| Form 5500 | Annual Return/Report of Employee Benefit Plan | OMB Nos. 1210-0110 1210-0089 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | 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).<br>▶ **Complete all entries in accordance with the instructions to the Form 5500.** | **2023**<br>**This Form is Open to Public Inspection** |

## 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.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

**B** This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

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

**D** Check box if filing under:
- [X] 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
CR LEGAL TEAM, LLP 401(K) PLAN

**1b** Three-digit plan number (PN) ▶ 001

**1c** Effective date of plan 04/01/2000

**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)
CR LEGAL TEAM, LLP

DONNA GARDNER

2400 FREEMAN MILL ROAD
SUITE 300
GREENSBORO, NC 27406

**2b** Employer Identification Number (EIN) 26-3868557

**2c** Plan Sponsor's telephone number 336-333-9899

**2d** Business code (see instructions) 541110

**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. | 09/03/2024 | DONNA GARDNER |
| | **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 [X] 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:<br>**a** Sponsor's name<br>**c** Plan Name | **4b** EIN<br>**4d** PN | |
| **5** Total number of participants at the beginning of the plan year | **5** | 205 |
| **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 | **6a(1)** | 174 |
| **a(2)** Total number of active participants at the end of the plan year | **6a(2)** | 160 |
| **b** Retired or separated participants receiving benefits | **6b** | 2 |
| **c** Other retired or separated participants entitled to future benefits | **6c** | 23 |
| **d** Subtotal. Add lines **6a(2)**, **6b**, and **6c**. | **6d** | 185 |
| **e** Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. | **6e** | 0 |
| **f** Total. Add lines **6d** and **6e**. | **6f** | 185 |
| **g(1)** Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) | **6g(1)** | 133 |
| **g(2)** Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) | **6g(2)** | 133 |
| **h** Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested | **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 2T 3D

**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)** [X] 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)** [X] Trust
- **(4)** [ ] General assets of the sponsor

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

**a Pension Schedules**

- **(1)** [X] **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)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **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) | Service Provider Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury Internal Revenue Service | This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). | 2023 |
| Department of Labor Employee Benefits Security Administration | ▶ **File as an attachment to Form 5500.** | **This Form is Open to Public Inspection.** |
| Pension Benefit Guaranty Corporation | | |

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

**A** Name of plan
CR LEGAL TEAM, LLP 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
CR LEGAL TEAM, LLP

**D** Employer Identification Number (EIN)
26-3868557

## 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] Yes [ ] No

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

STRATEGIC ADVISORS, INC.

04-2654524

| (b) Service Code(s) | (c) Relationship to employer, employee organization, or person known to be a party-in-interest | (d) Enter direct compensation paid by the plan. If none, enter -0-. | (e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor) | (f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures? | (g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-. | (h) Did the service provider give you a formula instead of an amount or estimated amount? |
|---|---|---|---|---|---|---|
| 27 | ADVISOR | 7223 | 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 | 3125 | 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. |
|---|---|---|
| COL OVERSEAS VAL I - COLUMBIA MGT | PO BOX 219104<br>KANSAS CITY, MO 64121-9104 | 0.40% |

| **(a)** Enter service provider name as it appears on line 2 | **(b)** Service Codes (see instructions) | **(c)** Enter amount of indirect compensation |
|---|---|---|
| FIDELITY INVESTMENTS INSTITUTIONAL | 60 | 0 |

| **(d)** Enter name and EIN (address) of source of indirect compensation | | **(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|---|---|---|
| COL OVERSEAS VAL I2 - COLUMBIA MGT | PO BOX 219104<br>KANSAS CITY, MO 64121-9104 | 0.10% |

| **(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. |
|---|---|---|
| DL TOTAL RTN BOND I - U.S. BANCORP | 615 EAST MICHIGAN STREET,<br>MILWAUKEE, WISCONSIN 53202<br>MILWAUKEE, WI 53201 | 0.15% |

