

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan SOLERITY 401K PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/1999
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) SOLERITY, INC. 2010 CORPORATE RIDGE SUITE 450 MCLEAN, VA 22102
2b	Employer Identification Number (EIN) 54-1593395
2c	Plan Sponsor's telephone number 703-663-2777
2d	Business code (see instructions) 541511

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	Filed with authorized/valid electronic signature.	07/17/2024	GRETCHEN GREBASCH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 405
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 130 6a(2) 107 6b 9 6c 253 6d 369 6e 0 6f 369 6g(1) 399 6g(2) 364 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2F 2G 2J 2K 2S 2T 3H 2E 3D 2R

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan SOLERITY 401K PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SOLERITY, INC.	D Employer Identification Number (EIN) 54-1593395

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

X

YesNo
- b

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

(b)	Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	
04-2647786	

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

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

RESOURCES INVESTMENT ADVISORS LLC

43-1451524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	41291	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	23336	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AB GLOBAL BOND I - ALLIANCEBERNSTEIN	0.15%	
52-2269240		
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
GS INFL-PRO SECS IS - GOLDMAN SACHS	0.12%	
13-5108880		
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
WA CORE BOND I - FRANKLIN TEMPLETON	0.10%	
94-3167260		

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan SOLERITY 401K PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SOLERITY, INC.		
D Employer Identification Number (EIN) 54-1593395		

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5746	4286
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	29558	29158
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	312251	220287
(9) Value of interest in common/collective trusts	1c(9)	1353448	1292989
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	39328441	37939567
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	41029444	39486287
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	41029444	39486287

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	606163	
(B) Participants	2a(1)(B)	1500379	
(C) Others (including rollovers)	2a(1)(C)	1293808	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		3400350
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	251	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	11980	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		12231
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	681	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1045632	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1046313
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	5	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	-6634	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		40982
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		4868357
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		9361604

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	10771896	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		10771896
f Corrective distributions (see instructions)	2f		7607
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	300	
(3) Recordkeeping fees.....	2i(3)	23036	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	45340	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		68676
j Total expenses. Add all expense amounts in column (b) and enter total	2j		10848179

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-1486575
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		56582

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **SC&H ATTEST SERVICES P.C.**

(2) EIN: **52-1743645**

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
BLUESTREET SOLUTIONS, INC. 401(K) PLAN	87-4265939	001

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan SOLERITY 401K PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SOLERITY, INC.	D Employer Identification Number (EIN) 54-1593395

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107 Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.	
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a
b Enter the amount contributed by the employer to the plan for this plan year	6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c
If you completed line 6c, skip lines 8 and 9.	
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes ☐ No ☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes ☐ No ☐ N/A

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes ☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes ☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes ☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes ☐ No

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

Schedule R (Form 5500) 2023
v. 230707

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b):	
a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%	
b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.	
a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No	
b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:	
☐ Yes.	
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.	
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.	
☐ No. Other. Provide explanation. _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No	
21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).	
☒ Design-based safe harbor method	
☐ "Prior year" ADP test	
☒ "Current year" ADP test	
☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702438A</u> .	

SOLERITY 401K PLAN

**Financial Statements
Together with Independent Auditors' Report
For the Years Ended December 31, 2023 and 2022**

Table of Contents

	<u>Page</u>
Independent Auditors' Report	1-3
Financial Statements	
Statements of Net Assets Available for Benefits	4
Statements of Changes in Net Assets Available for Benefits	5
Notes to the Financial Statements	6-13
Supplemental Schedule	
Schedule H, Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2023.....	15



INDEPENDENT AUDITORS' REPORT

To Those Charged with Governance of the Solerity 401K Plan:

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

We have performed audits of the accompanying financial statements of the Solerity 401K Plan ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, the related statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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



Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Solerity 401K Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Solerity 401K Plan's ability to continue as a going concern for a reasonable period of time.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with auditing standards generally accepted in the United States of America, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Solerity 401K Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Solerity 401K Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2023 is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

SC&A Attest Services, P.C.

July 16, 2024

SOLERITY 401K PLAN

Statements of Net Assets Available for Benefits

<i>As of December 31,</i>	<i>2023</i>	<i>2022</i>
Assets		
Investments, at fair value	\$ 39,266,000	\$ 40,717,193
Receivables		
Participant contributions	62,256	85,746
Company contributions	24,151	34,360
Notes receivable from participants	220,287	312,251
Total Receivables	306,694	432,357
Total Assets	39,572,694	41,149,550
Liabilities	-	-
Net Assets Available for Benefits	\$ 39,572,694	\$ 41,149,550

The accompanying notes are an integral part of these financial statements.

SOLERITY 401K PLAN

Statements of Changes in Net Assets Available for Benefits

<i>For the Years Ended December 31,</i>	<i>2023</i>	<i>2022</i>
Changes in Net Assets Available for Benefits Attributable to:		
Contributions		
Participants	\$ 1,476,889	\$ 2,162,239
Company	595,954	946,868
Rollovers	1,293,808	620,885
Total Contributions	3,366,651	3,729,992
Investment Income (Loss)		
Interest and dividends	1,046,564	1,811,286
Net appreciation (depreciation) in fair value of investments	4,902,710	(10,227,648)
Total Investment Income (Loss)	5,949,274	(8,416,362)
Interest Income on Notes Receivable from Participants	11,980	17,891
Benefits Paid to Participants	(10,779,503)	(9,327,780)
Administrative Expenses	(68,676)	(142,985)
Net Decrease in Net Assets Available for Benefits Before Transfer	(1,520,274)	(14,139,244)
Transfer Out (Note 1)	(56,582)	-
Net Decrease in Net Assets Available for Benefits	(1,576,856)	(14,139,244)
Net Assets Available for Benefits:		
Beginning of Year	41,149,550	55,288,794
End of Year	\$ 39,572,694	\$ 41,149,550

The accompanying notes are an integral part of these financial statements.

