

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 I.A.M. NATIONAL 401K PLAN
1b	Three-digit plan number (PN) ▶ 003
1c	Effective date of plan 01/01/1982
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) BOARD OF TRUSTEES OF I.A.M. NATIONAL 401(K) FUND 99 M STREET, SE SUITE 600 WASHINGTON, DC 20003-4595
2b	Employer Identification Number (EIN) 32-0443423
2c	Plan Sponsor's telephone number 202-785-2658
2d	Business code (see instructions) 333510

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.	10/07/2024	CRAIG MARTIN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/03/2024	JUSTIN WELNER
	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 42601
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) 33154 6a(2) 33236 6b 2 6c 10188 6d 43426 6e 206 6f 43632 6g(1) 31917 6g(2) 33892 6h
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7 247

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
 2E 2F 2G

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 1
- (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 A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A Name of plan I.A.M. NATIONAL 401K PLAN	B Three-digit plan number (PN) ▶ 003
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES OF I.A.M. NATIONAL 401(K) FUND	D Employer Identification Number (EIN) 32-0443423

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier
NEW YORK LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-5582869	66915	GA-28214		01/01/2023	12/31/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	0

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end **4** 78484412**5** Current value of plan's interest under this contract in separate accounts at year end **5****6** Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier **6b****c** Premiums due but unpaid at the end of the year **6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. **6d**
Specify nature of costs ▶**e** Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☐ other (specify) ▶**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee(3) ☒ guaranteed investment (4) ☐ other ▶**b** Balance at the end of the previous year **7b** 87462259**c** Additions: (1) Contributions deposited during the year **7c(1)** 15424037(2) Dividends and credits **7c(2)**(3) Interest credited during the year **7c(3)** 2379161(4) Transferred from separate account **7c(4)**(5) Other (specify below) **7c(5)** 224

▶ MISC ADJ

(6) Total additions **7c(6)** 17803422**d** Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 105265681**e** Deductions:(1) Disbursed from fund to pay benefits or purchase annuities during year **7e(1)** 26327850(2) Administration charge made by carrier **7e(2)** 453419(3) Transferred to separate account **7e(3)**(4) Other (specify below) **7e(4)**

▶

(5) Total deductions **7e(5)** 26781269**f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 78484412

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
 b ☐ Dental
 c ☐ Vision
 d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
 f ☐ Long-term disability
 g ☐ Supplemental unemployment
 h ☐ Prescription drug
i ☐ Stop loss (large deductible)
 j ☐ HMO contract
 k ☐ PPO contract
 l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	
(4) Claims charged		9b(4)	
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A?..... ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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 I.A.M. NATIONAL 401K PLAN	B Three-digit plan number (PN) ▶	003
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES OF I.A.M. NATIONAL 401(K) FUND	D Employer Identification Number (EIN) 32-0443423	

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
THE VANGUARD GROUP INC
23-1945930

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
PIMCO
33-0629048

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
METROPOLITAN WEST ASSET MANAGEMENT,
95-4597302

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
JP MORGAN INEVSTMENT MANAGEMENT INC
13-3200244

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

NEUBERGER BERMAN INVESTMENT ADVISER

02-0654486

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

PGIM INVESTMENTS

22-3468527

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

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

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

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

IAM NATIONAL PENSION FUND

51-6031295

(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?
15 50	RELATED BENEFIT FUND	2192743	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

JOHN HANCOCK RETIREMENT PLAN SERVIC

01-0233346

(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?
15 62 64	NONE	208475	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

MORGAN STANLEY SMITH BARNEY, LLC

26-4310632

(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 50	NONE	62500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

WITHUM SMITH & BROWN PC

22-2027092

(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?
16 50	NONE	62246	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

NOVAK FRANCELLE LLC

47-0900880

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	47945	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SLEVIN & HART, P.C.

32-0443423

(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?
29 50	NONE	47831	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

SEGAL SELECT INSURANCE SERVCIES INC

46-0619194

(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?
22 53	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	42979	Yes ☐ No ☒

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

INSIGHT DIRECT USA INC

36-3948996

(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?
49 50	NONE	26448	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BEACON HILL STAFFING GROUP, LLC

04-3496741

(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?
49 50	NONE	0	Yes ☒ No ☐	Yes ☐ No ☒	22885	Yes ☐ No ☒

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)

DATA CANOPY COLOCATION

27-0404042

(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?
49 50	NONE	10378	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

VITECH SYSTEMS SUB LLC

13-3785492

(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?
50 70	NONE	9818	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MARK BUCKBERG

