

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 KINETIC PHYSICAL THERAPY AND WELLNESS 401(K) PLAN
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/2015
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) KINETIC PHYSICAL THERAPY AND WELLNESS, INC 1540 EAST ARLINGTON BLVD GREENVILLE, NC 27858
2b	Employer Identification Number (EIN) 27-2760356
2c	Plan Sponsor's telephone number 252-364-2806
2d	Business code (see instructions) 621340

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.	09/16/2024	C. DAVID EDWARDS
	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	5 189
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) 189 6a(2) 158 6b 0 6c 0 6d 158 6e 0 6f 158 6g(1) 113 6g(2) 107 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 2T 2A 2E 2G 2J 2K 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) ☒ 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 KINETIC PHYSICAL THERAPY AND WELLNESS 401(K) PLAN	B Three-digit plan number (PN) 001
C Plan sponsor's name as shown on line 2a of Form 5500 KINETIC PHYSICAL THERAPY AND WELLNESS, INC	D Employer Identification Number (EIN) 27-2760356

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)

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	20959	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

TRUIST ADVISORY SERVICES INC

37-1808847

(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	9825	Yes ☐ No ☒	Yes ☐ No ☐		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.	
BAIRD AGGR BOND INST - US BANCORP 39-0281260	0.02%	
(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.	
BLKRK COMMDTY STR IS - BNY MELLON 500 ROSS STREET 15253-4426 PITTSBURGH, PA 53442	0.25%	
(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
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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
(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) 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 KINETIC PHYSICAL THERAPY AND WELLNESS 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 KINETIC PHYSICAL THERAPY AND WELLNESS, INC		
		D Employer Identification Number (EIN) 27-2760356

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)	26455	107353
(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)	1922	32073
(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)	3231491	4317495
(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	3259868	4456921
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	3259868	4456921

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)	18553	
(B) Participants	2a(1)(B)	663212	
(C) Others (including rollovers)	2a(1)(C)	8171	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		689936
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	1276	
(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)	1720	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		2996
(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)	92806	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		92806
(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)		
(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)		

		(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)		618578
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		1404316

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	172639	
(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)		172639
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)	17886	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	13665	
(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)	3073	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		34624
j Total expenses. Add all expense amounts in column (b) and enter total	2j		207263

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1197053
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **BARROW, PARRIS AND DAVENPORT, PA CP**

(2) EIN: **20-3919567**

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?	☒		400000
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)

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.
--	--	---

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan KINETIC PHYSICAL THERAPY AND WELLNESS 401(K) PLAN	B Three-digit plan number (PN) 001	
C Plan sponsor's name as shown on line 2a of Form 5500 KINETIC PHYSICAL THERAPY AND WELLNESS, INC	D Employer Identification Number (EIN) 27-2760356	

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
----------	------------

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) 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) 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)	14a 14b 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 b The corresponding number for the second preceding plan year	15a 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 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	16a 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 <u>06 / 30 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q702438A</u> .	

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN

FINANCIAL STATEMENTS

AND

SUPPLEMENTARY INFORMATION

For the Years Ended December 31, 2023 and 2022

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN

**FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION**

For the Years Ended December 31, 2023 and 2022

**Prepared By
BARROW, PARRIS & DAVENPORT, P.A.
Certified Public Accountants
Kinston, North Carolina**

Independent Auditor's Report.....	1 - 3
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FINANCIAL STATEMENTS

EXHIBITS

A	Statements of Net Assets Available for Benefits.....	4
B	Statements of Changes in Net Assets Available for Benefits	5
	Notes to Financial Statements	6 - 13

SUPPLEMENTARY INFORMATION

SCHEDULE

1	Schedule of Assets Held (At Year End) as of December 31, 2023.....	14
2	Schedule of Assets Held (At Year End) as of December 31, 2022.....	15



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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of
Kinetic Physical Therapy & Wellness 401(k) Plan
1540 East Arlington Blvd.
Greenville, North Carolina

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

We have performed an audit of the financial statements of Kinetic Physical Therapy & Wellness 401(k) 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 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 Kinetic Physical Therapy & Wellness 401(k) 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 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 a certification from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

Opinions

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

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

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Kinetic Physical Therapy & Wellness 401(k) 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 opinions.

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 Kinetic Physical Therapy & Wellness 401(k) 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 opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Kinetic Physical Therapy & Wellness 401(k) 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 Kinetic Physical Therapy & Wellness 401(k) 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 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 audit, significant audit findings, and certain internal control-related matters that we identified during the audits.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Assets Held (At Year End) are presented for purposes of additional analysis and are not a required part of the financial statements but are 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 schedules, 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 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 opinions on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinions -

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

Barrow, Parris & Davenport, P.A.