SOLERITY 401K PLAN

Notes to the Financial Statements

For the Years Ended December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN

The following description of the Solerity 401K Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan, which was established by Solerity, Inc. (the Company) effective January 1, 1999. The Plan covers all employees of the Company, as defined by the Plan, who have attained 21 years of age, excluding employees whose employment is governed by a collective bargaining agreement, nonresident aliens who do not receive any earned income which constitutes U.S. source income, and residents of Puerto Rico. Employees are allowed to enter the Plan on the first day of the month coinciding with or following satisfaction of all eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan was most recently amended September 9, 2022 to adopt Coronavirus Aid, Relief, and Economic Security (CARES) Act provisions applicable to the Plan.

Effective January 1, 2023, the Company entered into a purchase agreement to sell one of its internal divisions, including associated employees. Participants within this division were formally terminated from the Company and were given the option to roll their account balance out of the Plan during the year ended December 31, 2023. Such amounts are included in distributions to participants on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2023. Participant loan balances totaling \$56,582 were transferred out of the Plan effective February 21, 2023.

Participants may contribute up to 75% of their eligible annual compensation, as defined by the Plan, not to exceed the maximum allowable contributions under the Internal Revenue Code (the Code), which totaled \$22,500 and \$20,500 for the years ended December 31, 2023 and 2022, respectively. Participants may also make Roth elective contributions. A participant's Roth elective contributions are allocated to a separate account maintained for such contributions. Participants who have attained age 50 before the end of the Plan year may make additional catch-up contributions, subject to limitations imposed by the Code. Participants are permitted to make rollover contributions to the Plan. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan, at a deferral rate of 3% through December 31, 2015 and 4% effective January 1, 2016, unless they affirmatively elect not to participate in the Plan. Effective January 1, 2018, the Plan includes an auto-enrollment provision whereby all newly eligible employees merged in from the Tetra Retirement Plan, to automatically enroll in the Plan at a deferral rate of 5%. In addition, effective January 1, 2021, the Plan includes an auto-enrollment provision whereby all newly eligible employees merged in from the Eagle Ray, Inc. 401(k) Plan automatically enroll in the Plan at a deferral rate of 4%.

Company Contributions

The Company provides a safe harbor matching contribution equal to 100% of the first 3% of eligible compensation and 50% of the next 2% of eligible compensation. All employees who are eligible to participate and make elective deferrals into the Plan are eligible to receive Company matching contributions. Company matching contributions, net of forfeitures, are calculated and remitted each pay period and totaled \$595,954 and \$946,868 for the years ended December 31, 2023 and 2022, respectively.

SOLERITY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN – cont’d.

Company Contributions – cont’d.

The Company also has the right, under the amended Plan, to make discretionary matching and nonelective contributions. Discretionary matching contributions may not exceed 4% of eligible compensation and all participants are eligible to receive discretionary matching contributions. Participants are eligible to receive nonelective contributions in any Plan year that they have completed at least 1,000 hours of service and are employed by the Company on the last day of the Plan year. The Company did not make any discretionary matching or nonelective contributions for the years ended December 31, 2023 and 2022.

Participant Accounts

Each participant’s account is participant-directed and is credited with the participant’s contributions and Company contributions in accordance with the investment options selected by the participant. Plan earnings, losses, and administrative expenses are allocated to each participant’s account based upon the balance in each account. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Notes Receivable from Participants

Participants may borrow up to 50% of their vested account balances, not to exceed \$50,000, without regard to the intended use of the funds. The minimum note amount is \$1,000 and only one note may be outstanding at a given time. The notes are collateralized by a participant’s vested account balance. Note repayments are to be made through payroll deductions each pay period with interest based on the prime rate as published by the Wall Street Journal at the time of note origination plus one percent. Notes for reasons other than the purchase of a primary residence are to be repaid within five years. Notes originated for the purchase of a primary residence are to be repaid within 30 years.

Vesting

Participants are immediately vested in their contributions, Company safe harbor matching contributions, and earnings thereon. Participants become fully vested in all Company contributions upon the attainment of normal retirement age or in the event of death, disability, or termination of the Plan.

Through December 31, 2015, participants became fully vested in Company discretionary matching contributions upon completing one year of service, as defined by the Plan. Effective January 1, 2016, participants become vested in discretionary matching and nonelective contributions, plus earnings thereon, according to the following vesting schedule:

<u>Years of Service</u>	<u>Vesting Percentage</u>
Less than 1	0%
1	33%
2	67%
3 or more	100%

Participants who were employees of Global Services & Solutions, Inc., a former wholly-owned subsidiary of the Company, prior to January 1, 2016 are immediately vested in Company discretionary profit sharing contributions. Participants who were employees of Synaptic Solutions, Inc. and Tetra Concepts, LLC, former wholly-owned subsidiaries of the Company, prior to January 1, 2018 are immediately vested in Company discretionary profit sharing contributions.