4600 EAST-WEST HWY, STE 900
BETHESDA, MD 20814

(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?
16 50	NONE	7700	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
SEGAL SELECT INSURANCE SERVCIES INC	22 53	3831
(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.	
AMWINS 13-4279678	INSURANCE BROKERAGE COMMISSIONS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
SEGAL SELECT INSURANCE SERVCIES INC	22 53	1396
(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.	
TRAVELERS 06-0566090	INSURANCE BROKERAGE COMMISSIONS	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
SEGAL SELECT INSURANCE SERVCIES INC	22 53	17793
(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.	
CHUBB 13-1963496	INSURANCE BROKERAGE COMMISSIONS	

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
SEGAL SELECT INSURANCE SERVCIES INC	22 53	3411

(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.
RLI CORP 37-0915434	INSURANCE BROKERAGE COMMISSIONS

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
SEGAL SELECT INSURANCE SERVCIES INC	22 53	4432

(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.
ULLICO/MARKEL 13-2988846	INSURANCE BROKERAGE COMMISSIONS

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
SEGAL SELECT INSURANCE SERVCIES INC	22 53	904

(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.
AXIS INSURANCE COMPANY 39-1338397	INSURANCE BROKERAGE COMMISSIONS

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
SEGAL SELECT INSURANCE SERVCIES INC	22 53	11212

(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.
EUCLID/HUDSON 45-3957469	INSURANCE BROKERAGE COMMISSIONS

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
BEACON HILL STAFFING GROUP, LLC	49 50	22885

(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.
IAM NATIONAL PENSION FUND 51-6031295	TEMPORARY SERVICES

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan 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.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>I.A.M. NATIONAL 401K PLAN</u>	B Three-digit plan number (PN) ▶ <u>003</u>	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>BOARD OF TRUSTEES OF I.A.M. NATIONAL 401(K) FUND</u>	D Employer Identification Number (EIN) <u>32-0443423</u>	

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

a Name of MTIA, CCT, PSA, or 103-12 IE: IAM MACQUARIE SMID CAP GROWTH

b Name of sponsor of entity listed in (a): MACQUARIE COLLECTIVE INVESTMENT TRUST

c EIN-PN <u>45-1285575-005</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: IAM VANGUARD TARGET RETIREMENT INCO

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083967-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>25499608</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: IAM VANGUARD TARGET RETIREMENT 2020

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083982-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>51149067</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: IAM VANGUARD TARGET RETIREMENT 2025

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083980-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>26551944</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: IAM VANGUARD TARGET RETIREMENT 2030

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083978-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>125282083</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: IAM VANGUARD TARGET RETIREMENT 2035

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083976-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>31581730</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: IAM VANGUARD TARGET RETIREMENT 2040

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-6083974-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>74691451</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: **IAM VANGUARD TARGET RETIREMENT 2045**

b Name of sponsor of entity listed in (a): **VANGUARD FIDUCIARY TRUST COMPANY**

c EIN-PN 90-6083972-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 24708071
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a Name of MTIA, CCT, PSA, or 103-12 IE: **IAM VANGUARD TARGET RETIREMENT 2050**

b Name of sponsor of entity listed in (a): **VANGUARD FIDUCIARY TRUST COMPANY**

c EIN-PN 90-6083970-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 57814823
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a Name of MTIA, CCT, PSA, or 103-12 IE: **IAM VANGUARD TARGET RETIREMENT 2055**

b Name of sponsor of entity listed in (a): **VANGUARD FIDUCIARY TRUST COMPANY**

c EIN-PN 27-6715091-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 24968492
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a Name of MTIA, CCT, PSA, or 103-12 IE: **IAM VANGUARD TARGET RETIREMENT 2060**

b Name of sponsor of entity listed in (a): **VANGUARD FIDUCIARY TRUST COMPANY**

c EIN-PN 45-3799419-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13055959
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a Name of MTIA, CCT, PSA, or 103-12 IE: **IAM VANGUARD TARGET RETIREMENT 2065**

b Name of sponsor of entity listed in (a): **VANGUARD FIDUCIARY TRUST COMPANY**

c EIN-PN 82-6194314-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 4529793
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a Name of MTIA, CCT, PSA, or 103-12 IE: **IAM VANGUARD TARGET RETIREMENT 2070**

b Name of sponsor of entity listed in (a): **VANGUARD FIDUCIARY TRUST COMPANY**

c EIN-PN 87-7039453-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 180569
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

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

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

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 I.A.M. NATIONAL 401K PLAN	B Three-digit plan number (PN) ►	003
C Plan sponsor's name as shown on line 2a of Form 5500 BOARD OF TRUSTEES OF I.A.M. NATIONAL 401(K) FUND	D Employer Identification Number (EIN) 32-0443423	