BARROW, PARRIS & DAVENPORT, P.A.
Kinston, NC

September 9, 2024

FINANCIAL STATEMENTS

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2023 and 2022

<u>Assets</u>	<u>2023</u>	<u>2022</u>
Investments, at Fair Value: (Notes C and D)		
Fidelity Management Trust Company:		
Mutual Funds	\$4,317,495	\$3,231,491
Interest Bearing Cash	107,353	26,455
<i>Total Investments</i>	<u>\$4,424,848</u>	<u>\$3,257,946</u>
Receivables:		
Employer Contributions	\$243,702	\$10,825
Participant Contributions	26,136	32,426
Notes Receivable from Participants	32,073	1,922
<i>Total Receivables</i>	<u>\$301,911</u>	<u>\$45,173</u>
TOTAL ASSETS	<u>\$4,726,759</u>	<u>\$3,303,119</u>
Net Assets Available for Benefits	<u>\$4,726,759</u>	<u>\$3,303,119</u>

See accompanying notes to the financial statements.

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
For the Years ended December 31, 2023 and 2022

	2023	2022
Additions to Net Assets Attributed To:		
Investment Income (Loss):		
Net Appreciation (Depreciation) in Fair Value of Investments (see note D)	\$618,578	(\$324,979)
Interest and Dividends	94,082	65,642
Total Investment Income (Loss)	\$712,660	(\$259,337)
Interest Income on Notes Receivable From Participants	\$1,720	\$43
Contributions:		
Participants	\$656,922	\$457,220
Employer (see note A)	251,430	201,794
Total Contributions	\$908,352	\$659,014
Other Additions:		
Rollovers	\$8,171	\$77,801
Total Other Additions	\$8,171	\$77,801
TOTAL ADDITIONS	\$1,630,903	\$477,521
Deductions from Net Assets Attributed To:		
Benefits Paid to Participants	\$172,639	\$196,246
Administrative Expenses	34,624	20,704
TOTAL DEDUCTIONS	\$207,263	\$216,950
NET INCREASE	\$1,423,640	\$260,571
Net Assets Available for Benefits:		
Beginning of Year	3,303,119	3,042,548
End of Year	\$4,726,759	\$3,303,119

See accompanying notes to the financial statements.

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

A. DESCRIPTION OF PLAN

The following description of the Kinetic Physical Therapy & Wellness (Company) 401(k) Plan (Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. *General.* The Plan is a defined contribution plan covering all employees of the Company who have completed twelve months of service and are age 21 or older. The Plan is subject to the provisions of ERISA.
2. *Contributions.* Each year, participants may contribute a percentage of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. Effective January 1, 2023, the Plan was amended and is now referred to as a "safe harbor 401(k) Plan," and the Company must make contributions to maintain that status. For 2023, the Company contributed 100 percent of the first 4 percent of base compensation that a participant contributed to the Plan. Contributions are subject to certain IRS limitations.
3. *Participant Accounts.* Each participant's account is credited with the participant's contribution and Company safe harbor matching contributions, as well as allocations of Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.
4. *Vesting.* Participants are vested immediately in their safe harbor contribution and rollover contributions plus actual earnings thereon. Vesting in the Company's matching contribution portion of their accounts is based on years of continuous service. A participant is 100% vested after six (6) years of credited service. A participant shall also be fully vested if any of the following is reached; 1) attainment of early retirement, 2) death, or 3) disability.

<u>Years of Service</u>	<u>Percentage</u>
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

5. *Notes Receivable from Participants.* Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their account balance. The loans are secured by the balance in the participant's account, and bear reasonable interest rates, which are commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest are paid semi-monthly through payroll deductions.
6. *Payment of Benefits.* On termination of service due to death, disability or retirement, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or annual installments over a specified period of time. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.
7. *Investment Options.* Upon enrollment in the Plan, a participant may direct employee and employer contributions in any of the investment options offered under the Plan. Participants may change their investment options at any time after plan entry.

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

8. *Forfeited Accounts.* At December 31, 2023 and 2022, forfeited nonvested accounts totaled \$20,245 and \$15,343, respectively. These accounts may be used to pay administrative expenses first, then reduce future employer contributions.

B. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1. *Basis of Accounting.* The financial statements of the Plan are prepared on the accrual basis of accounting.
2. *Use of Estimates.* The preparation of financial statements in accordance 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 changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.
3. *Investment Valuation and Income Recognition.* 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. See Note D for discussion of fair value measurements.

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

4. *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.
5. *Payment of Benefits.* Benefits are recorded when paid.
6. *Administrative Expenses.* Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are 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 (depreciation) of fair value of investments.

C. CERTIFIED INVESTMENTS

Certain 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/depreciation in fair value of investments and interest and dividends for the year ended December 31, 2023 and 2022, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company

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KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

D. FAIR VALUE MEASUREMENTS

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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; (1) quoted prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for the asset or liability; and (4) 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 asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at December 31, 2023 and 2022.

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022.

Assets at Fair Value as of December 31, 2023				
	Quoted Market Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Investments:				
Interest Bearing Cash	\$107,353			\$107,353
Mutual Funds	4,317,495			4,317,495
Total Investments at Fair Value	\$4,424,848	\$0	\$0	\$4,424,848
Assets at Fair Value as of December 31, 2022				
	Quoted Market Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Investments:				
Interest Bearing Cash	\$26,455			\$26,455
Mutual Funds	3,231,491			3,231,491
Total Investments at Fair Value	\$3,257,946	\$0	\$0	\$3,257,946

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

E. PARTY-IN-INTEREST

Ascensus Trust Company is a custodian as defined by the Plan and, therefore this transaction qualifies as a party-in-interest transaction. Fees paid by the Plan to Ascensus Trust Company for investment management services amounted to \$0 and \$80, respectively, for the years ended December 31, 2023 and 2022.