## 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. |
|---|---|
| MFS AGGR GR ALLOC R4 - MFS SERVICE<br><br>04-2865649 | 0.15% |

| **(a)** Enter service provider name as it appears on line 2 | **(b)** Service Codes (see instructions) | **(c)** Enter amount of indirect compensation |
|---|---|---|
| FIDELITY INVESTMENTS INSTITUTIONAL | 60 | 0 |

| **(d)** Enter name and EIN (address) of source of indirect compensation | **(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|---|---|
| 1919 SOC RESP BAL I - US BANCORP F<br><br>39-0281260 | 0.15% |

| **(a)** Enter service provider name as it appears on line 2 | **(b)** Service Codes (see instructions) | **(c)** Enter amount of indirect compensation |
|---|---|---|
| | | |

| **(d)** Enter name and EIN (address) of source of indirect compensation | **(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation. |
|---|---|
| | |

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

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

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

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

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

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

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

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

## Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| | |
|---|---|
| **a** Name: | **b** EIN: |
| **c** Position: | |
| **d** Address: | **e** Telephone: |

Explanation:

| SCHEDULE H (Form 5500) | Financial Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | 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).<br>▶ **File as an attachment to Form 5500.** | **2023**<br>**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
CR LEGAL TEAM, LLP 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
CR LEGAL TEAM, LLP

**D** Employer Identification Number (EIN)
26-3868557

## Part I Asset and Liability Statement

**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 | 8036 |
| (2) Participant contributions | 1b(2) | 0 | 24386 |
| (3) Other | 1b(3) | 0 | 0 |
| **c** General investments: | | | |
| (1) Interest-bearing cash (include money market accounts & certificates of deposit) | 1c(1) | 365875 | 1531858 |
| (2) U.S. Government securities | 1c(2) | 0 | 0 |
| (3) Corporate debt instruments (other than employer securities): | | | |
| (A) Preferred | 1c(3)(A) | 0 | 0 |
| (B) All other | 1c(3)(B) | 0 | 0 |
| (4) Corporate stocks (other than employer securities): | | | |
| (A) Preferred | 1c(4)(A) | 0 | 0 |
| (B) Common | 1c(4)(B) | 0 | 0 |
| (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) | 296510 | 353228 |
| (9) Value of interest in common/collective trusts | 1c(9) | 0 | 0 |
| (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) | 11622717 | 12294362 |
| (14) Value of funds held in insurance company general account (unallocated contracts) | 1c(14) | 0 | 0 |
| (15) Other | 1c(15) | 0 | 0 |

| | | (a) Beginning of Year | (b) End of Year |
|---|---|---|---|
| **1d** Employer-related investments: | | | |
| **(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 | 12285102 | 14211870 |
| **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 through1j) | 1k | 0 | 0 |
| **Net Assets** | | | |
| **l** Net assets (subtract line 1k from line 1f) | 1l | 12285102 | 14211870 |

## 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) | 198382 | |
| **(B)** Participants | 2a(1)(B) | 758483 | |
| **(C)** Others (including rollovers) | 2a(1)(C) | 3533 | |
| **(2)** Noncash contributions | 2a(2) | 0 | |
| **(3)** Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)** | 2a(3) | | 960398 |
| **b Earnings on investments:** | | | |
| **(1)** Interest: | | | |
| **(A)** Interest-bearing cash (including money market accounts and certificates of deposit) | 2b(1)(A) | 23843 | |
| **(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) | 15348 | |
| **(F)** Other | 2b(1)(F) | 0 | |
| **(G)** Total interest. Add lines **2b(1)(A)** through **(F)** | 2b(1)(G) | | 39191 |
| **(2)** Dividends: **(A)** Preferred stock | 2b(2)(A) | 0 | |
| **(B)** Common stock | 2b(2)(B) | 0 | |
| **(C)** Registered investment company shares (e.g. mutual funds) | 2b(2)(C) | 431697 | |
| **(D)** Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)** | 2b(2)(D) | | 431697 |
| **(3)** Rents | 2b(3) | | 0 |
| **(4)** Net gain (loss) on sale of assets: **(A)** Aggregate proceeds | 2b(4)(A) | 0 | |
| **(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) | | 0 |
| **(5)** Unrealized appreciation (depreciation) of assets: **(A)** Real estate | 2b(5)(A) | 0 | |
| **(B)** Other | 2b(5)(B) | 0 | |
| **(C)** Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)** | 2b(5)(C) | | 0 |

