align:justify"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.583%"><tr><td style="width:1.0%"></td><td style="width:47.017%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.636%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.357%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.915%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.357%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.918%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating lease cost </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">21,933 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">18,501 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,000 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Finance lease cost</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Amortization of lease assets</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,370 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,603 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span

style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">1,729 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Interest on lease liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">553 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">746 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">269 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 28pt;text-align:left;vertical-align:bottom">Finance lease cost</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,923 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,349 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,998 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Short-term lease cost</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,558 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,883 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,426 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Variable lease cost</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,518 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,805 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,900 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total lease cost</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">32,932 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">27,538 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,324 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div><div>
</div><div style="margin-bottom:9pt">Other information about lease amounts recognized in our Consolidated Financial Statements is summarized as follows:</div><div style="margin-bottom:9pt;text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:98.472%"><tr><td style="width:1.0%"></td><td style="width:58.843%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.876%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.364%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.876%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.364%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.877%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating cash flows used for operating leases</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">24,381 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">22,022 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">20,799 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating cash flows used for finance leases</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">553 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">746 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">269 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Right-of-use assets obtained in exchange for new operating lease liabilities</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">21,795 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">27,491 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">31,422 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Right-of-use assets obtained in exchange for new finance lease liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,678 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,973 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,950 </td><td style="background-

color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:62.372%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:16.677%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:16.679%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average remaining lease term - operating leases</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">3.8 years</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">4.5 years</td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average remaining lease term - finance leases</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">2.7 years</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">3.4 years</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average discount rate - operating leases</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5.5 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5.1 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average discount rate - finance leases</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6.2 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6.0 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td></tr></table>
 For a discussion of leases with certain related parties which are included above, see Note 13, “Related-Party Transactions.” Rent expense was $23,491, $20,384 and $18,426 for the years ended September 30, 2024, 2023 and 2022, respectively.219810001949600045630004301000<div style="margin-bottom:9pt">The maturities of our lease liabilities as of September 30, 2024, are as follows:</div><div style="margin-bottom:9pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:57.094%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.677%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:1.466%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.677%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:1.466%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.820%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Operating Leases</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Finance Leases</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2025</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,487 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">4,701 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">27,188 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">2026</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">18,512 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,916 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">22,428 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2027</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,526 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,148 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">15,674 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">2028</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,848 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">379 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,227 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">2029</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,591 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">46 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,637 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Thereafter</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,467 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,467 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Total undiscounted lease payments</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td

style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">69,431 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">11,190 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">80,621 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Less: imputed interest</td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,005 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">896 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,901 </td><td style="background-color:#ffffff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Present value of lease liabilities</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">62,426 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">10,294 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">72,720 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
2248700047010002718800018512000391600022428000135260002148000156740007848000379000822700035910004600036370003467000034670000694310001119000
style="text-align:justify"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.583%"><tr><td
style="width:1.0%"></td><td style="width:47.017%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.636%"></td><td
style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.357%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td
style="width:15.915%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.357%"></td><td style="width:0.1%"></td><td
style="width:1.0%"></td><td style="width:15.918%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15"
style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating lease cost </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">21,933 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">18,501 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,000 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Finance lease cost</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Amortization of lease assets</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,370 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,603 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,729 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Interest on lease liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">553 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">746 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">269 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 28pt;text-align:left;vertical-align:bottom">Finance lease cost</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,923 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,349 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,998 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Short-term lease cost</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,558 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,883 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,426 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Variable lease cost</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,518 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,805 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-

align:bottom">1,900 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total lease cost</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">32,932 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">27,538 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,324 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table>
2193300018501000160000004370000360300017290005530007460002690004923000434900019980001558000188300024260004518000280500019000003293200027 5;style="margin-bottom:9pt">Other information about lease amounts recognized in our Consolidated Financial Statements is summarized as follows: <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:98.472%"><tr><td style="width:1.0%"></td><td style="width:58.843%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.876%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.364%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.876%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.364%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.877%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating cash flows used for operating leases</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">24,381 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">22,022 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">20,799 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Operating cash flows used for finance leases</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">553 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">746 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">269 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Right-of-use assets obtained in exchange for new operating lease liabilities</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">21,795 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">27,491 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">31,422 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Right-of-use assets obtained in exchange for new finance lease liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,678 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,973 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,950 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:62.372%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:16.677%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:16.679%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average remaining lease term - operating leases</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">3.8 years</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt;text-align:right;vertical-align:bottom">4.5 years</td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average remaining lease term - finance leases</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">2.7 years</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:right;vertical-align:bottom">3.4 years</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average discount rate - operating leases</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5.5 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5.1 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Weighted-average discount rate - finance leases</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6.2 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">%</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6.0 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-

align:bottom">%</td></tr></table>
2438100022022000207990005530007460002690002179500027491000314220001678000597300079500000P3Y9M18DP4Y6MP2Y8M12DP3Y4M24D0.0550.0510.0620.066
style="text-align:justify">10. INCOME
TAXES
 <span style="color:#000000;font-family:'Times New
Roman',sans-serif;font-size:10pt;font-weight:400;line-height:120%">Federal and state income tax provisions are as follows:
<table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td
style="width:67.459%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.733%"></td><td style="width:0.1%"></td><td
style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.733%"></td><td
style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td
style="width:8.737%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-
align:center;vertical-align:bottom">Year Ended
September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-
align:center;vertical-align:bottom">2024
</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-
align:center;vertical-align:bottom">2023
</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-
align:center;vertical-align:bottom">2022
</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New
Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">Federal:</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid
#000000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid
#000000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid
#000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom"><span
style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">Current</td><td style="background-
color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-
weight:400;line-height:100%">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-
family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">53,318 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom">$</td><td
style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-
size:10pt;font-weight:400;line-height:100%">27,205 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span
style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-
color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-
height:100%">9,401 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3"
style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-
serif;font-size:10pt;font-weight:400;line-height:100%">Deferred</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-
align:right;vertical-align:bottom">2,672
</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0
1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times
New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">4,300 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-
align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-
color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-
weight:400;line-height:100%">3 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td
colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-
serif;font-size:10pt;font-weight:400;line-height:100%">State:</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3"
style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-
color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-
color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-
weight:400;line-height:100%">Current</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">14,603 </td><td style="background-
color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2"
style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-
size:10pt;font-weight:400;line-height:100%">6,370 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">3,445 </td><td
style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px
1pt 2px 12.25pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-
height:100%">Deferred</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">1,572 </td><td style="background-
color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2"
style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-
size:10pt;font-weight:400;line-height:100%">886 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td
colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-
align:bottom">(34)</td><td
style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px
1pt 2px 25.75pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-
height:100%">Total provision for income taxes</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid
#000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-
weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom">72,165
</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid
#000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-
weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom">38,761
</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid
#000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-
weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-
align:right;vertical-align:bottom">12,815
</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">
</td></tr></table> <span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-
height:120%">Actual income tax expense differs from income tax expense computed by applying the U.S. federal statutory corporate rate to income (loss) before income taxes
as follows: <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-
bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:63.671%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td
style="width:9.995%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.770%"></td><td style="width:0.1%"></td><td
style="width:1.0%"></td><td style="width:9.995%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.770%"></td><td
style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.999%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt">
</td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-
size:10pt;font-weight:400;line-height:100%">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-
top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-
weight:400;line-height:100%">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid
#000000;padding:2px 1pt;text-align:center;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-
height:100%">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid
#000000;padding:2px 1pt;text-align:center;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-
height:100%">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"><span
style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">Provision at the federal statutory rate</td><td
style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times
New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px
0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-
height:100%">63,980 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td>
<td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-
align:left;vertical-align:bottom">$</td><td
style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times
New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">33,295 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt
2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-
top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-
weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span
style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">11,130 </td><td style="background-
color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-
color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-
height:100%">Increase resulting from:</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-
color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt">
</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-