Fidelity Management Trust Company is a custodian as defined by the Plan and, therefore this transaction qualifies as a party-in-interest transaction. Fees paid by the Plan to Fidelity Management Trust Company for investment management services amounted to \$34,624 and \$20,624, respectively, for the years ended December 31, 2023 and 2022.

The Plan also holds notes receivable from participants. As a result, these notes receivable and all related transactions were with a party-in-interest. All of these transactions are exempt from being prohibited transactions by ERISA.

F. 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 would become 100% vested in their accounts.

G. TAX STATUS

The trust established under the Plan to hold the Plan's assets is intended to qualify pursuant to the Internal Revenue Code and, accordingly, the Trust's net investment income is exempt from income taxes. The trust utilizes a prototype Plan, administered by Fidelity Management Trust Company, and has obtained a favorable tax determination letter from the Internal Revenue Service dated June 30, 2020. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2020. The Plan sponsor believes that the Plan has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements.

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 the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

I. COSTS ABSORBED BY THE PLAN SPONSOR

Administrative costs absorbed by the Company totaled \$12,378 and \$15,534, respectively, for the years ended December 31, 2023 and 2022.

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

J. ROLLOVER CONTRIBUTIONS

As noted in Note A(2), participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover contributions). An aggregate of \$8,171 and \$77,801 was rolled into the Plan during the years ended December 31, 2023 and 2022, respectively, and are included in rollovers on the statements of changes in net assets available for benefits.

K. SUBSEQUENT EVENTS

Subsequent events were evaluated through September 9, 2024, the date the financial statements were available to be issued.

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023 which included SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. Most of the significant provisions will become effective in 2024 and thereafter. Accordingly, there is no material impact to the Plan's 2023 financial statements.

L. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of employer contributions receivable per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Employer Contributions Receivable per Financial Statements	\$243,702	\$10,825
Less: Employer Contributions Receivable (Current Year)	<u>(243,702)</u>	<u>(10,825)</u>
Employer Contributions Receivable per Form 5500	<u>\$0</u>	<u>\$0</u>

The following is a reconciliation of participant contributions receivable per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Participant Contributions Receivable per Financial Statements	\$26,136	\$32,426
Less: Participant Contributions Receivable (Current Year)	<u>(26,136)</u>	<u>(32,426)</u>
Participant Contributions Receivable per Form 5500	<u>\$0</u>	<u>\$0</u>

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KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Net Assets Available for Benefits per Financial Statements	\$4,726,759	\$3,303,119
Add: Participant Contributions Receivable (Current Year)	(26,136)	(32,426)
Less: Employer Contributions Receivable (Current Year)	(243,702)	(10,825)
Net Assets Available for Benefits per Form 5500	<u>\$4,456,921</u>	<u>\$3,259,868</u>

The following is a reconciliation of contributions received or receivable in cash from employers per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Contributions Received or Receivable in Cash from Employers per Financial Statements	\$251,430	\$201,794
Add: Employer Contributions Receivable (Prior year)	10,825	
Add: Employer Contributions Receivable Corrections		5,578
Less: Employer Contributions Receivable (Current Year)	(243,702)	(10,825)
Less: Reclassification of Roth Deferral to Employer Contributions		(350)
Contributions Received or Receivable in Cash from Employers per Form 5500	<u>\$18,553</u>	<u>\$196,197</u>

The following is a reconciliation of contributions received from participants per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Participant Contributions Received per Financial Statements	\$656,922	\$457,220
Add: Participant Contributions Receivable (Prior Year)	32,426	
Add: Reclassification of Roth Deferral To Employer Contributions		350
Less: Participant Contributions Receivable (Current Year)	(26,136)	(32,426)
Participant Contributions per Form 5500	<u>\$663,212</u>	<u>\$425,144</u>

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

The following is a reconciliation of the net appreciation (depreciation) in fair value of investments per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Net Appreciation (Depreciation) in Fair Value of Investments per Financial Statements	\$618,578	(\$324,979)
Less: Other Income		(1,665)
Less: Miscellaneous Adjustment		<u>(25)</u>
Net Appreciation (Depreciation) in Fair Value of Investments per Form 5500	<u>\$618,578</u>	<u>(\$326,669)</u>

The following is a reconciliation of other income per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Other Income per Financial Statements	\$0	\$0
Add: Other Income Combined with Investment Income for Financial Statement Presentation		<u>1,665</u>
Other Income per Form 5500	<u>\$0</u>	<u>\$1,665</u>

The following is a reconciliation of benefits paid to participants per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Benefits Paid to Participants per Financial Statements	\$172,639	\$196,246
Add: Corrective Distributions (Prior Year)		<u>10,141</u>
Benefit Payments and Payments to Provide Benefits Directly to Participants or Beneficiaries, Including Direct Rollovers per Form 5500	<u>\$172,639</u>	<u>\$206,387</u>

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KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