SOLERITY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN – cont’d.

Forfeitures

Forfeitures of Company contributions may be used to reduce future Company contributions or pay administrative expenses. Forfeitures become available to the Plan as of the earlier of the last day of the Plan year in which a former employee incurs five consecutive one-year breaks in service or a distribution of the participant’s entire vested account balance. During the years ended December 31, 2023 and 2022, forfeitures totaling \$220 and \$177, respectively, were used to reduce Company matching contributions and pay administrative expenses. As of December 31, 2023 and 2022, forfeitures totaling \$10,773 and \$7,551, respectively, were available to offset future Company matching contributions and pay administrative expenses.

Payment of Benefits

Upon termination of service, death, disability, normal retirement (age 65) or attainment of age 59 ½, a participant or his or her beneficiary, in the event of death, is entitled to a distribution of his or her vested account balance. Distributions from the Plan are payable in the form of a lump sum payment or partial payments. Upon termination, if a participant’s account balance is less than \$5,000, the Plan administrator may elect to automatically distribute the participant’s vested account balance. Upon proof, to the satisfaction of the Plan administrator, of an immediate and heavy financial need, amounts contributed by the participant may be withdrawn for a hardship purpose. Distributions are subject to the applicable provisions of the Plan agreement. Certain income taxes and penalties may apply to withdrawals or distributions prior to age 59 ½. There were no net assets of the Plan allocated to the accounts of participants who had elected to withdraw from the Plan that had not received such distributions as of December 31, 2023 and 2022.

Plan Expenses

Expenses incurred in the administration of the Plan are required to be paid by the Trustee with assets of the Plan unless the Company, at its discretion, elects to pay them. During the years ended December 31, 2023 and 2022, the Company paid a portion of direct expenses related to the Plan’s operations. The Plan paid direct expenses totaling \$68,676 and \$142,985 during the years ended December 31, 2023 and 2022, respectively.

Loan and distribution fees are paid by the Plan and its participants. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principals generally accepted in the United States of America.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of changes in net assets available for benefits during the reporting period. Actual results could differ from those estimates.

SOLERITY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – cont’d.

Risks and Uncertainties

The Plan provides for investments in assets that are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities may occur in the near term that materially affect participant account balances and the amounts reported in the statements of net assets available for benefits.

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

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

Fair Value Measurement

Accounting Standards Codification 820, *Fair Value Measurement* (ASC 820), defines fair value and establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

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

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

Level 2 Inputs to the valuation methodology include:

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

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

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

The assets' or liabilities' fair value measurement levels within the fair value hierarchy are based upon the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

SOLERTY 401K PLAN

Notes to the Financial Statements

For the Years Ended December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – cont’d.

Fair Value Measurement – cont’d.

The following is a description of the valuation methodologies used for assets measured at fair value:

Interests in registered investment companies: Valued at the closing price of shares held by the Plan at year end. Funds are traded on the active market.

Interest in self-directed brokerage accounts: Valued at the closing price of shares held by the Plan at year end. Funds are traded on the active market.

- *Interest bearing cash:* Valued at amortized cost plus accrued interest, which approximates fair value.
- *Interest in common stock:* Valued at the closing price of shares held by the Plan at year-end. Shares are traded in an active market.

Interest in common/collective trust: Valued using the net asset value (NAV) of units held by the Plan at year end as a practical expedient (NAV practical expedient).

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used as of December 31, 2023 and 2022.

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

	Level 1	Level 2	Level 3	Total
Interests in registered investment companies	\$ 37,939,567	\$ -	\$ -	\$ 37,939,567
Interest in self-directed brokerage accounts	33,444	-	-	33,444
Total investments in the fair value hierarchy	37,973,011	-	-	37,973,011
Investments valued using the NAV practical expedient				
- interest in common/ collective trust (a)	N/A	N/A	N/A	1,292,989
Total Investments, at fair value	\$ 37,973,011	\$ -	\$ -	\$ 39,266,000

SOLERTY 401K PLAN

Notes to the Financial Statements

For the Years Ended December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – cont’d.

Fair Value Measurement – cont’d.

The following table sets forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31, 2022:

	Level 1	Level 2	Level 3	Total
Interest bearing cash	\$ 5	\$ -	\$ -	\$ 5
Interests in registered investment companies	38,920,548	-	-	38,920,548
Interest in self-directed brokerage accounts	443,192	-	-	443,192
Total investments in the fair value hierarchy	39,363,745	-	-	\$ 39,363,745
Investments valued using the NAV practical expedient				
- interest in common/ collective trust (a)	N/A	N/A	N/A	1,353,448
Total Investments, at fair value	\$ 39,363,745	\$ -	\$ -	\$ 40,717,193

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

In accordance with the fair value measurement and disclosure guidance, the following table represents the category, fair value, redemption frequency, redemption notice period, and unfunded commitments for Plan investments, the fair value of which is estimated using NAV per share as practical expedient, as of December 31,:

	2023	2022	Redemption Frequency	Redemption Notice Period	Unfunded Commitments
Interest in common/collective trust (b)	\$ 1,292,989	\$ 1,353,448	Daily	Daily	None

(b) Funds in this category invests in investment-grade fixed income securities such as mortgage-backed and other asset-backed securities, bond funds, and guaranteed investment contracts to maintain the stability of a money market fund while delivering intermediate-bond-like return.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes are treated as distributions based on the terms of the Plan agreement. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

SOLERITY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – cont’d.