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	3732491	3828559
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)	7398810	1368841
(3) Other	1b(3)	526934	823243
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	25014405	28275859
(9) Value of interest in common/collective trusts	1c(9)	374127390	460013590
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	191595201	247848979
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	87462259	78484412
(15) Other	1c(15)	5895910	7478587

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		18603
f Total assets (add all amounts in lines 1a through 1e)	1f	695753400	828140673
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h	1045941	945435
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	1045941	945435
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	694707459	827195238

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)	30695913	
(B) Participants	2a(1)(B)	53836301	
(C) Others (including rollovers)	2a(1)(C)	4887083	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		89419297
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	1489870	
(F) Other	2b(1)(F)	1926095	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		3415965
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	4607994	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		4607994
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(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)		
(B) Other	2b(5)(B)	308653	
(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)		61118787
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		42530660
c Other income	2c		2418941
d Total income. Add all income amounts in column (b) and enter total	2d		203820297

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	69246210	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		69246210
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	24356	
(4) IQPA audit fees.....	2i(4)	21950	
(5) Investment advisory and investment management fees	2i(5)	62500	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	53452	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1924050	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		2086308
j Total expenses. Add all expense amounts in column (b) and enter total	2j		71332518

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		132487779
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

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: **NOVAK FRANCELLO LLC**

(2) EIN: **61-1436956**

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.)	☒	☐	13607626
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?	☒	☐	2000000
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 _____.

I.A.M. NATIONAL 401(k) PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2023

I.A.M. NATIONAL 401(K) PLAN

FINANCIAL STATEMENTS WITH SUPPLEMENTAL INFORMATION

DECEMBER 31, 2023 AND 2022

CONTENTS

	PAGE
Independent Auditor's Report	1
Statements of Net Assets Available for Benefits	4
Statements of Changes in Net Assets Available for Benefits	5
Notes to Financial Statements	6
Supplemental Information	
Schedule of Assets Held at End of Year	13
Schedule of Delinquent Participant Contributions	24

INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees of the
I.A.M. National 401(k) Plan

Opinion

We have audited the financial statements of the I.A.M. National 401(k) Plan (the Plan), an employee benefit Plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which 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 then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the I.A.M. National 401(k) Plan as of December 31, 2023 and 2022, and the changes in its net assets available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the I.A.M. National 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 audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with 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.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the I.A.M. National 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 Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the I.A.M. National 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 the I.A.M. National 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule of Assets Held at End of Year and Schedule of Delinquent Participant Contributions, together referred to as “supplemental information,” are presented for the purpose of additional analysis and are not a required part of the financial statements. The supplemental Schedule of Assets Held at End of Year and Schedule of Delinquent Participant Contributions represent supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Supplemental information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the 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.

In forming our opinion on the supplemental information, we evaluated whether the supplemental 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 opinion, the information in the accompanying schedules is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Novak Francella LLC

Columbia, Maryland
October 2, 2024

I.A.M. NATIONAL 401(K) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

	2023	2022
ASSETS		
INVESTMENTS - at fair value		
Collective investment trusts	\$ 460,013,590	\$ 374,127,390
Mutual funds	247,848,979	191,595,201
Self-managed accounts	7,478,587	5,895,910
	<u>715,341,156</u>	<u>571,618,501</u>
INVESTMENTS - at contract value		
Guaranteed investment contract	<u>78,484,412</u>	<u>87,462,259</u>
RECEIVABLES		
Contributions	1,368,841	7,398,810
Notes receivable from participants	28,275,859	25,014,405
Other receivables	555,008	526,934
	<u>30,199,708</u>	<u>32,940,149</u>
PREPAID EXPENSES	<u>268,235</u>	<u>-</u>
CASH	<u>3,828,559</u>	<u>3,732,491</u>
FIXED ASSETS - NET	<u>18,603</u>	<u>-</u>
Total assets	<u>828,140,673</u>	<u>695,753,400</u>
LIABILITIES AND NET ASSETS		
LIABILITIES		
Due to I.A.M. National Pension Fund	<u>945,435</u>	<u>1,045,941</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 827,195,238</u>	<u>\$ 694,707,459</u>