align:left;vertical-align:bottom">Non-deductible expenses</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,285 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,017 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,610 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">State income taxes, net of federal deduction</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,952 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,338 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,114 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Contingent tax liabilities </td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">396 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Change in valuation allowance</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">138 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">283 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Other</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">743 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">427 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Decrease resulting from:</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Share-based compensation</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(601)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(332)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(665)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Noncontrolling interest </td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(2,811)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(2,415)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,139)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Change in valuation allowance</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(52)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Contingent tax liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(5,521)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(133)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Component 2 goodwill utilization</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(812)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Other</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(486)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Total provision for income taxes</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">72,165 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-

weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">38,761 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">12,815 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> Deferred income tax provisions result from temporary differences in the recognition of income and expenses for financial reporting purposes and for income tax purposes. The income tax effects of these temporary differences, representing deferred income tax assets and liabilities, result principally from the following: <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:73.205%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Deferred income tax assets:</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Allowance for credit losses</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">371 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">349 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Accrued expenses</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">19,415 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">18,167 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Net operating loss carryforward</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,701 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,224 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Various reserves</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,073 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,718 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Intangible assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">390 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Partnerships </td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,200 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,539 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Share-based compensation</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,364 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,298 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Lease asset</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">15,630 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,207 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Other</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,068 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,057 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Subtotal</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">50,212 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">48,559 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Less valuation allowance</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">961 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">823 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Total deferred income tax assets</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">49,251 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">47,736 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Deferred income tax liabilities:</td><td colspan="3" style="background-color:#ffffff;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:1pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Property and equipment</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">10,319 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span

style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">2,231 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Intangible assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">9,984 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Lease liability</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">15,475 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,102 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Other</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">999 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,036 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Total deferred income tax liabilities</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">26,793 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">27,353 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Net deferred income tax assets</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,458 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">20,383 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 In fiscal 2024 and 2023, the valuation allowance on our deferred tax assets increased by $138 and decreased by $52, respectively, which is included in “Provision for income taxes” in our Consolidated Statements of Comprehensive Income.
 As of September 30, 2024, we had available approximately $4,493 of federal net tax operating loss carry forward for federal income tax purposes. This carry forward, which may provide future tax benefits, is subject to an annual limitation of $709 under Section 382 of the Internal Revenue Code and will begin to expire in 2029. As of September 30, 2024, we had available approximately $40,085 state net tax operating loss carry forwards, including $1,665 from net operating losses on which no tax benefit has been recognized and has not been recorded as a deferred tax asset. The significant majority of these carry forwards, which may provide future tax benefits, will not begin to expire until 2026. We have provided valuation allowances on all net operating losses where it is determined it is more likely than not that they will expire without being utilized. In assessing the realizability of deferred tax assets at September 30, 2024, we considered whether it was more likely than not that some portion or all of the deferred tax assets will not be realized. Our realization of deferred tax assets is dependent upon the generation of future taxable income during the periods in which these temporary differences become deductible. As a result, we have recorded a net deferred tax asset of $22,458 on our Consolidated Balance Sheets. We will continue to evaluate the appropriateness of our remaining deferred tax assets and need for valuation allowances on a quarterly basis.</div><div> </div><div>GAAP requires financial statement reporting of the expected future tax consequences of uncertain tax return reporting positions on the presumption that all relevant tax authorities possess full knowledge of those tax reporting positions, as well as all of the pertinent facts and circumstances, but it prohibits discounting of any of the related tax effects for the time value of money. The evaluation of a tax position is a two-step process. The first step is the recognition process to determine if it is more likely than not that a tax position will be sustained upon examination by the appropriate taxing authority, based on the technical merits of the position. The second step is a measurement process whereby a tax position that meets the more likely than not recognition threshold is calculated to determine the amount of benefit/expense to recognize in the financial statements. The tax position is measured at the largest amount of benefit/expense that is more likely than not of being realized upon ultimate settlement.</div><div> </div><div>A reconciliation of the beginning and ending balances of unrecognized tax benefit is as follows:<table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:73.205%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.122%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:1.050%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.123%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Balance at beginning of period</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,347 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">21,746 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Additions for positions of prior years</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,655 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">819 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Reduction resulting from the lapse of the applicable statutes of limitations</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(7,121)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(218)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Balance at end of period</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,881 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">22,347 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 As of September 30, 2024 and 2023, $16,881 and $22,347, respectively, of unrecognized tax benefits would result in a decrease in the provision for income tax expense. We anticipate that approximately $10,792 in liabilities for unrecognized tax benefits, including accrued interest, primarily from net operating losses on which no tax benefit has been recognized, may be reversed in the next twelve months. The reversal is predominantly due to the expiration of the statutes of limitation for unrecognized tax benefits.

 We had approximately $1,452 and $697 accrued for the payment of interest and penalties at September 30, 2024 and 2023, respectively. We recognize interest and penalties related to unrecognized tax benefits as part of the provision for income taxes. </div><div> </div><div>The tax years ended September 30, 2021, and forward are subject to federal audit as are tax years prior to September 30, 2021, to the extent of unutilized net operating losses generated in those years. The tax years ended September 30, 2020, and forward are subject to state audits as are tax years prior to September 30, 2020, to the extent of unutilized net operating losses generated in those years.</div><div style="margin-bottom:9pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:67.459%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.733%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.733%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.769%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.737%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Federal:</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Current</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">53,318 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">27,205 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">9,401 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Deferred</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,672 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,300 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">State:</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Current</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,603 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,370 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,445 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Deferred</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,572 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">886 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(34)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 25.75pt;text-align:left;vertical-align:bottom">Total provision for income taxes</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">72,165 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">38,761 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">12,815 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div>5331800027205000940100026720004300000300014603000637000034450001572000886000-34000721650003876100012815000<div style="margin-bottom:9pt"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:63.671%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.995%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.770%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.995%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.770%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.999%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Provision at the federal statutory rate</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">63,980 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">33,295 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">11,130 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Increase resulting from:</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-

align:left;vertical-align:bottom">Non-deductible expenses</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,285 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,017 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,610 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">State income taxes, net of federal deduction</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,952 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">6,338 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,114 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Contingent tax liabilities </td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">396 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Change in valuation allowance</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">138 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">283 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Other</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">743 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">427 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Decrease resulting from:</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Share-based compensation</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(601)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(332)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(665)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Noncontrolling interest </td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(2,811)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(2,415)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,139)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Change in valuation allowance</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(52)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Contingent tax liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(5,521)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(133)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Component 2 goodwill utilization</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(812)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Other</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(486)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Total provision for income taxes</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">72,165 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-

weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">38,761 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">12,815 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> 639800003329500011130000428500020170001610000119520006338000211400003960000138000283000743000042700 0-601000-332000-665000281100024150001139000-52000-55210000-13300000-8120000-486000072165000387610001281500 0 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:73.205%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Deferred income tax assets:</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Allowance for credit losses</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">371 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">349 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Accrued expenses</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">19,415 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">18,167 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Net operating loss carryforward</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,701 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,224 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Various reserves</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,073 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,718 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Intangible assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">390 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Partnerships </td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,200 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7,539 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Share-based compensation</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,364 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,298 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Lease asset</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">15,630 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,207 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Other</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,068 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,057 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Subtotal</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">50,212 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">48,559 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Less valuation allowance</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">961 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">823 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Total deferred income tax assets</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">49,251 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">47,736 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Deferred income tax liabilities:</td><td colspan="3" style="background-color:#ffffff;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:1pt solid #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Property and equipment</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">10,319 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,231 </td><td style="background-

color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Intangible assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">9,984 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Lease liability</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">15,475 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">14,102 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 12.25pt;text-align:left;vertical-align:bottom">Other</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">999 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,036 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Total deferred income tax liabilities</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">26,793 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">27,353 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Net deferred income tax assets</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,458 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">20,383 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
3710003490001941500018167000270100042240002073000171800039000007200000753900013640001298000156300001420700010680001057000502120004855900052000449300070940085000166500022458000<table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:73.205%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.122%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:1.050%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.123%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Balance at beginning of period</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,347 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">21,746 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Additions for positions of prior years</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,655 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">819 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Reduction resulting from the lapse of the applicable statutes of limitations</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(7,121)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(218)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Balance at end of period</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">16,881 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">22,347 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr>
</table>223470002174600016550008190007121000218000168810002234700016881000223470001079200014520006970000 11. OPERATING SEGMENTS
 We manage and measure performance of our business in four distinct operating segments: Communications, Residential, Infrastructure Solutions and Commercial & Industrial. These segments are reflective of how the Company's CODM reviews operating results for the purposes of allocating resources and assessing performance. The Company's CODM is its Chief Executive Officer.
 Transactions between segments, if any, are eliminated in consolidation. Our corporate office provides general and administrative services, as well as support services, to our four operating segments. Management allocates certain shared costs among segments for selling, general and administrative expenses and depreciation expense.
 Segment information for the years ended September 30, 2024, 2023 and 2022 is as follows:
 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:0.1%"></td><td style="width:2.438%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:26.538%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.233%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.900%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.872%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.872%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.344%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.043%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="33" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2024</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:9pt;font-

weight:400;line-height:100%">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Corporate</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Revenues</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">776,474 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,388,840 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">351,096 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">367,948 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,884,358 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Cost of services</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">623,844 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,024,440 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">245,743 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">293,741 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,187,768 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Gross profit</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">152,630 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">364,400 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">105,353 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">74,207 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">696,590 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Selling, general and administrative</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">65,752 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">228,371 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">37,394 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">32,925 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">32,242 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">396,684 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Contingent consideration</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">36 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">678 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">714 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Gain on sale of assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(18)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,354)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(184)</td><td

style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(114)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(14)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,684)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Income (loss) from operations</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">86,896 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">137,347 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">67,465 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">41,396 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(32,228)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">300,876 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Other data:</td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Depreciation and amortization expense</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">3,627 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">20,752 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">9,783 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">2,028 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">913 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">37,103 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Capital expenditures</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">13,493 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">15,620 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">8,916 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">5,205 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">1,925 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">45,159 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total assets</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">285,478 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">395,682 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">288,765 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">89,023 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-

height:100%">185,078 </td><td style="background-color:#ccceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td style="background-color:#ccceff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ccceff;padding:2px 0;text-align:right;vertical-align:bottom">1,244,026 </td><td style="background-color:#ccceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.166%"><tr><td style="width:0.1%"></td><td style="width:2.461%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:27.331%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.645%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.124%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.964%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.964%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:7.863%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.848%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="33" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2023</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Corporate</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#ccceff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Revenues</td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">600,776 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,279,504 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">217,353 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">279,594 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,377,227 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Cost of services</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">494,964 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,026,524 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">162,905 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">248,295 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,932,688 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ccceff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Gross profit</td><td colspan="2" style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">105,812 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">252,980 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">54,448 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">31,299 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ccceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">444,539 </td><td style="background-color:#ccceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Selling, general and administrative</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">54,344 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">169,737 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">26,260 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">25,225 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">23,059 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">298,625 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="6" style="background-color:#ccceff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Contingent consideration</td><td colspan="2" style="background-color:#ccceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ccceff;padding:2px 1pt 2px 0;text-align:right;vertical-

align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">277 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">277 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Loss (gain) on sale of assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">12 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">69 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,029)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(13,198)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(14,139)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Income (loss) from operations</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">51,456 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">82,897 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">29,217 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">19,272 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(23,066)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">159,776 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Other data:</td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Depreciation and amortization expense</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">2,215 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">19,281 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">5,198 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">1,640 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">1,073 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">29,407 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Capital expenditures</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">2,203 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">9,114 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">2,767 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">2,525 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">1,058 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-

height:100%">17,667 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total assets</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">205,924 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">386,829 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">180,871 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">87,677 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">120,299 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">981,600 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.305%"><tr><td style="width:0.1%"></td><td style="width:2.457%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:26.872%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.627%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.109%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:1.0%"></td><td style="width:1.0%"></td><td style="width:9.948%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.948%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:7.851%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.393%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="33" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2022</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Corporate</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Revenues</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">559,777 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,131,414 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">167,113 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">308,504 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,166,808 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Cost of services</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">490,959 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">928,161 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">138,444 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">290,314 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,847,878 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Gross profit</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">68,818 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">203,253 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">28,669 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">18,190 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">318,930 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Selling, general and administrative</td><td

colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">46,717 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">144,100 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">25,129 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">30,557 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">16,211 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">262,714 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="6" style="background-color:#ceeeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Contingent consideration</td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">277 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">277 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Loss (gain) on sale of assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">12 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(46)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(55)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(69)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ceeeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Income (loss) from operations</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,089 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">58,856 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">3,586 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(12,312)</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(16,211)</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">56,008 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Other data:</td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="3" style="background-color:#ceeeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Depreciation and amortization expense</td><td style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;padding:2px 0;text-align:right;vertical-align:bottom">1,550 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;padding:2px 0;text-align:right;vertical-align:bottom">15,617 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;padding:2px 0;text-align:right;vertical-align:bottom">5,575 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;padding:2px 0;text-align:right;vertical-align:bottom">2,561 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;padding:2px 0;text-align:right;vertical-align:bottom">165 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;padding:2px 0;text-align:right;vertical-align:bottom">25,468 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Capital expenditures</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-

weight:400;line-height:100%">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">2,004 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">10,054 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">14,729 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">1,890 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">578 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">29,255 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total assets</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">210,875 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">394,757 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">161,828 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">114,529 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">52,720 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">934,709 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:0.1%"></td><td style="width:2.438%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:26.538%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.233%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.900%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.872%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.872%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.344%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.043%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="33" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2024</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Corporate</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Revenues</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">776,474 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,388,840 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">351,096 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">367,948 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,884,358 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Cost of services</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">623,844 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,024,440 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">245,743 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">293,741 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,187,768 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-

color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Gross profit</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">152,630 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">364,400 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">105,353 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">74,207 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">696,590 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Selling, general and administrative</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">65,752 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">228,371 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">37,394 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">32,925 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">32,242 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">396,684 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Contingent consideration</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">36 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">678 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">714 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Gain on sale of assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(18)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,354)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(184)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(114)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(14)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,684)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Income (loss) from operations</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">86,896 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">137,347 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">67,465 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">41,396 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(32,228)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">300,876 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Other data:</td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Depreciation and amortization expense</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">3,627 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-