| | | (a) Amount | (b) Total |
|---|---|---|---|
| (6) Net investment gain (loss) from common/collective trusts | 2b(6) | | 0 |
| (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) | | 1795078 |
| c Other income | 2c | | 0 |
| d Total income. Add all **income** amounts in column (b) and enter total | 2d | | 3226364 |
| **Expenses** | | | |
| e Benefit payment and payments to provide benefits: | | | |
| (1) Directly to participants or beneficiaries, including direct rollovers | 2e(1) | 1289248 | |
| (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) | | 1289248 |
| f Corrective distributions (see instructions) | 2f | | 0 |
| 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) | 0 | |
| (3) Recordkeeping fees | 2i(3) | 3125 | |
| (4) IQPA audit fees | 2i(4) | 0 | |
| (5) Investment advisory and investment management fees | 2i(5) | 7223 | |
| (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) | | 10348 |
| j Total expenses. Add all **expense** amounts in column (b) and enter total | 2j | | 1299596 |
| **Net Income and Reconciliation** | | | |
| k Net income (loss). Subtract line **2j** from line **2d** | 2k | | 1926768 |
| l Transfers of assets: | | | |
| (1) To this plan | 2l(1) | | 0 |
| (2) From this plan | 2l(2) | | 0 |

## Part III Accountant's Opinion

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

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

**(1)** [X] 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)** [X] 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: DMJPS PLLC **(2)** EIN: 56-0570567

**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.) | **4a** | X | | 27894 |
| **b** Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.) | **4b** | | X | |
| **c** Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.) | **4c** | | X | |
| **d** Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.) | **4d** | | X | |
| **e** Was this plan covered by a fidelity bond? | **4e** | X | | 500000 |
| **f** Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? | **4f** | | X | |
| **g** Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4g** | | X | |
| **h** Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser? | **4h** | | X | |
| **i** Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.) | **4i** | X | | |
| **j** Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.) | **4j** | | X | |
| **k** Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? | **4k** | | X | |
| **l** Has the plan failed to provide any benefit when due under the plan? | **4l** | | X | |
| **m** If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) | **4m** | | X | |
| **n** If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3. | **4n** | | X | |

**5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

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

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

| SCHEDULE R (Form 5500) | Retirement Plan Information | OMB No. 1210-0110 |
|---|---|---|
| Department of the Treasury Internal Revenue Service<br>Department of Labor Employee Benefits Security Administration<br>Pension Benefit Guaranty Corporation | 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).<br>▶ **File as an attachment to Form 5500.** | **2023**<br>**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
CR LEGAL TEAM, LLP 401(K) PLAN

**B** Three-digit plan number (PN) ▶ 001

**C** Plan sponsor's name as shown on line 2a of Form 5500
CR LEGAL TEAM, LLP

**D** Employer Identification Number (EIN)
26-3868557

## Part I Distributions

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

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

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

EIN(s): 04-6568107 _____

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

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

## Part II Funding Information

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

**4** Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

**If the plan is a defined benefit plan, go to line 8.**

**5** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

**If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.**

**6 a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) ..... **6a**

**b** Enter the amount contributed by the employer to the plan for this plan year ..... **6b**

**c** Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) ..... **6c**

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

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

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

## Part III Amendments

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

## Part IV ESOPs

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

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

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

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

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

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

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

**a** Name of contributing employer

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

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

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

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

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

**a** Name of contributing employer

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

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

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

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

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

**a** Name of contributing employer

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

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

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

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

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

**a** Name of contributing employer

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

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

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

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

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

**a** Name of contributing employer

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

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

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

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

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

**a** Name of contributing employer

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

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

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

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

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

**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

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

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

**a** Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

**b** Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

**b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

## Part VII IRS Compliance Questions

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

**21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☒ Design-based safe harbor method

☐ "Prior year" ADP test

☒ "Current year" ADP test

☐ N/A

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

# CR LEGAL TEAM, LLP 401(K) PLAN

# FINANCIAL STATEMENTS AND SUPPLEMENTARY INFORMATION

# December 31, 2023 and 2022

**CR LEGAL TEAM, LLP 401(K) PLAN**

**December 31, 2023 and 2022**

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dmjps
cpas + advisors

**INDEPENDENT AUDITOR'S REPORT**

To the Plan Administrator
CR Legal Team, LLP 401(k) Plan
Greensboro, North Carolina

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

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

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

Management has obtained a certification from a qualified institution, Fidelity Management Trust Company ("the Trustee"), as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

***Opinion***

In our opinion, based on our audits and on the procedures performed as described in the ***Auditor's Responsibilities for the Audits of the Financial Statements*** section –

- The amounts and disclosures in the financial statements, other than those agreed to, or derived from, the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America ("GAAP").