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

The Plan evaluated for disclosure any subsequent events through July 16, 2024, the date the financial statements were available to be issued, and there were no material subsequent events requiring disclosure.

3. INVESTMENTS

All investment information disclosed in the accompanying financial statements and supplemental schedule including assets held as of December 31, 2023 and 2022, and interest and dividend income and net appreciation (depreciation) in the fair value of investments for the years then ended, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by the Trustee of the Plan, Fidelity Management Trust Company (Fidelity), as of and for the years ended December 31, 2023 and 2022.

4. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity Investments Institutional Operations Company (FIIOC), which is related to the Plan’s trustee. The Plan loans funds to its participants according to the applicable provisions of the Plan agreement. The Company provides the Plan with certain accounting and administrative services for which no fees are charged. All such transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

5. INCOME TAX STATUS

Effective June 11, 2021, the Plan’s volume submitter plan document was amended and restated in compliance with applicable Code requirements. This restatement received a favorable opinion letter from the Internal Revenue Service dated June 30, 2020, stating that the Plan is qualified under Section 401(a) of the Code and therefore is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Therefore, no provision for income taxes has been included in the Plan’s financial statements.

ASC 740, *Income Taxes*, prescribes a recognition threshold and a measurement attribute for the financial statement recognition and measurement of tax positions taken or expected to be taken in a tax return as well as guidance on de-recognition, classification, interest and penalties, and financial statement reporting disclosures. For these benefits to be recognized, a tax position must be more-likely-than-not to be sustained upon examination by taxing authorities. As the Plan is tax exempt and has no unrelated business taxable income, the provisions of ASC 740 do not have an impact on the Plan’s financial statements. The Plan recognizes interest and penalties accrued on any unrecognized tax exposures as a component of income tax expense. The Plan does not have any amounts accrued relating to interest and penalties as of December 31, 2023 and 2022.

The Plan is subject to routine audits by the IRS and Department of Labor; however, there are currently no audits in progress for any open periods.

SOLERTY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

6. PLAN TERMINATION

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

During the years ended December 31, 2023 and 2022, the Company experienced an event that triggered a partial Plan termination. As a result of the partial Plan termination, affected participants became 100% vested in their accounts, as they were no longer required to be in accordance with the vesting schedule in Note 1 relating to the Company's discretionary contributions.

7. RECONCILIATION OF THE FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits reported on the financial statements to the Form 5500 as of December 31,:

	2023	2022
Net assets available for benefits reported on the financial statements	\$ 39,572,694	\$ 41,149,550
Participant contributions receivable	(62,256)	(85,746)
Company contributions receivable	(24,151)	(34,360)
Net assets available for benefits reported on the Form 5500	\$ 39,486,287	\$ 41,029,444

The following is a reconciliation of the changes in net assets available for benefits reported on the financial statements to the Form 5500 for the years ended December 31,:

	2023	2022
Net decrease in net assets available		
for benefits on the financial statements	\$ (1,576,856)	\$ (14,139,244)
Change in participant contributions receivable	23,490	27,665
Change in company contributions receivable	10,209	12,468
Net decrease in net assets available		
for benefits reported on the Form 5500	\$ (1,543,157)	\$ (14,099,111)

SUPPLEMENTAL SCHEDULE PROVIDED
PURSUANT TO THE DEPARTMENT OF LABOR'S
RULES AND REGULATIONS

SOLERITY 401K PLAN**EIN: 54-1593395****Plan: 001****Schedule H, Line 4i-Schedule of Assets (Held at End of Year)
As of December 31, 2023**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value)	(d) Cost	(e) Current Value
	Alliance Bernstein Global Bond Fund Class I	Interest in registered investment companies	xx	\$ 12,026
	American Century Mid Cap Value R-6	Interest in registered investment companies	xx	308,446
	American Funds 2010 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	624,634
	American Funds 2015 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	645,168
	American Funds 2020 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	2,252,086
	American Funds 2025 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	4,951,710
	American Funds 2030 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	3,349,670
	American Funds 2035 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	3,084,471
	American Funds 2040 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	7,411,895
	American Funds 2045 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	3,715,724
	American Funds 2050 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	1,397,832
	American Funds 2055 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	504,641
	American Funds 2060 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	374,850
	American Funds Bond Fund of America R6	Interest in registered investment companies	xx	114,156
	American Funds New World Fund Class R-6	Interest in registered investment companies	xx	357,738
	Blackrock Mid Cap Growth Equity Class K	Interest in registered investment companies	xx	155,073
	Delaware Small Cap Core Fund Class R6	Interest in registered investment companies	xx	304,301
	* Fidelity 500 Index Fund Investor Class	Interest in registered investment companies	xx	3,000,297
	* Fidelity Blue Chip Growth Class K6	Interest in registered investment companies	xx	827,029
	* Fidelity Inflation Protected Bond Index	Interest in registered investment companies	xx	49,539
	* Fidelity International Capital Appreciation K6	Interest in registered investment companies	xx	166,694
	* Fidelity International Index Fund Premium Class	Interest in registered investment companies	xx	293,163
	* Fidelity Mid Cap Index Investor Fund	Interest in registered investment companies	xx	1,110,327
	* Fidelity Small Cap Index Institutional Fund	Interest in registered investment companies	xx	870,076
	* Fidelity U.S. Bond Index Fund Investor Class	Interest in registered investment companies	xx	728,269
	Invesco Oppenheimer International Small-Mid Company R6	Interest in registered investment companies	xx	146,930
	PIMCO Income Institutional Fund	Interest in registered investment companies	xx	319,355
	Vanguard Real Estate Index Fund Admiral Shares	Interest in registered investment companies	xx	320,414
	Vanguard Equity-Income Fund Admiral Shares	Interest in registered investment companies	xx	543,053
				<u>37,939,567</u>
	* Self-Directed Brokerage Accounts	Interest in Self-Directed Brokerage Accounts	xx	33,444
	Putnam Stable Value Fund	Interest in common/collective trust	xx	1,292,989
	* Participant Loans	Interest rates at 4.25% to 9.50%; maturing at various dates through November 2028	-	220,287