align:bottom">20,752 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">9,783 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">2,028 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">913 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">37,103 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Capital expenditures</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">13,493 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">15,620 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">8,916 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">5,205 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">1,925 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">45,159 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total assets</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">285,478 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">395,682 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">288,765 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">89,023 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">185,078 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">1,244,026 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.166%"><tr><td style="width:0.1%"></td><td style="width:2.461%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:27.331%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.645%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.124%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.964%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.964%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:7.863%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.780%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:8.848%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="33" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2023</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Corporate</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Revenues</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">600,776 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,279,504 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">217,353 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">279,594 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td

colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,377,227 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Cost of services</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">494,964 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,026,524 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">162,905 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">248,295 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,932,688 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ceeeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Gross profit</td><td colspan="2" style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">105,812 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">252,980 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">54,448 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">31,299 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">444,539 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Selling, general and administrative</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">54,344 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">169,737 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">26,260 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">25,225 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">23,059 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">298,625 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="6" style="background-color:#ceeeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Contingent consideration</td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">277 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceeeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">277 </td><td style="background-color:#ceeeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Loss (gain) on sale of assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">12 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">69 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(1,029)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(13,198)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">7 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(14,139)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ceeeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Income (loss) from operations</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">51,456 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">82,897 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">29,217 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">19,272 </td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceeeff;padding:0 1pt"></td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceeeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New

Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">(23,066)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">159,776 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Other data:</td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Depreciation and amortization expense</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">2,215 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">19,281 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">5,198 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">1,640 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">1,073 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">29,407 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Capital expenditures</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">2,203 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">9,114 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">2,767 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">2,525 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">1,058 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">17,667 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total assets</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">205,924 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">386,829 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">180,871 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">87,677 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">120,299 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">981,600 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:99.305%"><tr><td style="width:0.1%"></td><td style="width:2.457%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:26.872%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.627%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.109%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.948%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.948%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:7.851%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.779%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.393%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="33" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30, 2022</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Corporate</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Revenues</td><td

style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">559,777 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,131,414 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">167,113 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">308,504 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">2,166,808 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Cost of services</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">490,959 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">928,161 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">138,444 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">290,314 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,847,878 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Gross profit</td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">68,818 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">203,253 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">28,669 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">18,190 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">318,930 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Selling, general and administrative</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">46,717 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">144,100 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">25,129 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">30,557 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">16,211 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">262,714 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Contingent consideration</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">277 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">277 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Loss (gain) on sale of assets</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">12 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">20 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(46)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(55)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(69)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#cceeff;padding:2px

1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Income (loss) from operations</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">22,089 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">58,856 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">3,586 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(12,312)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(16,211)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">56,008 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="6" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Other data:</td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;border-top:3pt double #000000;padding:0 1pt"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Depreciation and amortization expense</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">1,550 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">15,617 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">5,575 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">2,561 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">165 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">25,468 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Capital expenditures</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">2,004 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">10,054 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">14,729 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">1,890 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">578 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">29,255 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total assets</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">210,875 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">394,757 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">161,828 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">114,529 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">52,720 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">934,709 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
7764740001388840000351096000367948000028843580006238440001024440000245743000293741000021877680001526300003644000001053530007420700006965960000322280003008760003627000207520009783000202800091300037103000134930001562000089160005205000192500045159000285478000395682000288765000890230001851200-690001029000131980000-7000141390005145600082897000292170001927200023066000159776000221500019281000519800016400001073000294070002203000911400027670002525000105800017667000205924000386829000180871000876770001202

12000-20000460005500006900022089000588560003586000-12312000-16211000560080001550000156170005575000256100016500025468000200400010054000147290001890000578000292550002108750003947570001618280001145290005272

12. STOCKHOLDERS' EQUITY

Equity Incentive Plan

The Company's 2006 Equity Incentive Plan, as amended and restated (the "Equity Incentive Plan"), provides for grants of stock options as well as grants of stock, including restricted stock. Approximately 3.0 million shares of common stock are authorized for issuance under the Equity Incentive Plan, of which approximately 581,169 shares were available for issuance at September 30, 2024.

We measure and record compensation expense for all share-based payment awards based on the fair value of the awards granted at the date of grant. The fair value of restricted stock awards and phantom stock unit awards is determined based on the number of shares granted and the closing price of IES's common stock on the date of grant. For awards vesting upon achievement of a market condition, the likelihood of achieving that market condition is considered in determining the fair value of the grant, which we expense ratably over the vesting period. For awards vesting upon achievement of a performance condition, we record expense based on the grant date fair value when it becomes probable the performance condition will be achieved. Forfeitures are recorded in the period in which they occur. The resulting compensation expense is recognized on a straight-line basis over the requisite service period, which is generally the vesting period.

Stock Repurchase Program

In 2015, our Board authorized a stock repurchase program for the purchase from time to time of up to 1.5 million shares of the Company's common stock, and in 2019, our Board authorized the repurchase from time to time of an additional 1.0 million shares of the Company's common stock under the stock repurchase program. In December 2022, our Board of Directors terminated our previous stock repurchase program and authorized a new $40,000 stock repurchase program. On July 31, 2024, the Board authorized a new $200,000 stock repurchase program after the $40,000 stock repurchase program was fully utilized. Share purchases are made for cash in open market transactions at prevailing market prices or in privately negotiated transactions or otherwise. The timing and amount of purchases under the program are determined based upon prevailing market conditions, our liquidity requirements, contractual restrictions and other factors. All or part of the repurchases may be implemented under a Rule 10b5-1 trading plan, which allows repurchases under predetermined terms at times when the Company might otherwise be prevented from purchasing under insider trading laws or because of self-imposed blackout periods. The program does not require the Company to purchase any specific number of shares and may be modified, suspended or reinstated at any time at the Company's discretion and without notice.

We repurchased 289,284 and 224,013 shares of our common stock in open market transactions at an average price of $136.34 and $31.06 per share during the years ended September 30, 2024 and 2023, respectively.

Treasury Stock

During the year ended September 30, 2024, we issued 104,600 shares of treasury stock to employees and repurchased 40,308 shares of common stock from our employees to satisfy statutory tax withholding requirements upon the vesting of certain performance phantom stock units under the Equity Incentive Plan. We also repurchased 289,284 shares of common stock on the open market pursuant to our stock repurchase program. During the year ended September 30, 2024, we issued 2,500 shares of treasury stock to satisfy the exercise of outstanding options, of which 56 shares were repurchased to pay the exercise price of options. We had no outstanding unexercised stock options remaining as of September 30, 2024.

During the year ended September 30, 2023, we issued 105,755 shares of treasury stock to employees and repurchased 32,158 shares of common stock from our employees to satisfy statutory tax withholding requirements upon the vesting of certain performance phantom stock units under the Equity Incentive Plan. We also repurchased 224,013 shares of common stock on the open market pursuant to our stock repurchase program, and 266 shares of restricted stock awards were forfeited by former employees and returned to treasury stock. During the year ended September 30, 2023, we issued 3,000 unrestricted shares to satisfy the exercise of outstanding options.