The following is a reconciliation of the net increase in net assets available for benefits per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Net Increase in Net Assets Available for Benefits per Financial Statements	\$1,423,640	\$260,571
Add: Employer Contributions Receivable (Prior Year)	10,825	
Add: Participant Contributions Receivable (Prior Year)	32,426	
Add: Employer Contributions Receivable Corrections		5,578
Less: Corrective Distributions (Prior Year)		(10,141)
Less: Employer Contributions Receivable (Current Year)	(243,702)	(10,825)
Less: Participant Contributions Receivable (Current Year)	(26,136)	(32,426)
Less: Miscellaneous Adjustment		(25)
Net Increase in Net Assets Available for Benefits per Form 5500	<u>\$1,197,053</u>	<u>\$212,732</u>

SUPPLEMENTARY INFORMATION

SCHEDULE 1

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD (AT YEAR END)
For the Year Ended December 31, 2023

For the plan year beginning 01/01/2023 and ending 12/31/2023				
Name of plan KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN				
Employer Identification Number			Three-digit plan number	001
(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
	PIMCO INCOME INST	2,643 shares	27,901	28,069
	WM BLAIR SMDCP GR R6	581 shares	14,847	16,494
	COL DIVIDEND INC 13	3,340 shares	98,749	103,632
	BAIRD AGGR BOND INST	26,188 shares	256,564	258,216
	MFS VALUE R6	272 shares	12,612	12,833
	BLKRK COMMDTY STR IS	827 shares	7,810	6,814
	AS SPL MID CAP VAL R6	327 shares	14,487	15,064
	JHANCOCK BOND R6	43 shares	579	589
	MFS INTL DIVRSN R6	2,471 shares	52,263	54,906
	JPM LG CAP GROWTH R6	678 shares	35,434	42,808
	FID 500 INDEX	2,672 shares	386,359	457,110
	FID MID CAP IDX	2,787 shares	74,731	83,464
	FID SM CAP IDX	1,731 shares	39,222	43,355
	FID INTL INDEX	1,193 shares	49,449	56,489
	FID FDM IDX INC IPR	306 shares	3,445	3,522
	FID FDM IDX 2015 1PR	4,435 shares	58,707	62,319
	FID FDM IDX 2020 1PR	18 shares	271	286
	FID FDM IDX 2025 1PR	3,216 shares	52,598	56,915
	FID FDM IDX 2030 1PR	3,324 shares	56,844	62,856
	FID FDM IDX 2035 1PR	1,647 shares	31,034	35,407
	FID FDM IDX 2040 1PR	6,327 shares	119,842	140,449
	FID FDM IDX 2045 1PR	17,133 shares	341,891	396,791
	FID FDM IDX 2050 1PR	35,283 shares	695,588	818,572
	FID FDM IDX 2055 1PR	53,173 shares	866,782	1,015,068
	FID FDM IDX 2060 1PR	18,042 shares	256,101	291,725
	FID LG CAP GR IDX	7,180 shares	152,738	211,820
	FID GOVT MMKT K6	107,353 shares	107,353	107,353
	FID SM CAP VAL IDX	840 shares	18,843	20,226
	FID FDM IDX 2065 IPR	1,660 shares	20,053	21,696
*	Participant Loans	7.25% - 9.00%		32,073
	Total		3,853,097	4,456,921

Note: * = Party-in-Interest

SCHEDULE 2

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD (AT YEAR END)
For the Year Ended December 31, 2022

For the plan year beginning 01/01/2022 and ending 12/31/2022				
Name of plan KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN				
Employer Identification Number			Three-digit plan number	001
(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
	PIMCO INCOME INST	931 shares	9,529	9,631
	WM BLAIR SMDCP GR R6	952 shares	24,071	24,729
	COL DIVIDEND INC 13	1,737 shares	50,624	51,240
	BAIRD AGGR BOND INST	9,123 shares	87,219	87,576
	MFS VALUE R6	813 shares	38,343	38,598
	BLKRK COMMDTY STR IS	696 shares	6,668	6,544
	AS SPL MID CAP VAL R6	1,437 shares	65,073	63,832
	JHANCOCK BOND R6	12 shares	167	164
	MFS INTL DIVRSN R6	2,856 shares	57,000	57,800
	JPM LG CAP GROWTH R6	167 shares	848	7,837
	FID 500 INDEX	2,673 shares	366,693	355,843
	FID MID CAP IDX	1,415 shares	35,757	36,671
	FID SM CAP IDX	1,383 shares	30,005	30,005
	FID INTL INDEX	1,530 shares	59,590	63,008
	FID FDM IDX INC IPR	297 shares	3,345	3,251
	FID FDM IDX 2015 1PR	4,357 shares	57,579	56,427
	FID FDM IDX 2020 1PR	18 shares	266	256
	FID FDM IDX 2025 1PR	2,364 shares	38,161	37,608
	FID FDM IDX 2030 1PR	2,652 shares	44,788	44,557
	FID FDM IDX 2035 1PR	1,373 shares	25,522	25,702
	FID FDM IDX 2040 1PR	7,022 shares	131,023	133,131
	FID FDM IDX 2045 1PR	18,627 shares	364,697	366,769
	FID FDM IDX 2050 1PR	31,055 shares	602,950	612,397
	FID FDM IDX 2055 1PR	49,970 shares	751,073	762,319
	FID FDM IDX 2060 1PR	13,997 shares	192,638	192,314
	FID LG CAP GR IDX	7,413 shares	152,194	154,347
	FID GOVT MMKT K6	26,455 shares	26,455	26,455
	FID SM CAP VAL IDX	283 shares	6,055	6,064
	FID FDM IDX 2065 IPR	258 shares	2,937	2,871
*	Participant Loans	7.25%		1,922
	Total		3,231,270	3,259,868