xx - Cost not required as investment is participant-directed

* - Denotes participant-in-interest, as defined by ERISA

SOLERITY 401K PLAN

**Financial Statements
Together with Independent Auditors' Report
For the Years Ended December 31, 2023 and 2022**

Table of Contents

	<u>Page</u>
Independent Auditors' Report	1-3
Financial Statements	
Statements of Net Assets Available for Benefits	4
Statements of Changes in Net Assets Available for Benefits	5
Notes to the Financial Statements	6-13
Supplemental Schedule	
Schedule H, Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2023.....	15



INDEPENDENT AUDITORS' REPORT

To Those Charged with Governance of the Solerity 401K Plan:

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

We have performed audits of the accompanying financial statements of the Solerity 401K Plan ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, the related statements of changes in net assets available for benefits for the years ended December 31, 2023 and 2022, and the related notes to the financial statements.

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

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

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



Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Solerity 401K Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Solerity 401K Plan's ability to continue as a going concern for a reasonable period of time.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with auditing standards generally accepted in the United States of America, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Solerity 401K Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Solerity 401K Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2023 is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion—

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

SC&A Attest Services, P.C.

July 16, 2024

SOLERITY 401K PLAN

Statements of Net Assets Available for Benefits

<i>As of December 31,</i>	<i>2023</i>	<i>2022</i>
Assets		
Investments, at fair value	\$ 39,266,000	\$ 40,717,193
Receivables		
Participant contributions	62,256	85,746
Company contributions	24,151	34,360
Notes receivable from participants	220,287	312,251
Total Receivables	306,694	432,357
Total Assets	39,572,694	41,149,550
Liabilities	-	-
Net Assets Available for Benefits	\$ 39,572,694	\$ 41,149,550

The accompanying notes are an integral part of these financial statements.

SOLERITY 401K PLAN

Statements of Changes in Net Assets Available for Benefits

<i>For the Years Ended December 31,</i>	<i>2023</i>	<i>2022</i>
Changes in Net Assets Available for Benefits Attributable to:		
Contributions		
Participants	\$ 1,476,889	\$ 2,162,239
Company	595,954	946,868
Rollovers	1,293,808	620,885
Total Contributions	3,366,651	3,729,992
Investment Income (Loss)		
Interest and dividends	1,046,564	1,811,286
Net appreciation (depreciation) in fair value of investments	4,902,710	(10,227,648)
Total Investment Income (Loss)	5,949,274	(8,416,362)
Interest Income on Notes Receivable from Participants	11,980	17,891
Benefits Paid to Participants	(10,779,503)	(9,327,780)
Administrative Expenses	(68,676)	(142,985)
Net Decrease in Net Assets Available for Benefits Before Transfer	(1,520,274)	(14,139,244)
Transfer Out (Note 1)	(56,582)	-
Net Decrease in Net Assets Available for Benefits	(1,576,856)	(14,139,244)
Net Assets Available for Benefits:		
Beginning of Year	41,149,550	55,288,794
End of Year	\$ 39,572,694	\$ 41,149,550

The accompanying notes are an integral part of these financial statements.

SOLERITY 401K PLAN

Notes to the Financial Statements

For the Years Ended December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN

The following description of the Solerity 401K Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan, which was established by Solerity, Inc. (the Company) effective January 1, 1999. The Plan covers all employees of the Company, as defined by the Plan, who have attained 21 years of age, excluding employees whose employment is governed by a collective bargaining agreement, nonresident aliens who do not receive any earned income which constitutes U.S. source income, and residents of Puerto Rico. Employees are allowed to enter the Plan on the first day of the month coinciding with or following satisfaction of all eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan was most recently amended September 9, 2022 to adopt Coronavirus Aid, Relief, and Economic Security (CARES) Act provisions applicable to the Plan.

Effective January 1, 2023, the Company entered into a purchase agreement to sell one of its internal divisions, including associated employees. Participants within this division were formally terminated from the Company and were given the option to roll their account balance out of the Plan during the year ended December 31, 2023. Such amounts are included in distributions to participants on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2023. Participant loan balances totaling \$56,582 were transferred out of the Plan effective February 21, 2023.