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

***Basis for Opinion***

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

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

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

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

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

***Auditor's Responsibilities for the Audits of the Financial Statements***

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

In performing an audit in accordance with GAAS, we –

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

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

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

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 Matters –Supplemental Schedules Required by ERISA***

The supplemental Schedule of Assets Held at End of Year, December 31, 2023, and Schedule of Delinquent Contributions are presented for purposes of additional analysis and are not a required part of the financial statements, but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from, and relates directly to, the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to, or derived from, the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements, or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to, or is derived from, the certified investment information, we compared such information to the related certified investment information.

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

In our opinion –

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the DOL’s Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental 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).

DMJPS PLLC

Certified Public Accountants
Greensboro, NC

July 11, 2024

# CR LEGAL TEAM, LLP 401(K) PLAN

## FINANCIAL STATEMENTS

**December 31, 2023 and 2022**

**Exhibit A**

**CR LEGAL TEAM, LLP 401(K) PLAN**

**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

**December 31, 2023 and 2022**

| | 2023 | 2022 |
|---|---|---|
| **Assets** | | |
| **Investments** | | |
| Investments at fair value | $ 13,826,220 | $ 11,988,592 |
| **Total Investments** | 13,826,220 | 11,988,592 |
| **Receivables** | | |
| Employer contribution | 8,036 | - |
| Participant contributions | 24,386 | - |
| Notes receivable from participants | 353,228 | 296,510 |
| **Total Receivables** | 385,650 | 296,510 |
| **Net Assets Available for Benefits** | $ 14,211,870 | $ 12,285,102 |

See auditor's report and notes to financial statements.

**Exhibit B**

**CR LEGAL TEAM, LLP 401(K) PLAN**

**STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

**Year Ended December 31, 2023**

| | |
|---|---|
| **Changes in Net Assets Attributed to:** | |
| **Investment Income** | |
| Interest and dividends | $ 455,540 |
| Net appreciation in fair value of investments | 1,795,077 |
| **Total Investment Income** | 2,250,617 |
| **Interest income on Notes Receivable From Participants** | 15,348 |
| **Contributions:** | |
| Employer | 198,382 |
| Participants | 762,015 |
| **Total Contributions** | 960,397 |
| **Net Assets Available for Benefits** | |
| Benefits paid to participants | (1,289,248) |
| Administrative expenses | (10,346) |
| **Total Deductions** | (1,299,594) |
| **Increase in Net Assets Available for Benefits** | 1,926,768 |
| **Net Assets Available for Benefits**, beginning | 12,285,102 |
| **Net Assets Available for Benefits**, ending | $ 14,211,870 |

See auditor's report and notes to financial statements.

**CR LEGAL TEAM, LLP 401(K) PLAN**

**NOTES TO FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

## A. DESCRIPTION OF PLAN

The following description of the CR Legal Team, LLP 401(k) Plan ("the Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions. Overall responsibility for administering the Plan rests with the Plan Administrative Committee, which is appointed by the Board of Directors of CR Legal Team, LLP ("the Company").

1. **General**. The Plan is a safe harbor 401(k) plan for all employees of the Company who have six (6) months of service and are age twenty-one (21) or older through July 2022. The Plan Administrator amended the eligibility requirements in July 2022 for all employees of the Company who have ninety (90) days of service and are age eighteen (18). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

2. **Contributions**. Participants are eligible to contribute, within the guidelines of Internal Revenue Service ("IRS") Code Section 401(k), up to 85% of their compensation payable in any pay period to the Plan instead of receiving such amount in cash. The Company will make a safe harbor contribution to its non-highly compensated employees equal to 100% of participants' salary deferrals that do not exceed 3% of their compensation, plus 50% of participants' salary deferrals between 3% and 5% of their compensation; however, the contribution may not exceed the amount allowable under the Internal Revenue Code ("IRC"). For the years ended December 31, 2023 and 2022, the Plan's management elected not to allocate a portion of its discretionary match to its highly compensated employees.

3. **Participant Accounts**. Participants may direct Fidelity Management Trust Company ("the Trustee") as to the investment of their accounts among several investment options, reflecting varying degrees of risk. The participants' accounts are credited with their salary deferrals, any employer contribution, earnings of the underlying investments, and forfeitures of terminated non-vested accounts. Allocations are based on participants' earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.