Note: * = Party-in-Interest

5051

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SEPTEMBER 9, 2024

KINETIC PHYSICAL THERAPY & WELLNESS 401(K) PLAN
1540 EAST ARLINGTON BLVD.
GREENVILLE, NC 27858

FOR PROFESSIONAL SERVICES:

IN CONNECTION WITH THE 103(a)(3)(C) 401(k) PLAN
AUDIT FOR THE YEAR ENDED DECEMBER 31, 2023, IN
ACCORDANCE WITH THE IRS AND DEPARTMENT OF
LABOR REGULATIONS AS PER ENGAGEMENT LETTER
DATED APRIL 24, 2024.

TOTAL DUE

\$12,600



A FINANCE CHARGE OF 1 1/2% PER MONTH (18% APR) WILL BE
ADDED TO UNPAID BALANCE AFTER 30 DAYS.

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KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN

FINANCIAL STATEMENTS

AND

SUPPLEMENTARY INFORMATION

For the Years Ended December 31, 2023 and 2022

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN

**FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION**

For the Years Ended December 31, 2023 and 2022

**Prepared By
BARROW, PARRIS & DAVENPORT, P.A.
Certified Public Accountants
Kinston, North Carolina**

Independent Auditor's Report.....	1 - 3
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FINANCIAL STATEMENTS

EXHIBITS

A	Statements of Net Assets Available for Benefits.....	4
B	Statements of Changes in Net Assets Available for Benefits	5
	Notes to Financial Statements	6 - 13

SUPPLEMENTARY INFORMATION

SCHEDULE

1	Schedule of Assets Held (At Year End) as of December 31, 2023.....	14
2	Schedule of Assets Held (At Year End) as of December 31, 2022.....	15



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MEMBERS
NORTH CAROLINA ASSOCIATION OF CERTIFIED PUBLIC ACCOUNTANTS
AMERICAN INSTITUTE OF CERTIFIED PUBLIC ACCOUNTANTS

TELEPHONE: (252) 522-5200
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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of
Kinetic Physical Therapy & Wellness 401(k) Plan
1540 East Arlington Blvd.
Greenville, North Carolina

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

We have performed an audit of the financial statements of Kinetic Physical Therapy & Wellness 401(k) 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 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 Kinetic Physical Therapy & Wellness 401(k) 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 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 a certification from a qualified institution as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

Opinions

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

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

Basis for Opinions

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Kinetic Physical Therapy & Wellness 401(k) 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 opinions.

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 Kinetic Physical Therapy & Wellness 401(k) 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 opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Kinetic Physical Therapy & Wellness 401(k) 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 Kinetic Physical Therapy & Wellness 401(k) 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 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 audit, significant audit findings, and certain internal control-related matters that we identified during the audits.

Other Matter - Supplemental Schedules Required by ERISA

The supplemental schedules of Assets Held (At Year End) are presented for purposes of additional analysis and are not a required part of the financial statements but are 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 schedules, 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 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 opinions on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinions -

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

Barrow, Parris & Davenport, P.A.

BARROW, PARRIS & DAVENPORT, P.A.
Kinston, NC

September 9, 2024

FINANCIAL STATEMENTS

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
December 31, 2023 and 2022

<u>Assets</u>	<u>2023</u>	<u>2022</u>
Investments, at Fair Value: (Notes C and D)		
Fidelity Management Trust Company:		
Mutual Funds	\$4,317,495	\$3,231,491
Interest Bearing Cash	107,353	26,455
<i>Total Investments</i>	<u>\$4,424,848</u>	<u>\$3,257,946</u>
Receivables:		
Employer Contributions	\$243,702	\$10,825
Participant Contributions	26,136	32,426
Notes Receivable from Participants	32,073	1,922
<i>Total Receivables</i>	<u>\$301,911</u>	<u>\$45,173</u>
TOTAL ASSETS	<u>\$4,726,759</u>	<u>\$3,303,119</u>
Net Assets Available for Benefits	<u>\$4,726,759</u>	<u>\$3,303,119</u>

See accompanying notes to the financial statements.

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
For the Years ended December 31, 2023 and 2022

	2023	2022
Additions to Net Assets Attributed To:		
Investment Income (Loss):		
Net Appreciation (Depreciation) in Fair Value of Investments (see note D)	\$618,578	(\$324,979)
Interest and Dividends	94,082	65,642
Total Investment Income (Loss)	\$712,660	(\$259,337)
Interest Income on Notes Receivable From Participants	\$1,720	\$43
Contributions:		
Participants	\$656,922	\$457,220
Employer (see note A)	251,430	201,794
Total Contributions	\$908,352	\$659,014
Other Additions:		
Rollovers	\$8,171	\$77,801
Total Other Additions	\$8,171	\$77,801
TOTAL ADDITIONS	\$1,630,903	\$477,521
Deductions from Net Assets Attributed To:		
Benefits Paid to Participants	\$172,639	\$196,246
Administrative Expenses	34,624	20,704
TOTAL DEDUCTIONS	\$207,263	\$216,950
NET INCREASE	\$1,423,640	\$260,571
Net Assets Available for Benefits:		
Beginning of Year	3,303,119	3,042,548
End of Year	\$4,726,759	\$3,303,119

See accompanying notes to the financial statements.