Participants may contribute up to 75% of their eligible annual compensation, as defined by the Plan, not to exceed the maximum allowable contributions under the Internal Revenue Code (the Code), which totaled \$22,500 and \$20,500 for the years ended December 31, 2023 and 2022, respectively. Participants may also make Roth elective contributions. A participant's Roth elective contributions are allocated to a separate account maintained for such contributions. Participants who have attained age 50 before the end of the Plan year may make additional catch-up contributions, subject to limitations imposed by the Code. Participants are permitted to make rollover contributions to the Plan. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan, at a deferral rate of 3% through December 31, 2015 and 4% effective January 1, 2016, unless they affirmatively elect not to participate in the Plan. Effective January 1, 2018, the Plan includes an auto-enrollment provision whereby all newly eligible employees merged in from the Tetra Retirement Plan, to automatically enroll in the Plan at a deferral rate of 5%. In addition, effective January 1, 2021, the Plan includes an auto-enrollment provision whereby all newly eligible employees merged in from the Eagle Ray, Inc. 401(k) Plan automatically enroll in the Plan at a deferral rate of 4%.

Company Contributions

The Company provides a safe harbor matching contribution equal to 100% of the first 3% of eligible compensation and 50% of the next 2% of eligible compensation. All employees who are eligible to participate and make elective deferrals into the Plan are eligible to receive Company matching contributions. Company matching contributions, net of forfeitures, are calculated and remitted each pay period and totaled \$595,954 and \$946,868 for the years ended December 31, 2023 and 2022, respectively.

SOLERITY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN – cont’d.

Company Contributions – cont’d.

The Company also has the right, under the amended Plan, to make discretionary matching and nonelective contributions. Discretionary matching contributions may not exceed 4% of eligible compensation and all participants are eligible to receive discretionary matching contributions. Participants are eligible to receive nonelective contributions in any Plan year that they have completed at least 1,000 hours of service and are employed by the Company on the last day of the Plan year. The Company did not make any discretionary matching or nonelective contributions for the years ended December 31, 2023 and 2022.

Participant Accounts

Each participant’s account is participant-directed and is credited with the participant’s contributions and Company contributions in accordance with the investment options selected by the participant. Plan earnings, losses, and administrative expenses are allocated to each participant’s account based upon the balance in each account. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Notes Receivable from Participants

Participants may borrow up to 50% of their vested account balances, not to exceed \$50,000, without regard to the intended use of the funds. The minimum note amount is \$1,000 and only one note may be outstanding at a given time. The notes are collateralized by a participant’s vested account balance. Note repayments are to be made through payroll deductions each pay period with interest based on the prime rate as published by the Wall Street Journal at the time of note origination plus one percent. Notes for reasons other than the purchase of a primary residence are to be repaid within five years. Notes originated for the purchase of a primary residence are to be repaid within 30 years.

Vesting

Participants are immediately vested in their contributions, Company safe harbor matching contributions, and earnings thereon. Participants become fully vested in all Company contributions upon the attainment of normal retirement age or in the event of death, disability, or termination of the Plan.

Through December 31, 2015, participants became fully vested in Company discretionary matching contributions upon completing one year of service, as defined by the Plan. Effective January 1, 2016, participants become vested in discretionary matching and nonelective contributions, plus earnings thereon, according to the following vesting schedule:

<u>Years of Service</u>	<u>Vesting Percentage</u>
Less than 1	0%
1	33%
2	67%
3 or more	100%

Participants who were employees of Global Services & Solutions, Inc., a former wholly-owned subsidiary of the Company, prior to January 1, 2016 are immediately vested in Company discretionary profit sharing contributions. Participants who were employees of Synaptic Solutions, Inc. and Tetra Concepts, LLC, former wholly-owned subsidiaries of the Company, prior to January 1, 2018 are immediately vested in Company discretionary profit sharing contributions.

SOLERITY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

1. DESCRIPTION OF THE PLAN – cont’d.

Forfeitures

Forfeitures of Company contributions may be used to reduce future Company contributions or pay administrative expenses. Forfeitures become available to the Plan as of the earlier of the last day of the Plan year in which a former employee incurs five consecutive one-year breaks in service or a distribution of the participant’s entire vested account balance. During the years ended December 31, 2023 and 2022, forfeitures totaling \$220 and \$177, respectively, were used to reduce Company matching contributions and pay administrative expenses. As of December 31, 2023 and 2022, forfeitures totaling \$10,773 and \$7,551, respectively, were available to offset future Company matching contributions and pay administrative expenses.

Payment of Benefits

Upon termination of service, death, disability, normal retirement (age 65) or attainment of age 59 ½, a participant or his or her beneficiary, in the event of death, is entitled to a distribution of his or her vested account balance. Distributions from the Plan are payable in the form of a lump sum payment or partial payments. Upon termination, if a participant’s account balance is less than \$5,000, the Plan administrator may elect to automatically distribute the participant’s vested account balance. Upon proof, to the satisfaction of the Plan administrator, of an immediate and heavy financial need, amounts contributed by the participant may be withdrawn for a hardship purpose. Distributions are subject to the applicable provisions of the Plan agreement. Certain income taxes and penalties may apply to withdrawals or distributions prior to age 59 ½. There were no net assets of the Plan allocated to the accounts of participants who had elected to withdraw from the Plan that had not received such distributions as of December 31, 2023 and 2022.