4. **Vesting**. Participants are immediately vested in their voluntary contribution, plus basic matching contributions, safe harbor contributions, rollover contributions, qualified nonelective contributions, and actual earnings thereon. Employer Matching Contributions and earnings shall be vested with the following schedule:

| Years of Continuous Service | Vested Percentage |
|---|---|
| Less than 2 | 0% |
| 2 | 20% |
| 3 | 40% |
| 4 | 60% |
| 5 | 80% |
| 6 | 100% |

5. **Payment of Benefits**. Upon termination of service, a participant is eligible to receive his vested balance as soon as administratively feasible after the separation of service. Benefits may be paid as a lump sum, or in various forms of installments.

**CR LEGAL TEAM, LLP 401(K) PLAN**

**NOTES TO FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

## A. DESCRIPTION OF PLAN *[cont'd]*

6. **Notes Receivable from Participants.** Participants may borrow from their fund accounts a minimum of $1,000, up to a maximum of 50% of their account balance, not to exceed $50,000. Loan transactions are treated as a transfer to (from) the investment fund from (to) the participant notes fund. Loan terms range from one to five (1-5) years, or up to ten (10) years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a fixed rate throughout the duration of the loan.

7. **Payment of Benefits**. Upon termination of service due to death, disability, or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount or various installment and annuity options, as provided by the Plan, if the participant has reached normal retirement age of sixty-five (65). If the participant terminates and takes distribution prior to normal retirement age, then consent is required from the participant to distribute accounts in excess of $5,000. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution. A participant may withdraw funds from their account prior to termination if they have attained the age of sixty (59.5), or they have incurred a financial hardship or disability. Amounts contributed on a before-tax basis may only be withdrawn upon demonstration of financial hardship, disability, or after the participant reaches the age of fifty-nine and one-half (59.5) years.

8. **Forfeited Accounts.** As of December 31, 2023 and 2022, there were no balances in forfeited nonvested accounts and no forfeitures added or used in forfeited nonvested accounts. The funds in these accounts can be used to reduce future Company safe harbor matching contributions or pay Plan expenses.

## B. SUMMARY OF ACCOUNTING POLICIES

### Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting, in conformity with accounting principles generally accepted in the United States of America ("GAAP").

### Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

### Investment Valuation and Income Recognition

Investments in mutual funds are reported at fair value except for fully benefit responsive investments. 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. Investments in common collective trusts that are not fully benefit responsive, are reported at net asset value ("NAV"). The Plan's management determines the Plan's valuation policies utilizing information provided by the Trustee. See Note E for discussion of fair value measurements.

**CR LEGAL TEAM, LLP 401(K) PLAN**

**NOTES TO FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

## B. SUMMARY OF ACCOUNTING POLICIES *[cont'd]*

### Investment Valuation and Income Recognition (*cont'd*)

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 or depreciation includes the Plan's gains and losses on investments bought and sold, as well as held, during the year.

### Benefit Payments

Benefits are recorded when paid.

### Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance, plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred.

### Expenses

Certain expenses for maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

### Subsequent Events

The Plan has evaluated subsequent events through July 11, 2024, the date the financial statements were available to be issued.

## C. TAX STATUS

The IRS has determined and informed the Company by letter, dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The Company believes that the Plan is being operated in compliance with the applicable requirements of the IRC and that, therefore, the Plan qualifies under Section 401(a), and the related trust is tax-exempt.

As of December 31, 2023, management believes there are no uncertain tax positions.

As of December 31, 2023, and including the previous three (3) years considering extensions, the Plan's Form 5500 is open and subject to examination by tax authorities with relevant jurisdiction. Should such an examination take place, management does not anticipate any significant issues related to the open years.

## D. CERTIFIED INVESTMENTS

All information related to investments disclosed in the accompanying financial statements and ERISA-required supplemental schedules, including investments held at December 31, 2023 and 2022, and net appreciation in fair value of investments, interest, and dividends, for the year ended December 31, 2023, was obtained by management, and agreed to or derived from information certified as complete and accurate by the Trustee.