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

A. DESCRIPTION OF PLAN

The following description of the Kinetic Physical Therapy & Wellness (Company) 401(k) Plan (Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. *General.* The Plan is a defined contribution plan covering all employees of the Company who have completed twelve months of service and are age 21 or older. The Plan is subject to the provisions of ERISA.
2. *Contributions.* Each year, participants may contribute a percentage of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. Effective January 1, 2023, the Plan was amended and is now referred to as a "safe harbor 401(k) Plan," and the Company must make contributions to maintain that status. For 2023, the Company contributed 100 percent of the first 4 percent of base compensation that a participant contributed to the Plan. Contributions are subject to certain IRS limitations.
3. *Participant Accounts.* Each participant's account is credited with the participant's contribution and Company safe harbor matching contributions, as well as allocations of Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.
4. *Vesting.* Participants are vested immediately in their safe harbor contribution and rollover contributions plus actual earnings thereon. Vesting in the Company's matching contribution portion of their accounts is based on years of continuous service. A participant is 100% vested after six (6) years of credited service. A participant shall also be fully vested if any of the following is reached; 1) attainment of early retirement, 2) death, or 3) disability.

<u>Years of Service</u>	<u>Percentage</u>
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

5. *Notes Receivable from Participants.* Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their account balance. The loans are secured by the balance in the participant's account, and bear reasonable interest rates, which are commensurate with local prevailing rates as determined by the Plan administrator. Principal and interest are paid semi-monthly through payroll deductions.
6. *Payment of Benefits.* On termination of service due to death, disability or retirement, a participant may elect to receive either a lump sum amount equal to the value of the participant's vested interest in his or her account, or annual installments over a specified period of time. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump sum distribution.
7. *Investment Options.* Upon enrollment in the Plan, a participant may direct employee and employer contributions in any of the investment options offered under the Plan. Participants may change their investment options at any time after plan entry.

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

8. *Forfeited Accounts.* At December 31, 2023 and 2022, forfeited nonvested accounts totaled \$20,245 and \$15,343, respectively. These accounts may be used to pay administrative expenses first, then reduce future employer contributions.

B. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

1. *Basis of Accounting.* The financial statements of the Plan are prepared on the accrual basis of accounting.
2. *Use of Estimates.* The preparation of financial statements in accordance 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 changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.
3. *Investment Valuation and Income Recognition.* 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. See Note D for discussion of fair value measurements.

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

4. *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.
5. *Payment of Benefits.* Benefits are recorded when paid.
6. *Administrative Expenses.* Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are 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 (depreciation) of fair value of investments.

C. CERTIFIED INVESTMENTS

Certain 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/depreciation in fair value of investments and interest and dividends for the year ended December 31, 2023 and 2022, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company

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KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

D. FAIR VALUE MEASUREMENTS

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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; (1) quoted prices for similar assets or liabilities in active markets; (2) quoted prices for identical or similar assets or liabilities in inactive markets; (3) inputs other than quoted prices that are observable for the asset or liability; and (4) 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 asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in methodologies used at December 31, 2023 and 2022.

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the SEC. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2023 and 2022.

Assets at Fair Value as of December 31, 2023

	Quoted Market Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Investments:				
Interest Bearing Cash	\$107,353			\$107,353
Mutual Funds	4,317,495			4,317,495
Total Investments at Fair Value	\$4,424,848	\$0	\$0	\$4,424,848

Assets at Fair Value as of December 31, 2022

	Quoted Market Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Investments:				
Interest Bearing Cash	\$26,455			\$26,455
Mutual Funds	3,231,491			3,231,491
Total Investments at Fair Value	\$3,257,946	\$0	\$0	\$3,257,946

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

E. PARTY-IN-INTEREST

Ascensus Trust Company is a custodian as defined by the Plan and, therefore this transaction qualifies as a party-in-interest transaction. Fees paid by the Plan to Ascensus Trust Company for investment management services amounted to \$0 and \$80, respectively, for the years ended December 31, 2023 and 2022.

Fidelity Management Trust Company is a custodian as defined by the Plan and, therefore this transaction qualifies as a party-in-interest transaction. Fees paid by the Plan to Fidelity Management Trust Company for investment management services amounted to \$34,624 and \$20,624, respectively, for the years ended December 31, 2023 and 2022.

The Plan also holds notes receivable from participants. As a result, these notes receivable and all related transactions were with a party-in-interest. All of these transactions are exempt from being prohibited transactions by ERISA.