Restricted Stock

We did not have any unvested restricted stock awards outstanding or related activity during the year ended September 30, 2024. A summary of restricted stock awards for the years ended September 30, 2023 and 2022 is provided in the table below:

| | | |

family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:120%">A summary of Employee PSU activity for the year ended September 30, 2024, which are subject to the achievement of certain performance metrics, is provided in the table below:
 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:68.194%"><tr><td style="width:1.0%"></td><td style="width:78.533%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:19.267%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Unvested at September 30, 2023 </td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">325,813 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Granted</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">86,563 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Vested</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(99,579)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Forfeited</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(12,496)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Unvested at September 30, 2024 </td><td colspan="2" style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">300,301 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 A summary of the compensation expense related to our stock awards recognized during the years ended September 30, 2024, 2023 and 2022 is provided in the table below:
 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:89.027%"><tr><td style="width:1.0%"></td><td style="width:50.850%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.500%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.424%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.500%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.424%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.502%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Restricted stock awards</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">23 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">137 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 2.5pt;text-align:left;vertical-align:bottom">Director PSUs</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">495 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">386 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">386 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 2.5pt;text-align:left;vertical-align:bottom">Employee PSUs</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">5,037 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">3,963 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">3,251 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> 3000000.058116915000001000000.040000000200000000400000000289284224013136.3431.061046004030828928425005601057553215822401330000 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:83.194%"><tr><td style="width:1.0%"></td><td style="width:64.175%"></td><td style="width:0.1%"></td><td colspan="3" style="display:none"></td><td style="width:0.1%"></td><td style="width:0.467%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.594%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.467%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.597%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="12" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="display:none"></td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Unvested at beginning of year</td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,639 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">16,757 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Granted</td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom">Vested</td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(13,373)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(3,118)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 14.5pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-

weight:400;line-height:100%">Forfeited</td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(266)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Unvested at end of year</td><td colspan="3" style="display:none"></td><td colspan="3" style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,639 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> 1363916757001337331182660013639461000150000325813865639957912496 2024-09-30--09-30300301 A summary of the compensation expense related to our stock awards recognized during the years ended September 30, 2024, 2023 and 2022 is provided in the table below:
 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:89.027%"><tr><td style="width:1.0%"></td><td style="width:50.850%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.500%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.424%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.500%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.424%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.502%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Restricted stock awards</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">23 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">137 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 2.5pt;text-align:left;vertical-align:bottom">Director PSUs</td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">495 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">386 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;padding:2px 0;text-align:right;vertical-align:bottom">386 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 2.5pt;text-align:left;vertical-align:bottom">Employee PSUs</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">5,037 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">3,963 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">3,251 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> 023000137000495000386000386000503700039630003251000 13. RELATED-PARTY TRANSACTIONS
 The Company is a party to a sublease agreement with Tontine Associates, for corporate office space in Greenwich, Connecticut. In December 2022, the Company entered into an amendment of the sublease agreement, which was set to terminate on February 28, 2023, to extend the term of the agreement through August 31, 2024 and to increase the monthly payments from approximately $8 to approximately $9 effective March 1, 2023. On August 1, 2024, the Company entered into an amendment of the sublease agreement to extend the term of the agreement through September 30, 2025, effective September 1, 2024. Payments by the Company are at a rate consistent with that paid by Tontine Associates to its landlord. See Note 3, “Controlling Shareholder” for additional information regarding Tontine. 14. EMPLOYEE BENEFIT PLANS
 401(k) Plan
 In November 1998, we established the IES Holdings, Inc. 401(k) Retirement Savings Plan. All full-time IES employees are eligible to participate on the first day of the month subsequent to completing sixty days of service and attaining age twenty-one. Participants become vested in our matching contributions following three years of service. We also maintain several subsidiary retirement savings plans. We recognized $6,163, $5,309, and $4,494 in matching expenses in fiscal years 2024, 2023 and 2022, respectively.
 Executive Savings Plan
 Under the Executive Deferred Compensation Plan adopted on July 1, 2004 (the “Executive Savings Plan”), certain employees are permitted to defer a portion (up to 75%) of their base salary and/or bonus for a plan year. The Human Resources and Compensation Committee of the Board of Directors may, in its sole discretion, credit one or more participants with an employer deferral (contribution) in such amount as the Committee may choose (“Employer Contribution”). The Employer Contribution, if any, may be a fixed dollar amount, a fixed percentage of the participant’s compensation, base salary, or bonus, or a “matching” amount with respect to all or part of the participant’s elective deferrals for such plan year, and/or any combination of the foregoing as the Committee may choose. No compensation earned during the years ended September 30, 2024, 2023 and 2022 was deferred under this plan. Multiemployer Pension Plan
 The Infrastructure Solutions segment participates in a multiemployer direct benefit pension plan for employees covered under one of our collective bargaining agreements. We do not administer the plan. We do not significantly participate in this plan. As of December 31, 2023, this plan was funded at 92.57%. 6163000530900044940000.9257 15. FAIR VALUE MEASUREMENTS
 Fair value is considered the price to sell an asset, or transfer a liability, between market participants on the measurement date. Fair value measurements assume that (1) the asset or liability is exchanged in an orderly manner, (2) the exchange is in the principal market for that asset or liability, and (3) the market participants are independent, knowledgeable, able and willing to transact an exchange. Fair value accounting and reporting establishes a framework for measuring fair value by creating a hierarchy for observable independent market inputs and unobservable market assumptions and expands disclosures about fair value measurements. Judgment is required to interpret the market data used to develop fair value estimates. As such, the estimates presented herein are not necessarily indicative of the amounts that could be realized in a current exchange. The use of different market assumptions and/or estimation methods could have a material effect on the estimated fair value.
 At September 30, 2024, financial assets and liabilities measured at fair value on a recurring basis were limited to investments in equity securities and debt securities classified as trading securities, our Executive Savings Plan, under which certain employees are permitted to defer a portion of their base salary and/or bonus for a Plan Year (as defined in the plan), and contingent consideration liabilities related to certain of our acquisitions.
 Financial assets (liabilities) measured at fair value on a recurring basis as of September 30, 2024 and 2023, are

summarized in the following tables by the type of inputs applicable to the fair value measurements:<table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:59.872%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30, 2024</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total Fair Value</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Quoted Prices (Level 1)</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Significant Unobservable (Level 3)</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Equity securities</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">31,639 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">31,639 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Debt securities classified as trading securities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,364 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,364 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Executive savings plan assets</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">986 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">986 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Executive savings plan liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(852) </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(852)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Contingent consideration liability</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(3,468)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(3,468)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:bottom">Total</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">31,669 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">35,137 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(3,468)</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:59.872%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30, 2023</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total Fair Value</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Quoted Prices (Level 1)</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Significant Unobservable (Level 3)</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Executive savings plan assets</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">783 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">783 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Executive savings plan liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(657)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(657)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td

colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Contingent consideration liability</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,465)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,465)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:bottom">Total</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(4,339)</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">126 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(4,465)</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div>
</div><div>Investments in equity securities and debt securities, all of which are classified as trading securities and mature after one year and before five years at September 30, 2024, were included in “Marketable securities” in our Consolidated Balance Sheets. Gains and losses to measure our investments in equity and debt securities at fair value were included in Other (income) expense, net in our Consolidated Statements of Comprehensive Income. Our unrealized net gains (losses), which are calculated as total net gains (losses) recognized during the period less net gains (losses) recognized on securities sold during the period, were as follows:</div><div>
</div><div style="text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:84.722%"><tr><td style="width:1.0%"></td><td style="width:49.883%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.801%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.455%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.801%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.455%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:14.805%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Year Ended September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="border-top:1pt solid #000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000;padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Unrealized gain on equity securities</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">1,492 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Unrealized gain on debt securities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">297 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 9.25pt;text-align:left;vertical-align:bottom">Total unrealized gain on trading securities</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">1,789 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> On April 1, 2024, we entered into a contingent consideration arrangement valued at $2,790 in connection with the acquisition of Greiner Industries, Inc. For more information, refer to Note 19, “Business Combinations and Divestitures.” The contingent consideration obligation related to Bayonet, which was acquired in fiscal year 2021, was settled in cash for $4,500 in December 2023. Net adjustments to fair value of such liabilities were included in Contingent consideration in our Consolidated Statements of Comprehensive Income. The table below presents the fair value of this obligation, which used significant unobservable inputs (Level 3).</div><div style="text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:66.527%"><tr><td style="width:1.0%"></td><td style="width:73.012%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:24.788%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Contingent Consideration Agreement</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Fair value at September 30, 2022</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">(4,323)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Net adjustments to fair value</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(142)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Fair value at September 30, 2023</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(4,465)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Acquisitions</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(2,790)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New

Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">Net adjustments to fair value</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(713)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Settlements</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,500 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Fair value at September 30, 2024</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(3,468)</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div>
</div><div>Below is a description of the inputs used to value the assets summarized in the preceding tables:</div><div>
</div><div>Level 1 — Inputs represent unadjusted quoted prices for identical assets exchanged in active markets.</div><div>
</div><div>Level 2 — Inputs include directly or indirectly observable inputs other than Level 1 inputs such as quoted prices for similar assets exchanged in active or inactive markets; quoted prices for identical assets exchanged in inactive markets; and other inputs that are considered in fair value determinations of the assets.</div><div>
</div><div style="margin-bottom:9pt">Level 3 — Inputs include unobservable inputs used in the measurement of assets. Management is required to use its own assumptions regarding unobservable inputs because there is little, if any, market activity in the assets or related observable inputs that can be corroborated at the measurement date.</div><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:59.872%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30, 2024</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total Fair Value</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Quoted Prices (Level 1)</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Significant Unobservable (Level 3)</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Equity securities</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">31,639 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">31,639 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Debt securities classified as trading securities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,364 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,364 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Executive savings plan assets</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">986 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">986 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Executive savings plan liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(852)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(852)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Contingent consideration liability</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(3,468)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(3,468)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:bottom">Total</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">31,669 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">35,137 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(3,468)</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:59.872%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.261%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30, 2023</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Total Fair Value</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">Quoted Prices (Level 1)</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px

1pt;text-align:center;vertical-align:bottom">Significant Unobservable (Level 3)</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Executive savings plan assets</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">783 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">783 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Executive savings plan liabilities</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(657)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(657)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Contingent consideration liability</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,465)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,465)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 7pt;text-align:left;vertical-align:bottom">Total</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(4,339)</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">126 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(4,465)</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> 2024-09-30--09-30316390003163900031640003364000336400098600098600085200085200034680003468000316690003513700034680007830007830006570006570004465000446500043390001260000-4465000149200000297000001789000002024-04-012790000-4500000 <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:66.527%"><tr><td style="width:1.0%"></td><td style="width:73.012%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:24.788%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Contingent Consideration Agreement</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Fair value at September 30, 2022</td><td style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;padding:2px 0;text-align:right;vertical-align:bottom">(4,323)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Net adjustments to fair value</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(142)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Fair value at September 30, 2023</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(4,465)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Acquisitions</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(2,790)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Net adjustments to fair value</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(713)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Settlements</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,500 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Fair value at September 30, 2024</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(3,468)</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div>432300014200044650002790000713000-45000003468000<div style="margin-top:9pt;text-align:justify">16. INVENTORY</div><div style="text-align:justify">
</div><div style="text-align:justify">Inventories consist of the following components:</div><div style="margin-bottom:9pt;padding-left:3.37pt;padding-right:3.37pt;text-align:center"> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:60.694%"><tr><td style="width:1.0%"></td><td style="width:57.481%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:18.808%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:1.401%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:18.810%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Raw materials</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">14,078 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New

Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">14,334 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Work in process</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">12,494 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">12,939 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Finished goods</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,389 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,399 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Parts and supplies</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">70,767 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">64,983 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Total inventories</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">101,728 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">95,655 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:60.694%"><tr><td style="width:1.0%"></td><td style="width:57.481%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:18.808%"></td><td style="width:0.1%"></td><td style="width:1.401%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:18.810%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">September 30,</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Raw materials</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">14,078 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">14,334 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Work in process</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">12,494 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">12,939 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Finished goods</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,389 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,399 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Parts and supplies</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">70,767 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">64,983 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Total inventories</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">101,728 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">95,655 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>1407800014334000124940001293900043890003399000707670006498300010172800095655000 17. GOODWILL AND INTANGIBLE ASSETS
 Goodwill
 The following summarizes changes in the carrying value of goodwill by segment during the year ended September 30, 2024. The carrying value of goodwill was unchanged during the year ended September 30, 2023. <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:98.888%"><tr><td style="width:1.0%"></td><td style="width:33.731%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.804%"></td><td style="width:0.1%"></td><td style="width:0.783%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.995%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.783%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.838%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.783%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.119%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.502%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none">

serif;font-size:10pt;font-weight:400;line-height:100%">2,816 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">51,370 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">38,209 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">92,395 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Acquisitions (Note 19)</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,565 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,565 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Balance at September 30, 2024 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,816 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">51,370 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">39,774 </td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">93,960 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table> Based on the results of our annual goodwill impairment assessment at September 30, 2024, we concluded the fair value of each of our reporting units exceeded its book value, and therefore we recorded no impairment charges for the year ended September 30, 2024.
 As of September 30, 2024 and 2023, we had accumulated impairment losses of $6,976 related to our Commercial & Industrial segment.</div><div>
</div><div style="text-align:justify">Intangible Assets</div><div style="text-align:justify">
</div><div>Intangible assets consist of the following:<table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:42.094%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:4.316%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:4.316%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.927%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.927%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.932%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">September 30, 2024</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Estimated Useful Lives (in Years)</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Gross Carrying Amount</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Accumulated Amortization</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Net</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Trademarks/trade names</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 3.25pt 2px 1pt;text-align:right;vertical-align:bottom">5</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">–</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">20</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">13,821 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(6,964)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">6,857 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Technical library</td><td colspan="9" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">20</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">400 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(221)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">179 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">