I.A.M. NATIONAL 401(K) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
ADDITIONS		
Investment income (loss) - net		
Net appreciation (depreciation) in fair value of investments	\$ 109,099,779	\$ (124,923,612)
Interest and dividends	1,392,410	2,231,781
Investment income (loss) - net	110,492,189	(122,691,831)
Interest on notes receivable from participants	1,489,870	1,071,842
Contributions		
Employer	30,695,913	17,321,610
Participant	53,836,301	59,573,752
Rollover and transfer	4,887,083	21,344,389
	89,419,297	98,239,751
Other		
Administrative assessments	2,418,941	2,171,848
Total additions	203,820,297	(21,208,390)
DEDUCTIONS		
Participant distributions	36,004,353	21,543,286
Rollover distributions	33,241,857	36,233,823
Administrative expenses	1,877,833	1,796,288
Individual service fees	208,475	173,075
Total deductions	71,332,518	59,746,472
NET INCREASE (DECREASE)	132,487,779	(80,954,862)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	694,707,459	775,662,321
End of year	\$ 827,195,238	\$ 694,707,459

I.A.M. NATIONAL 401(K) PLAN

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023 AND 2022

NOTE 1. DESCRIPTION OF THE PLAN

The following description of the I.A.M. National 401(k) Plan (the Plan), provides only general information. Participants should refer to the summary Plan description and Plan regulations for a more comprehensive description of the Plan's provisions.

General - The Plan was established January 1, 1982 to provide retirement, severance, disability and survivor's benefits for eligible participants through individual participant accounts. Before July 1, 2001, the Plan had been financed entirely from employer contributions as required by the respective collective bargaining agreements between the International Association of Machinists and Aerospace Workers (I.A.M.AW) and the contributing employers. Effective July 1, 2001, the Plan remains a multiemployer defined contribution Plan, but the name was changed, and a 401(k) feature was added. The Plan is subject to the provision of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Contributions - Each year, participants may contribute from 1% to 50% (10% for highly compensated employees) of pre-tax annual compensation, as defined in the Plan, subject to maximum elective deferral contributions, an employer and union bargaining agent agreement to allow such contributions as set forth in the Participation Agreement, and Internal Revenue Service (IRS) annual contribution limits. Participants may also contribute amounts representing distributions from other qualified benefit Plans. Additionally, employers may elect to participate and make contributions on the participants' behalf.

Effective January 1, 2006, the Plan permits after-tax contributions in addition to pre-tax contributions. The maximum rate of deferral for after-tax contributions is 15% of pay. However, the combined pre-tax and after-tax contribution is limited to 50% of pay (25% for highly compensated employees) and is subject to IRS limits.

Vesting - Participants are immediately vested upon receipt of contributions by the Plan. Each participant's account is credited with the participant's or employers' contributions plus their net invest yield for the year, minus Plan expenses.

Investment Options - Upon enrollment in the Plan, a participant may direct employee contributions in 1% increments in any combination of the Plan's investment options. Participants may change their investment options at any time.

Participants must evaluate their own investment goals and choose the investment options best suited to achieve those goals and objectives. Investment performances by the investments selected by the participants may cause their balances to exceed or be less than the amounts contributed to the Plan.

NOTE 1. DESCRIPTION OF THE PLAN (continued)

Notes Receivable from Participants - Participants may apply for a loan if the balance in their account is at least \$2,000. The minimum loan is \$1,000. The maximum loan cannot be more than 50% of the participant's account balance or \$50,000. The participant may have only one outstanding loan at a time. Loans must be repaid within five years, except those loans for the purchase of principal residence which is over 10 years. The participant will be charged an application fee and interest on the loan at the prime lending rate plus 1.00%. 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 incurred.

Payment of Benefits - On termination of service due to death, disability or retirement, a participant shall receive a single lump-sum amount equal to the value of the participant's account. A participant who began participation in the Plan before July 1, 2001 and becomes entitled to receive the accumulated shares may elect to receive proceeds in the form of a life annuity. For termination of service due to other reasons, a participant will receive the value in his or her account as a lump-sum distribution. Participants may begin withdrawing funds without penalty once the age of 59 ½ is achieved.

The Plan allows for hardship withdrawals arising as the result of (a) expense incurred by the participant for medical care for the participant, participant's spouse, or dependent not covered by health insurance or other Plans, (b) the purchase of a principal residence of the participant, (c) the payment of post-secondary tuition for the participant or a dependent, (d) the threat of eviction or foreclosure on the mortgage of the participant's principal residence, (e) payments for burial or funeral expenses for the participant's deceased parent, spouse, children or dependents, or (f) expenses for the repair of damage to the participant's principal residence that would qualify for the casualty deduction. The balance of after-tax and rollover contribution accounts may be withdrawn at any time and for any reason.

Administrative Expenses and Individual Service Fees - As discussed in Note 7, the Plan reimburses the I.A.M. National Pension Fund for administrative and other expenses incurred on behalf of the Plan. Additionally, Plan participants paid the recordkeeper for individual service fees associated with processing participants' loans and hardship withdrawals.