**CR LEGAL TEAM, LLP 401(K) PLAN**

**NOTES TO FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

## E. FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board ("FASB") Codification establishes a framework for measuring fair value that 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 (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three (3) levels of the fair value hierarchy under FASB Codification are described below:

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

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

***Money market***: Valued at the closing price reported on the active market.

***Mutual funds***: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded and classified as Level 1.

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

**CR LEGAL TEAM, LLP 401(K) PLAN**

**NOTES TO FINANCIAL STATEMENTS**

**December 31, 2023 and 2022**

## E. FAIR VALUE MEASUREMENTS *[cont'd]*

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

| | Level 1 | Level 2 | Level 3 | Total |
|---|---|---|---|---|
| Money market | $ 1,531,858 | $ --- | $ --- | $ 1,531,858 |
| Mutual funds | 12,294,362 | --- | --- | 12,294,362 |
| Total assets at fair value | $ 13,826,220 | $ --- | $ --- | $ 13,826,220 |

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

| | Level 1 | Level 2 | Level 3 | Total |
|---|---|---|---|---|
| Money market | $ 365,875 | $ --- | $ --- | $ 365,875 |
| Mutual funds | 11,622,717 | --- | --- | 11,622,717 |
| Total assets at fair value | $ 11,988,592 | $ --- | $ --- | $ 11,988,592 |

## F. PLAN TERMINATION

The Company has the right, under ERISA, at any time, to suspend or discontinue its contributions under the Plan and to terminate the Plan and the trust created under the Plan agreement. Upon termination of the Plan, all amounts credited to the affected participants' accounts shall be 100% vested in their employer contributions.

## G. RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Certain Plan investments are managed by the Trustee, as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

## H. RISKS AND UNCERTAINTIES

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

# SUPPLEMENTARY INFORMATION

**Schedule 1**

**CR LEGAL TEAM, LLP 401(K) PLAN**
**EIN: 26-3868557 Plan Number 001**

**SCHEDULE H, LINE 4i −SCHEDULE OF ASSETS HELD AT YEAR END**

**December 31, 2023**

| (a) Party-in-Interest | (b) Identity of Issuer, Borrower, Lessor, or Similar Party | (c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value | (e) Current Value |
|---|---|---|---|
| * | Fidelity Investments | Fidelity Contrafund | $ 1,271,909 |
| * | Fidelity Investments | Fidelity Low Priced Stock | 196,904 |
| * | Fidelity Investments | Fidelity Small Cap Value | 174,371 |
| | Vanguard | Vanguard Mid-Cap Index | 923 |
| | 1919 Funds | Socially Responsive Balanced Fund | 109,082 |
| | American Funds | American Funds Target Date 2010 | 201,129 |
| | American Funds | American Funds Target Date 2020 | 216,489 |
| | American Funds | American Funds Target Date 2025 | 189,781 |
| | American Funds | American Funds Target Date 2030 | 1,533,769 |
| | American Funds | American Funds Target Date 2035 | 1,809,553 |
| Net Assets Av | American Funds | American Funds Target Date 2040 | 762,194 |
| | American Funds | American Funds Target Date 2045 | 1,551,092 |
| | American Funds | American Funds Target Date 2050 | 746,228 |
| | American Funds | American Funds Target Date 2055 | 94,364 |
| | American Funds | American Funds Target Date 2060 | 173,993 |
| | American Funds | American Funds Inflation Linked Bond Fund | 8,145 |
| | American Funds | American Funds New Perspective Fund | 122,252 |
| | Janus Henderson | Janus Henderson Developed World Bond | 6,153 |
| | PIMCO | Pimco Income Fund Class A | 22,180 |
| | Vanguard | Vanguard Small-Cap Growth Index Fund | 272,072 |
| | Vanguard | Vanguard 500 Index Fund Admiral Shares | 391,064 |
| | Vanguard | Vanguard International Growth Fund | 303,253 |
| | Vanguard | Vanguard Short Term Corp Bd Index Fund | 70,456 |
| | Vanguard | Vanguard Tax-Managed Small-Cap Fund | 76,612 |
| | Vanguard | Vanguard Mid-Cap Growth Index Fund | 266,552 |
| | Vanguard | Vanguard Mid-Cap Value Index Fund | 283,439 |
| | MFS | MFS Value Fund | 98,751 |
| | MFS | MFS Aggressive Growth Allocation | 370,503 |
| | Dodge & Cox | DFA Emerging Markets Small Cap | 242,044 |
| | DFA | Dodge & Cox Income X | 472,432 |
| | Columbia | Columbia Overseas Value Z | 256,673 |
| * | Fidelity Investments | Fidelity Government Money Market | 1,531,858 |
| | | Total Investments | 13,826,220 |
| * | Participant Loans | Loans to participants with various maturity dates- interest accrues at an annual rate of prime plus 1% | 353,228 |
| | | | $ 14,179,448 |

* Indicates a party-in-interest.
Column (d) cost information has been omitted as this information is not applicable since the Plan's investments are completely participant-directed.
See auditor's report.