F. 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 would become 100% vested in their accounts.

G. TAX STATUS

The trust established under the Plan to hold the Plan's assets is intended to qualify pursuant to the Internal Revenue Code and, accordingly, the Trust's net investment income is exempt from income taxes. The trust utilizes a prototype Plan, administered by Fidelity Management Trust Company, and has obtained a favorable tax determination letter from the Internal Revenue Service dated June 30, 2020. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2020. The Plan sponsor believes that the Plan has appropriate support for any tax positions taken, and as such, does not have any uncertain tax positions that are material to the financial statements.

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 the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

I. COSTS ABSORBED BY THE PLAN SPONSOR

Administrative costs absorbed by the Company totaled \$12,378 and \$15,534, respectively, for the years ended December 31, 2023 and 2022.

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

J. ROLLOVER CONTRIBUTIONS

As noted in Note A(2), participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover contributions). An aggregate of \$8,171 and \$77,801 was rolled into the Plan during the years ended December 31, 2023 and 2022, respectively, and are included in rollovers on the statements of changes in net assets available for benefits.

K. SUBSEQUENT EVENTS

Subsequent events were evaluated through September 9, 2024, the date the financial statements were available to be issued.

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023 which included SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. Most of the significant provisions will become effective in 2024 and thereafter. Accordingly, there is no material impact to the Plan's 2023 financial statements.

L. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of employer contributions receivable per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Employer Contributions Receivable per Financial Statements	\$243,702	\$10,825
Less: Employer Contributions Receivable (Current Year)	<u>(243,702)</u>	<u>(10,825)</u>
Employer Contributions Receivable per Form 5500	<u>\$0</u>	<u>\$0</u>

The following is a reconciliation of participant contributions receivable per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Participant Contributions Receivable per Financial Statements	\$26,136	\$32,426
Less: Participant Contributions Receivable (Current Year)	<u>(26,136)</u>	<u>(32,426)</u>
Participant Contributions Receivable per Form 5500	<u>\$0</u>	<u>\$0</u>

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KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Net Assets Available for Benefits per Financial Statements	\$4,726,759	\$3,303,119
Add: Participant Contributions Receivable (Current Year)	(26,136)	(32,426)
Less: Employer Contributions Receivable (Current Year)	(243,702)	(10,825)
Net Assets Available for Benefits per Form 5500	<u>\$4,456,921</u>	<u>\$3,259,868</u>

The following is a reconciliation of contributions received or receivable in cash from employers per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Contributions Received or Receivable in Cash from Employers per Financial Statements	\$251,430	\$201,794
Add: Employer Contributions Receivable (Prior year)	10,825	
Add: Employer Contributions Receivable Corrections		5,578
Less: Employer Contributions Receivable (Current Year)	(243,702)	(10,825)
Less: Reclassification of Roth Deferral to Employer Contributions		(350)
Contributions Received or Receivable in Cash from Employers per Form 5500	<u>\$18,553</u>	<u>\$196,197</u>

The following is a reconciliation of contributions received from participants per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	2023	2022
Participant Contributions Received per Financial Statements	\$656,922	\$457,220
Add: Participant Contributions Receivable (Prior Year)	32,426	
Add: Reclassification of Roth Deferral To Employer Contributions		350
Less: Participant Contributions Receivable (Current Year)	(26,136)	(32,426)
Participant Contributions per Form 5500	<u>\$663,212</u>	<u>\$425,144</u>

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

The following is a reconciliation of the net appreciation (depreciation) in fair value of investments per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Net Appreciation (Depreciation) in Fair Value of Investments per Financial Statements	\$618,578	(\$324,979)
Less: Other Income		(1,665)
Less: Miscellaneous Adjustment		<u>(25)</u>
Net Appreciation (Depreciation) in Fair Value of Investments per Form 5500	<u>\$618,578</u>	<u>(\$326,669)</u>

The following is a reconciliation of other income per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Other Income per Financial Statements	\$0	\$0
Add: Other Income Combined with Investment Income for Financial Statement Presentation		<u>1,665</u>
Other Income per Form 5500	<u>\$0</u>	<u>\$1,665</u>

The following is a reconciliation of benefits paid to participants per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Benefits Paid to Participants per Financial Statements	\$172,639	\$196,246
Add: Corrective Distributions (Prior Year)		<u>10,141</u>
Benefit Payments and Payments to Provide Benefits Directly to Participants or Beneficiaries, Including Direct Rollovers per Form 5500	<u>\$172,639</u>	<u>\$206,387</u>

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KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS
For the Years Ended December 31, 2023 and 2022

The following is a reconciliation of the net increase in net assets available for benefits per the financial statements at December 31, 2023 and 2022 to the Form 5500:

	<u>2023</u>	<u>2022</u>
Net Increase in Net Assets Available for Benefits per Financial Statements	\$1,423,640	\$260,571
Add: Employer Contributions Receivable (Prior Year)	10,825	
Add: Participant Contributions Receivable (Prior Year)	32,426	
Add: Employer Contributions Receivable Corrections		5,578
Less: Corrective Distributions (Prior Year)		(10,141)
Less: Employer Contributions Receivable (Current Year)	(243,702)	(10,825)
Less: Participant Contributions Receivable (Current Year)	(26,136)	(32,426)
Less: Miscellaneous Adjustment		<u>(25)</u>
Net Increase in Net Assets Available for Benefits per Form 5500	<u>\$1,197,053</u>	<u>\$212,732</u>