Plan Expenses

Expenses incurred in the administration of the Plan are required to be paid by the Trustee with assets of the Plan unless the Company, at its discretion, elects to pay them. During the years ended December 31, 2023 and 2022, the Company paid a portion of direct expenses related to the Plan’s operations. The Plan paid direct expenses totaling \$68,676 and \$142,985 during the years ended December 31, 2023 and 2022, respectively.

Loan and distribution fees are paid by the Plan and its participants. Investment related expenses are included in net appreciation (depreciation) in fair value of investments.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements of the Plan are prepared using the accrual method of accounting in accordance with accounting principals generally accepted in the United States of America.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of changes in net assets available for benefits during the reporting period. Actual results could differ from those estimates.

SOLERITY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – cont’d.

Risks and Uncertainties

The Plan provides for investments in assets that are exposed to various risks, such as interest rate, credit, and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities may occur in the near term that materially affect participant account balances and the amounts reported in the statements of net assets available for benefits.

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date.

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

Fair Value Measurement

Accounting Standards Codification 820, *Fair Value Measurement* (ASC 820), defines fair value and establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

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

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

Level 2 Inputs to the valuation methodology include:

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

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

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

The assets' or liabilities' fair value measurement levels within the fair value hierarchy are based upon the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

SOLERTY 401K PLAN

Notes to the Financial Statements

For the Years Ended December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – cont’d.

Fair Value Measurement – cont’d.

The following is a description of the valuation methodologies used for assets measured at fair value:

Interests in registered investment companies: Valued at the closing price of shares held by the Plan at year end. Funds are traded on the active market.

Interest in self-directed brokerage accounts: Valued at the closing price of shares held by the Plan at year end. Funds are traded on the active market.

- *Interest bearing cash:* Valued at amortized cost plus accrued interest, which approximates fair value.
- *Interest in common stock:* Valued at the closing price of shares held by the Plan at year-end. Shares are traded in an active market.

Interest in common/collective trust: Valued using the net asset value (NAV) of units held by the Plan at year end as a practical expedient (NAV practical expedient).

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used as of December 31, 2023 and 2022.

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

	Level 1	Level 2	Level 3	Total
Interests in registered investment companies	\$ 37,939,567	\$ -	\$ -	\$ 37,939,567
Interest in self-directed brokerage accounts	33,444	-	-	33,444
Total investments in the fair value hierarchy	37,973,011	-	-	37,973,011
Investments valued using the NAV practical expedient				
- interest in common/ collective trust (a)	N/A	N/A	N/A	1,292,989
Total Investments, at fair value	\$ 37,973,011	\$ -	\$ -	\$ 39,266,000

SOLERTY 401K PLAN

Notes to the Financial Statements

For the Years Ended December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – cont’d.

Fair Value Measurement – cont’d.

The following table sets forth by level, within the fair value hierarchy, the Plan’s investments at fair value as of December 31, 2022:

	Level 1	Level 2	Level 3	Total
Interest bearing cash	\$ 5	\$ -	\$ -	\$ 5
Interests in registered investment companies	38,920,548	-	-	38,920,548
Interest in self-directed brokerage accounts	443,192	-	-	443,192
Total investments in the fair value hierarchy	39,363,745	-	-	\$ 39,363,745
Investments valued using the NAV practical expedient				
- interest in common/ collective trust (a)	N/A	N/A	N/A	1,353,448
Total Investments, at fair value	\$ 39,363,745	\$ -	\$ -	\$ 40,717,193

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

In accordance with the fair value measurement and disclosure guidance, the following table represents the category, fair value, redemption frequency, redemption notice period, and unfunded commitments for Plan investments, the fair value of which is estimated using NAV per share as practical expedient, as of December 31,:

	2023	2022	Redemption Frequency	Redemption Notice Period	Unfunded Commitments
Interest in common/collective trust (b)	\$ 1,292,989	\$ 1,353,448	Daily	Daily	None

(b) Funds in this category invests in investment-grade fixed income securities such as mortgage-backed and other asset-backed securities, bond funds, and guaranteed investment contracts to maintain the stability of a money market fund while delivering intermediate-bond-like return.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent notes are treated as distributions based on the terms of the Plan agreement. No allowance for credit losses has been recorded as of December 31, 2023 and 2022.

SOLERITY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – cont’d.

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

The Plan evaluated for disclosure any subsequent events through July 16, 2024, the date the financial statements were available to be issued, and there were no material subsequent events requiring disclosure.

3. INVESTMENTS

All investment information disclosed in the accompanying financial statements and supplemental schedule including assets held as of December 31, 2023 and 2022, and interest and dividend income and net appreciation (depreciation) in the fair value of investments for the years then ended, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by the Trustee of the Plan, Fidelity Management Trust Company (Fidelity), as of and for the years ended December 31, 2023 and 2022.

4. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Fidelity Investments Institutional Operations Company (FIIOC), which is related to the Plan’s trustee. The Plan loans funds to its participants according to the applicable provisions of the Plan agreement. The Company provides the Plan with certain accounting and administrative services for which no fees are charged. All such transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

5. INCOME TAX STATUS

Effective June 11, 2021, the Plan’s volume submitter plan document was amended and restated in compliance with applicable Code requirements. This restatement received a favorable opinion letter from the Internal Revenue Service dated June 30, 2020, stating that the Plan is qualified under Section 401(a) of the Code and therefore is exempt from taxation. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. Therefore, no provision for income taxes has been included in the Plan’s financial statements.