Schedule 2

**CR LEGAL TEAM, LLP 401(K) PLAN**

**EIN: 26-3868557** **Plan Number: 001**

**SCHEDULE H, PART IV, LINE 4A - SCHEDULE OF DELINQUENT CONTRIBUTIONS**

**Year Ended December 31, 2023**

| Participant Contributions Transferred Late To The Plan Check Here if Participant Loan Repayments Are Included | Total that Constitutes Nonexempt Prohibited Transactions | | | |
|---|---|---|---|---|
| | Contributions Not Corrected | Contributions Corrected Outside of VFCP | Contributions Pending Correction in VFCP | Total Fully Corrected Under VFCP and PTE 2002-51 |
| $ 27,894 | $ - | $ 27,894 | $ - | $ - |
| - | - | - | - | - |
| - | - | - | - | - |
| | - | - | - | - |

See auditor's report.

**Schedule 1**

**CR LEGAL TEAM, LLP 401(K) PLAN**
**EIN: 26-3868557 Plan Number 001**

**SCHEDULE H, LINE 4i −SCHEDULE OF ASSETS HELD AT YEAR END**

**December 31, 2023**

| (a) Party-in-Interest | (b) Identity of Issuer, Borrower, Lessor, or Similar Party | (c) Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value | (e) Current Value |
|---|---|---|---|
| * | Fidelity Investments | Fidelity Contrafund | $ 1,271,909 |
| * | Fidelity Investments | Fidelity Low Priced Stock | 196,904 |
| * | Fidelity Investments | Fidelity Small Cap Value | 174,371 |
| | Vanguard | Vanguard Mid-Cap Index | 923 |
| | 1919 Funds | Socially Responsive Balanced Fund | 109,082 |
| | American Funds | American Funds Target Date 2010 | 201,129 |
| | American Funds | American Funds Target Date 2020 | 216,489 |
| | American Funds | American Funds Target Date 2025 | 189,781 |
| | American Funds | American Funds Target Date 2030 | 1,533,769 |
| | American Funds | American Funds Target Date 2035 | 1,809,553 |
| Net Assets Av | American Funds | American Funds Target Date 2040 | 762,194 |
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| | American Funds | American Funds Target Date 2050 | 746,228 |
| | American Funds | American Funds Target Date 2055 | 94,364 |
| | American Funds | American Funds Target Date 2060 | 173,993 |
| | American Funds | American Funds Inflation Linked Bond Fund | 8,145 |
| | American Funds | American Funds New Perspective Fund | 122,252 |
| | Janus Henderson | Janus Henderson Developed World Bond | 6,153 |
| | PIMCO | Pimco Income Fund Class A | 22,180 |
| | Vanguard | Vanguard Small-Cap Growth Index Fund | 272,072 |
| | Vanguard | Vanguard 500 Index Fund Admiral Shares | 391,064 |
| | Vanguard | Vanguard International Growth Fund | 303,253 |
| | Vanguard | Vanguard Short Term Corp Bd Index Fund | 70,456 |
| | Vanguard | Vanguard Tax-Managed Small-Cap Fund | 76,612 |
| | Vanguard | Vanguard Mid-Cap Growth Index Fund | 266,552 |
| | Vanguard | Vanguard Mid-Cap Value Index Fund | 283,439 |
| | MFS | MFS Value Fund | 98,751 |
| | MFS | MFS Aggressive Growth Allocation | 370,503 |
| | Dodge & Cox | DFA Emerging Markets Small Cap | 242,044 |
| | DFA | Dodge & Cox Income X | 472,432 |
| | Columbia | Columbia Overseas Value Z | 256,673 |
| * | Fidelity Investments | Fidelity Government Money Market | 1,531,858 |
| | | Total Investments | 13,826,220 |
| * | Participant Loans | Loans to participants with various maturity dates- interest accrues at an annual rate of prime plus 1% | 353,228 |
| | | | $ 14,179,448 |