SUPPLEMENTARY INFORMATION

SCHEDULE 1

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD (AT YEAR END)
For the Year Ended December 31, 2023

For the plan year beginning 01/01/2023 and ending 12/31/2023				
Name of plan KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN				
Employer Identification Number			Three-digit plan number	001
(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
	PIMCO INCOME INST	2,643 shares	27,901	28,069
	WM BLAIR SMDCP GR R6	581 shares	14,847	16,494
	COL DIVIDEND INC 13	3,340 shares	98,749	103,632
	BAIRD AGGR BOND INST	26,188 shares	256,564	258,216
	MFS VALUE R6	272 shares	12,612	12,833
	BLKRK COMMDTY STR IS	827 shares	7,810	6,814
	AS SPL MID CAP VAL R6	327 shares	14,487	15,064
	JHANCOCK BOND R6	43 shares	579	589
	MFS INTL DIVRSN R6	2,471 shares	52,263	54,906
	JPM LG CAP GROWTH R6	678 shares	35,434	42,808
	FID 500 INDEX	2,672 shares	386,359	457,110
	FID MID CAP IDX	2,787 shares	74,731	83,464
	FID SM CAP IDX	1,731 shares	39,222	43,355
	FID INTL INDEX	1,193 shares	49,449	56,489
	FID FDM IDX INC IPR	306 shares	3,445	3,522
	FID FDM IDX 2015 1PR	4,435 shares	58,707	62,319
	FID FDM IDX 2020 1PR	18 shares	271	286
	FID FDM IDX 2025 1PR	3,216 shares	52,598	56,915
	FID FDM IDX 2030 1PR	3,324 shares	56,844	62,856
	FID FDM IDX 2035 1PR	1,647 shares	31,034	35,407
	FID FDM IDX 2040 1PR	6,327 shares	119,842	140,449
	FID FDM IDX 2045 1PR	17,133 shares	341,891	396,791
	FID FDM IDX 2050 1PR	35,283 shares	695,588	818,572
	FID FDM IDX 2055 1PR	53,173 shares	866,782	1,015,068
	FID FDM IDX 2060 1PR	18,042 shares	256,101	291,725
	FID LG CAP GR IDX	7,180 shares	152,738	211,820
	FID GOVT MMKT K6	107,353 shares	107,353	107,353
	FID SM CAP VAL IDX	840 shares	18,843	20,226
	FID FDM IDX 2065 IPR	1,660 shares	20,053	21,696
*	Participant Loans	7.25% - 9.00%		32,073
	Total		3,853,097	4,456,921

Note: * = Party-in-Interest

SCHEDULE 2

KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS HELD (AT YEAR END)
For the Year Ended December 31, 2022

For the plan year beginning 01/01/2022 and ending 12/31/2022				
Name of plan KINETIC PHYSICAL THERAPY & WELLNESS 401(k) PLAN				
Employer Identification Number			Three-digit plan number	001
(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
	PIMCO INCOME INST	931 shares	9,529	9,631
	WM BLAIR SMDCP GR R6	952 shares	24,071	24,729
	COL DIVIDEND INC 13	1,737 shares	50,624	51,240
	BAIRD AGGR BOND INST	9,123 shares	87,219	87,576
	MFS VALUE R6	813 shares	38,343	38,598
	BLKRK COMMDTY STR IS	696 shares	6,668	6,544
	AS SPL MID CAP VAL R6	1,437 shares	65,073	63,832
	JHANCOCK BOND R6	12 shares	167	164
	MFS INTL DIVRSN R6	2,856 shares	57,000	57,800
	JPM LG CAP GROWTH R6	167 shares	848	7,837
	FID 500 INDEX	2,673 shares	366,693	355,843
	FID MID CAP IDX	1,415 shares	35,757	36,671
	FID SM CAP IDX	1,383 shares	30,005	30,005
	FID INTL INDEX	1,530 shares	59,590	63,008
	FID FDM IDX INC IPR	297 shares	3,345	3,251
	FID FDM IDX 2015 1PR	4,357 shares	57,579	56,427
	FID FDM IDX 2020 1PR	18 shares	266	256
	FID FDM IDX 2025 1PR	2,364 shares	38,161	37,608
	FID FDM IDX 2030 1PR	2,652 shares	44,788	44,557
	FID FDM IDX 2035 1PR	1,373 shares	25,522	25,702
	FID FDM IDX 2040 1PR	7,022 shares	131,023	133,131
	FID FDM IDX 2045 1PR	18,627 shares	364,697	366,769
	FID FDM IDX 2050 1PR	31,055 shares	602,950	612,397
	FID FDM IDX 2055 1PR	49,970 shares	751,073	762,319
	FID FDM IDX 2060 1PR	13,997 shares	192,638	192,314
	FID LG CAP GR IDX	7,413 shares	152,194	154,347
	FID GOVT MMKT K6	26,455 shares	26,455	26,455
	FID SM CAP VAL IDX	283 shares	6,055	6,064
	FID FDM IDX 2065 IPR	258 shares	2,937	2,871
*	Participant Loans	7.25%		1,922
	Total		3,231,270	3,259,868

Note: * = Party-in-Interest