</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Customer relationships</td><td colspan="3" style="background-color:#cceeff;padding:2px 3.25pt 2px 1pt;text-align:right;vertical-align:bottom">1</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">15</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">92,796 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(54,478)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">38,318 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Backlog and construction contracts</td><td colspan="3" style="background-color:#ffffff;padding:2px 3.25pt 2px 1pt;text-align:right;vertical-align:bottom">1</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">750 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(214)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">536 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total</td><td colspan="9" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">107,767 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">(61,877)</td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">45,890 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table></div><div>
</div><div><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:42.094%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:4.316%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:4.316%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.927%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.927%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.932%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">September 30, 2023</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Estimated Useful Lives (in Years)</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Gross Carrying Amount</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Accumulated Amortization</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Net</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Trademarks/trade names</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">5</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">20</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">14,621 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(6,973)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">7,648 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Technical library</td><td colspan="9" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">20</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">400 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(201)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">199 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Customer relationships</td><td colspan="3" style="background-color:#cceeff;padding:2px 2.12pt;text-align:center;vertical-align:bottom">6</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#cceeff;padding:2px 2.12pt;text-align:center;vertical-align:bottom">15</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">91,426 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(43,065)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">48,361 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Non-competition arrangements</td><td colspan="9" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">5</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span

style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">40 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(40)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ceceff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Backlog and construction contracts</td><td colspan="9" style="background-color:#ceceff;padding:2px 1pt;text-align:center;vertical-align:bottom">1</td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,958 </td><td style="background-color:#ceceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,958)</td><td style="background-color:#ceceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total</td><td colspan="9" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">111,445 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(55,237)</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">56,208 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 For the years ended September 30, 2024, 2023 and 2022, amortization expense of intangible assets was $13,200, $13,684 and $13,666, respectively. Our estimated future amortization expense for years ending September 30 is as follows:</div><div style="text-align:justify">
</div><div style="margin-bottom:9pt;text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:34.583%"><tr><td style="width:1.0%"></td><td style="width:53.920%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:43.880%"></td><td style="width:0.1%"></td></tr><tr><td colspan="6" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ending September 30,</td></tr><tr><td colspan="3" style="background-color:#ceceff;border-top:1pt solid #000;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2025</td><td style="background-color:#ceceff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#ceceff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">13,284 </td><td style="background-color:#ceceff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2026</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,942 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ceceff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2027</td><td colspan="2" style="background-color:#ceceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,466 </td><td style="background-color:#ceceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2028</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,491 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ceceff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2029</td><td colspan="2" style="background-color:#ceceff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,823 </td><td style="background-color:#ceceff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Thereafter</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,884 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ceceff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total</td><td style="background-color:#ceceff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ceceff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">45,890 </td><td style="background-color:#ceceff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table> <table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:98.888%"><tr><td style="width:1.0%"></td><td style="width:33.731%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.804%"></td><td style="width:0.1%"></td><td style="width:0.783%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:9.995%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.783%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:10.838%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.783%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.119%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.502%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.262%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Communications</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Residential</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Infrastructure Solutions</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Commercial & Industrial</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Total</td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#ceceff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Balance at September 30, 2023 </td><td colspan="2" style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,816 </td><td style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">51,370 </td><td style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">38,209 </td><td style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ceceff;padding:0 1pt"></td><td colspan="2" style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">92,395 </td><td style="background-color:#ceceff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Acquisitions (Note 19)</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-

size:10pt;font-weight:400;line-height:100%">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,565 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,565 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Balance at September 30, 2024 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">2,816 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">51,370 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">39,774 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">93,960 </td><td style="background-color:#cceeff;border-bottom:3pt double #000000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr></table></div>2816000382090000923950000156500028160005137000039774000093960000697600020 24-09-30--09-30P5YP20Y1382100069640006857000P20Y4000002210001790 00P1YP15Y92796000544780003831800 0P1YP2Y75000021400053600010776700061877000458900 00<div><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:100.000%"><tr><td style="width:1.0%"></td><td style="width:42.094%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:4.316%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:4.316%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.927%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.927%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.772%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.932%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:0 1pt"></td><td colspan="15" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">September 30, 2023</td></tr><tr><td colspan="3" style="padding:0 1pt"></td><td colspan="9" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Estimated Useful Lives (in Years)</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Gross Carrying Amount</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Accumulated Amortization</td><td colspan="3" style="border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="border-top:1pt solid #000000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">Net</td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Trademarks/trade names</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">5</td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">— </td><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 2.12pt;text-align:center;vertical-align:bottom">20</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">14,621 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(6,973)</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">7,648 </td><td style="background-color:#cceeff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Technical library</td><td colspan="9" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">20</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">400 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(201)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">199 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Customer relationships</td><td colspan="3" style="background-color:#cceeff;padding:2px 2.12pt;text-align:center;vertical-align:bottom">6</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:center;vertical-align:bottom">-</td><td colspan="3" style="background-color:#cceeff;padding:2px 2.12pt;text-align:center;vertical-align:bottom">15</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">91,426 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(43,065)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">48,361 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Non-competition arrangements</td><td colspan="9" style="background-color:#ffffff;padding:2px 1pt;text-align:center;vertical-align:bottom">5</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">40 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"><span

style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">(40)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Backlog and construction contracts</td><td colspan="9" style="background-color:#cceeff;padding:2px 1pt;text-align:center;vertical-align:bottom">1</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">4,958 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(4,958)</td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">— </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total</td><td colspan="9" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">111,445 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">(55,237)</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">56,208 </td><td style="background-color:#ffffff;border-bottom:3pt double #000000;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
P5YP20Y1462100069730007648000P20Y400000201000199000P6YP15Y914260004306500048361000P5Y40000400000P1Y495800049580000111445000552370005620800
style="margin-bottom:9pt;text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:34.583%"><tr><td style="width:1.0%"></td><td style="width:53.920%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:43.880%"></td><td style="width:0.1%"></td></tr><tr><td colspan="6" style="padding:2px 2.12pt;text-align:center;vertical-align:bottom">Year Ending September 30,</td></tr><tr><td colspan="3" style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2025</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">13,284 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2026</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">11,942 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2027</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">8,466 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2028</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">5,491 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">2029</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,823 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Thereafter</td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">3,884 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt 2px 3.25pt;text-align:left;vertical-align:bottom">Total</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 0;text-align:right;vertical-align:bottom">45,890 </td><td style="background-color:#cceeff;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
1328400011942000846600054910002823000388400045890000 18. COMMITMENTS AND CONTINGENCIES
 Legal Matters
 From time to time we are a party to various claims, lawsuits and other legal proceedings that arise in the ordinary course of business. We maintain various insurance coverages to minimize financial risk associated with these proceedings. None of these proceedings, separately or in the aggregate, are expected to have a material adverse effect on our financial position, results of operations or cash flows. With respect to all such proceedings, we record reserves when it is probable that a liability has been incurred and the amount of loss can be reasonably estimated. We expense routine legal costs related to these proceedings as they are incurred.
 In the course of performing work as a subcontractor, from time to time we may be involved in projects which are the subject of contractual disputes between the general contractor and project owner, or between us and the general contractor. In such cases, payment of amounts owed to us by the general contractor may be delayed as contractual disputes are resolved through mediation, arbitration, or litigation. Such disputes may cause us to incur legal fees and other expenses to enforce our contractual rights, and we may not prevail in recovering all amounts to which we believe we are contractually entitled.
 Risk Management
 We retain the risk for workers' compensation, employer's liability, automobile liability, construction defects, general liability and employee group health claims, as well as pollution coverage, resulting from uninsured deductibles per accident or occurrence which are generally subject to annual aggregate limits. Our general liability program provides coverage for bodily injury and property damage. In many cases, we insure third parties, including general contractors, as additional insured parties under our insurance policies. Losses are accrued based upon our known claims incurred and an estimate of claims incurred but not reported. As a result, many of our claims are effectively self-insured. Many claims against our insurance are in the form of litigation. At September 30, 2024 and 2023, we had $11,158 and $7,726, respectively, accrued for self-insurance liabilities. We are also subject to construction defect liabilities, primarily within our Residential segment. Because these accruals are based on judgment and estimates, and involve variables that are inherently uncertain, such as the outcome of litigation and an assessment of insurance coverage, there can be no assurance that the ultimate liability will not be higher or lower than such estimates.
 Some of the underwriters of our casualty insurance program require us to post letters of credit as collateral. This is common in the insurance industry. To date, we have not had a situation where an underwriter has had reasonable cause to effect payment under a letter of credit. At September 30, 2024 and 2023, we utilized $4,756 and $4,166, respectively, of our outstanding letters of credit to collateralize our insurance program.
 Surety
 As of September 30, 2024, the estimated cost to complete our bonded projects was approximately $133,863. We evaluate our bonding requirements on a regular basis, including the terms offered by our sureties. We believe the bonding capacity presently provided by our current sureties is adequate for our current operations and will be adequate for our operations for the foreseeable future. Posting letters of credit in favor of our sureties reduces the borrowing availability under our revolving credit facility.
 Other Commitments and Contingencies
 Some of our customers and vendors require us to post letters of credit, or provide intercompany guarantees, as a means of guaranteeing performance under our contracts and ensuring payment by us to subcontractors and vendors. If our customer has reasonable cause to effect payment under a letter of credit, we would be required to reimburse our creditor for the letter of credit. From time to time, we may enter into firm purchase commitments for materials, such as copper or aluminum wire, which we expect to use in the ordinary course of business. These commitments are typically for terms of less than one year and require us to buy minimum quantities of materials at specific intervals at a fixed price over the term. As of September 30, 2024, we did not have any such firm commitments to purchase materials.1115800077260004756000416600013386300000 19. BUSINESS COMBINATIONS AND DIVESTITURES
 Business combinations
 On April 1, 2024, the Company acquired 100% of the equity interests of Greiner Industries, Inc. ("Greiner"), a Mount Joy, Pennsylvania-based structural steel fabrication and services company for an aggregate total purchase price of $70,334. Greiner is part of our Infrastructure Solutions segment