* Indicates a party-in-interest.
Column (d) cost information has been omitted as this information is not applicable since the Plan's investments are completely participant-directed.
See auditor's report.

| SSN | Is this a contribution or a loan correction? * | Contribution Source ID (2 Digit Number) or Loan ID (from PSW) * | Corrected Amount<br>Use positive values to indicate money that has been added to participant accounts * | Error Date (MM/DD/YYYY)<br>This is the date that the amount should have posted to the participant account at Fidelity * | Self-Correction Date (MM/DD/YYYY)<br>This field should only be populated if the correction amount has already been posted to the participant account at Fidelity * | Fiscal Year<br>For contributions only. This is the plan's fiscal year in which the contribution amount should be posted to or removed from * | Earnings Method for Adjustments<br>Use drop down to select earnings method. This field is required for each line of this correction request.<br>Please see the instructions tab for additional information. * |
|---|---|---|---|---|---|---|---|
| [redacted] | Contribution | 1 | 1386.92 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 416.67 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 2 | 270.83 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 108.33 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 198.43 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 132.29 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 157.04 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 157.04 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 1884.32 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 301.49 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 208.33 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 166.67 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 225.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 100.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 86.25 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 75.47 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 2 | 375.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 100.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 425.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 141.67 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 916.67 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 354.17 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 266.67 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 450.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 2 | 281.25 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 225.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 255.53 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 85.18 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 1300.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 1044.76 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 354.97 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 283.98 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 812.50 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 108.33 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 2 | 270.83 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 108.33 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 414.38 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 127.50 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 202.08 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 161.67 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 2 | 216.67 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 108.33 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 750.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 543.75 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 120.83 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 728.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 104.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 677.08 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 208.33 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 1750.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 230.50 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 63.75 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 63.75 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 297.92 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 108.33 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 2 | 158.95 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 127.16 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 307.33 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 31.25 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 2 | 156.25 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 125.00 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 635.14 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 391.23 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 130.41 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 1 | 281.06 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
| | Contribution | 3 | 112.42 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |
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| | Contribution | 1 | 60.50 | 8/17/2023 | 8/22/2023 | 2023 | DOL (Department of Labor) |

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| Contribution | 2 | 302.48 | 8/17/2023 | 8/22/2023 2023 | DOL (Department of Labor) |
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| Contribution | 1 | 733.33 | 8/17/2023 | 8/22/2023 2023 | DOL (Department of Labor) |
| Contribution | 3 | 133.33 | 8/17/2023 | 8/22/2023 2023 | DOL (Department of Labor) |

| SSN | Is this a contribution or a loan correction? * | Contribution Source ID (2 Digit Number) or Loan ID (from PSW) * | Corrected Amount<br>Use positive values to indicate money that has been added to participant accounts * | Error Date (MM/DD/YYYY)<br>This is the date that the amount should have posted to the participant account at Fidelity * | Self-Correction Date (MM/DD/YYYY)<br>This field should only be populated if the correction amount has already been posted to the participant account at Fidelity * | Fiscal Year<br>For contributions only. This is the plan's fiscal year in which the contribution amount should be posted to or removed from * | Earnings Method for Adjustments<br>Use drop down to select earnings method. This field is required for each line of this correction request.<br>Please see the instructions tab for additional information. * |
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| [redacted] | Contribution | 3 | 22.86 | 8/26/2023 | 9/5/2023 | 2023 | DOL (Department of Labor) |
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| Contribution | 3 | 73.04 | 8/26/2023 | 9/5/2023 2023 | DOL (Department of Labor) |
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| Contribution | 1 | 61.68 | 8/26/2023 | 9/5/2023 2023 | DOL (Department of Labor) |

Contribution Correction Template

1) For each participant requiring correction please supply the information below
* indicates required field
2) Hover your mouse over the specific column heading name for field definitions and helpful information
3) When completed please ensure you save the template to your computer prior to attaching to the PSW Service Request

| Participant (SSN) * | Source ID * | Correction Amount - If a portion of the amount was inaccurate, only enter the Net amount * | Posting (Error) Date * | Fiscal Year * | I have calculated the earnings and here is the amount (if applicable) | Loan ID (if applicable) |
|---|---|---|---|---|---|---|
| 589-32-2631 | 3 | $53.29 | 1/12/2023 | 2023 | | |