ASC 740, *Income Taxes*, prescribes a recognition threshold and a measurement attribute for the financial statement recognition and measurement of tax positions taken or expected to be taken in a tax return as well as guidance on de-recognition, classification, interest and penalties, and financial statement reporting disclosures. For these benefits to be recognized, a tax position must be more-likely-than-not to be sustained upon examination by taxing authorities. As the Plan is tax exempt and has no unrelated business taxable income, the provisions of ASC 740 do not have an impact on the Plan’s financial statements. The Plan recognizes interest and penalties accrued on any unrecognized tax exposures as a component of income tax expense. The Plan does not have any amounts accrued relating to interest and penalties as of December 31, 2023 and 2022.

The Plan is subject to routine audits by the IRS and Department of Labor; however, there are currently no audits in progress for any open periods.

SOLERTY 401K PLAN
Notes to the Financial Statements
For the Years Ended December 31, 2023 and 2022

6. PLAN TERMINATION

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

During the years ended December 31, 2023 and 2022, the Company experienced an event that triggered a partial Plan termination. As a result of the partial Plan termination, affected participants became 100% vested in their accounts, as they were no longer required to be in accordance with the vesting schedule in Note 1 relating to the Company's discretionary contributions.

7. RECONCILIATION OF THE FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits reported on the financial statements to the Form 5500 as of December 31,:

	2023	2022
Net assets available for benefits reported on the financial statements	\$ 39,572,694	\$ 41,149,550
Participant contributions receivable	(62,256)	(85,746)
Company contributions receivable	(24,151)	(34,360)
Net assets available for benefits reported on the Form 5500	\$ 39,486,287	\$ 41,029,444

The following is a reconciliation of the changes in net assets available for benefits reported on the financial statements to the Form 5500 for the years ended December 31,:

	2023	2022
Net decrease in net assets available		
for benefits on the financial statements	\$ (1,576,856)	\$ (14,139,244)
Change in participant contributions receivable	23,490	27,665
Change in company contributions receivable	10,209	12,468
Net decrease in net assets available		
for benefits reported on the Form 5500	\$ (1,543,157)	\$ (14,099,111)

SUPPLEMENTAL SCHEDULE PROVIDED
PURSUANT TO THE DEPARTMENT OF LABOR'S
RULES AND REGULATIONS

SOLERITY 401K PLAN**EIN: 54-1593395****Plan: 001****Schedule H, Line 4i-Schedule of Assets (Held at End of Year)
As of December 31, 2023**

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value)	(d) Cost	(e) Current Value
	Alliance Bernstein Global Bond Fund Class I	Interest in registered investment companies	xx	\$ 12,026
	American Century Mid Cap Value R-6	Interest in registered investment companies	xx	308,446
	American Funds 2010 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	624,634
	American Funds 2015 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	645,168
	American Funds 2020 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	2,252,086
	American Funds 2025 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	4,951,710
	American Funds 2030 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	3,349,670
	American Funds 2035 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	3,084,471
	American Funds 2040 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	7,411,895
	American Funds 2045 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	3,715,724
	American Funds 2050 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	1,397,832
	American Funds 2055 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	504,641
	American Funds 2060 Target Date Retirement Fund Class R-6	Interest in registered investment companies	xx	374,850
	American Funds Bond Fund of America R6	Interest in registered investment companies	xx	114,156
	American Funds New World Fund Class R-6	Interest in registered investment companies	xx	357,738
	Blackrock Mid Cap Growth Equity Class K	Interest in registered investment companies	xx	155,073
	Delaware Small Cap Core Fund Class R6	Interest in registered investment companies	xx	304,301
*	Fidelity 500 Index Fund Investor Class	Interest in registered investment companies	xx	3,000,297
*	Fidelity Blue Chip Growth Class K6	Interest in registered investment companies	xx	827,029
*	Fidelity Inflation Protected Bond Index	Interest in registered investment companies	xx	49,539
*	Fidelity International Capital Appreciation K6	Interest in registered investment companies	xx	166,694
*	Fidelity International Index Fund Premium Class	Interest in registered investment companies	xx	293,163
*	Fidelity Mid Cap Index Investor Fund	Interest in registered investment companies	xx	1,110,327
*	Fidelity Small Cap Index Institutional Fund	Interest in registered investment companies	xx	870,076
*	Fidelity U.S. Bond Index Fund Investor Class	Interest in registered investment companies	xx	728,269
	Invesco Oppenheimer International Small-Mid Company R6	Interest in registered investment companies	xx	146,930
	PIMCO Income Institutional Fund	Interest in registered investment companies	xx	319,355
	Vanguard Real Estate Index Fund Admiral Shares	Interest in registered investment companies	xx	320,414
	Vanguard Equity-Income Fund Admiral Shares	Interest in registered investment companies	xx	543,053
				<u>37,939,567</u>
*	Self-Directed Brokerage Accounts	Interest in Self-Directed Brokerage Accounts	xx	33,444
	Putnam Stable Value Fund	Interest in common/collective trust	xx	1,292,989
*	Participant Loans	Interest rates at 4.25% to 9.50%; maturing at various dates through November 2028	-	220,287

xx - Cost not required as investment is participant-directed

* - Denotes party-in-interest, as defined by ERISA