*and continues to operate under the Greiner name. The acquisition of Greiner expands our geographic footprint, adds custom structural steel fabrication to our product offerings, and provides additional capacity for our existing custom engineered product offerings. In addition to cash consideration, net of cash acquired, of $67,544, the aggregate purchase price also includes contingent consideration of up to $5,000 upon achievement of certain future earnings targets, which was valued at $2,790 as of the date of the acquisition. The fair value of the total consideration for this transaction remains subject to post-closing adjustments as of the date of this Annual Report on Form 10-K. </div><div>The Company accounted for the transaction under the acquisition method of accounting, which requires recording assets and liabilities at fair value (Level 3). The total purchase price, and the allocation thereof to the assets acquired and liabilities assumed, is preliminary and subject to change pending the finalization of post-closing working capital adjustments. The preliminary valuation of the assets acquired and liabilities assumed is as follows:</div><div>
</div><div style="text-align:center"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:68.333%"><tr><td style="width:1.0%"></td><td style="width:77.965%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:2.965%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:15.770%"></td><td style="width:0.1%"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom"><div>Trade receivables</div></td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman',sans-serif;font-size:10pt;font-weight:400;line-height:100%">$</td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,971 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom"> Other current assets </td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">10,115 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Property and equipment</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">48,209 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Intangible assets</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">2,900 </td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Goodwill</td><td colspan="3" style="background-color:#cceeff;padding:0 1pt"></td><td colspan="2" style="background-color:#cceeff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,565 </td><td style="background-color:#cceeff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="background-color:#ffffff;padding:2px 1pt;text-align:left;vertical-align:bottom">Current liabilities</td><td colspan="3" style="background-color:#ffffff;padding:0 1pt"></td><td colspan="2" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(6,426)</td><td style="background-color:#ffffff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td><td colspan="3" style="display:none"></td></tr><tr><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:left;vertical-align:bottom">Net assets acquired</td><td colspan="3" style="background-color:#cceeff;padding:2px 1pt;text-align:right;vertical-align:bottom">$</td><td colspan="2" style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">70,334 </td><td style="background-color:#cceeff;border-bottom:3pt double #000;border-top:1pt solid #000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr></table>
 In connection with this acquisition, we acquired goodwill of $1,565, all of which is tax deductible, attributable to an assembled workforce and other intangibles that do not qualify for separate recognition. The intangible assets acquired primarily consisted of customer relationships, backlog and trade name with a total weighted-average amortization period of 3.5 years.
 Greiner contributed $34,038 in revenue and $2,489 in operating income during the year ended September 30, 2024.
 We completed no acquisitions in fiscal years 2023 and 2022.
 Divestitures On October 7, 2022, we sold 100% of the membership interests of STR Mechanical, LLC and its subsidiary Technical Services II, LLC (collectively, "STR"). As a result, we recognized a pre-tax gain of $13,045, which was included in "Gain on sale of assets" within our Consolidated Statements of Comprehensive Income for the year ended September 30, 2023. The disposition of STR, which had operated as part of our Commercial & Industrial segment, will not have a material impact on our ongoing results of operations or financial position.2024-04-01170334000675440005000000279000013971000101150004820900029000001565000642600070334000156500OP3Y6M340380002489000202409-30--09-30113045000 20. SUBSEQUENT EVENTS On October 4, 2024, we entered into a funding commitment to join a consortium led by Mason Capital Management LLC to acquire the CB&I storage solutions business, a designer and builder of storage facilities, tanks and terminals for energy and industrial markets, from McDermott International, Ltd. Upon close of the transaction, which we expect to occur by the end of calendar year 2024, we expect to make a cash payment of approximately $45 million, subject to customary closing adjustments.On October 4, 2024, we entered into a funding commitment to join a consortium led by Mason Capital Management LLC to acquire the CB&I storage solutions business, a designer and builder of storage facilities, tanks and terminals for energy and industrial markets, from McDermott International, Ltd. Upon close of the transaction, which we expect to occur by the end of calendar year 2024, we expect to make a cash payment of approximately $45 million, subject to customary closing adjustments.2024-10-044500000022024-09-30--09-30falsefalsefalsefalse*

?R7>2?!A72.TA+JUE#,D1#[A!FL?O%PX-/C-?5&2 M);'"0?P:9UT]1WRX&ETS+B):,IM'X(&N[[E*BZ(X8KX\["I3W4^72RO. 3KE M/YQY;XVWD'*^?:;7.-8,4IN\.(=@+5_#!9H)$Y"&Q -I@%B;..LKN5&RF(K M3$ CB+)#C)94.)Z4\?HQI20LT[-TF@1IKO7WQHFVEPG&3(>,8$A(*).PV) MF"$7\;T2_Q#:E;.. H*__:%.&]":N $OU!L:IHW(,N X)+(3$O:H]PP1T M@TGL# (#N]D;\LRXDRWQD>^E_[(0>G(;*MU?F ;+S4C.P,98@1.FERWDW@+3'&"2;@;A^X'O5#%X@&(QW6K('Q)^W!WQN1 M7*3O#+XJ/)K.Q00<0D[M0N-T?N@ ;Y>=/M>]!" (=*D*OXL'/**L_SFGZ#SU-M"_N,UITV@/^Q+@%E]$2&A(UUTWX*AXUV=/V>F(IN/0:RYA$[EGPP?9.!Z -Y-MB$-PY6ZXE'THIP6X=67N_/*

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