Administrative Assessments - The Plan has a revenue sharing agreement with John Hancock to remit shared revenue quarterly to the Plan after deducting fees for recordkeeping. The Plan also receives additional administrative assessments periodically. For the year ended December 31, 2023, the total administrative assessments of \$2,418,941 is comprised of \$3,632,376 revenue shares after the recordkeeper deducted \$1,213,435 in recordkeeper fees. For the year ended December 31, 2022, the total administrative assessments of \$2,171,848 is comprised of \$3,318,063 revenue share after the recordkeeper deducted \$1,146,215 in recordkeeper fees. As of December 31, 2023 and 2022, John Hancock owed the Plan \$593,246 and \$520,736, respectively. The amounts are included in other receivables on the Plan's statements of net assets available for benefits.

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting - The financial statements of the Plan have been prepared using the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Valuation of Investments and Recognition of Income - Investments are stated at fair value (except for the fully benefit-responsive investment contract, which is reported at contract value). Mutual funds and self-managed accounts are valued at their market value or net asset value of the fund on the last business day of the year. The common collective trusts are valued at market value on the last business day for the year as established by the trusts.

Fully benefit responsive contracts are valued at contract value. The Plan's guaranteed interest account with New York Life is valued at contract value. Contract value represents contributions made under the contract, plus interest at the contract rate, less funds used to purchase annuities and pay administration expenses charged by New York Life. Contract value is the amount participants would normally receive if they were to initiate permitted transactions under the terms of the Plan.

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

Fixed Assets – Fixed assets are capitalized at cost. Costs of major additions, replacements and improvements are capitalized, and maintenance and repairs which do not improve or extend the useful lives of the respective assets are charged to expense as incurred.

Office equipment is depreciated using the straight-line method over 5 years estimated useful lives.

Contributions to the Plan - Participants contribute to their savings accounts via payroll deduction. All amounts withheld as of year-end but not yet transferred to the Plan at that date are recorded as a receivable. Participants' rollover contributions are recorded when received. Contributions are accounted for as exchange transactions.

Payment of Benefits - Benefits are recognized upon distribution.

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 certain reported amounts and disclosures in the financial statements. Actual results could differ from those estimates.

NOTE 3. PRIORITIES UPON TERMINATION

Although it has not expressed any intent to do so, the Trustees has the right, under the Plan, to terminate the Plan subject to the provisions of ERISA. In the event of termination of this Plan, the assets then remaining, after providing for the expenses of the Plan and for the payment of participants' accounts, shall be distributed amount the participants. Each participant shall receive that part of the total remaining assets in the same ratio as his or her account bears to the aggregate amount of the accounts of all participants. No portion of the assets will revert or inure to the benefit of an employer or the I.A.M.A.W.

NOTE 4. 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 are described as follows:

Basis of Fair Value Measurement:

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

Level 2 - Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

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

The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement.

Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. For the years ended December 31, 2023 and 2022, there were no transfers in or out of level 1, 2, or 3.

NOTE 4. FAIR VALUE MEASUREMENTS (continued)

There were no changes in valuation methodologies at December 31, 2023 and 2022.

Fair Value Measurements at December 31, 2023				
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 247,848,979	\$ 247,848,979	\$ -	\$ -
Self-managed accounts	7,478,587	7,478,587	-	-
Total investments in fair value hierarchy	255,327,566	<u>\$ 255,327,566</u>	<u>\$ -</u>	<u>\$ -</u>
Investments measured at NAV	460,013,590			
Total investments	<u>\$ 715,341,156</u>			

Fair Value Measurements at December 31, 2022				
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 191,595,201	\$ 191,595,201	\$ -	\$ -
Self-managed accounts	5,895,910	5,895,910	-	-
Total investments in fair value hierarchy	197,491,111	<u>\$ 197,491,111</u>	<u>\$ -</u>	<u>\$ -</u>
Investments measured at NAV	374,127,390			
Total investments	<u>\$ 571,618,501</u>			

In accordance with Subtopic 820-10, investments that are measured at fair value using the net asset value per share (or its equivalent) practical expedient have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

The fair value, unplanned commitments and redemption information for the investments, as of December 31, 2023 and 2022, are as follows:

	Fair Value		Unfunded	Redemption	Redemption
	2023	2022	Commitments	Frequency	Notice Period
Collective investment trusts	<u>\$ 460,013,590</u>	<u>\$ 374,127,390</u>	N/A	daily	1 day

NOTE 5. GUARANTEED INTEREST ACCOUNT

The Plan participates in a fully benefit-responsive guaranteed investment contract with New York Life Trust Company (NYLTC), a subservice organization to John Hancock, via the New York Life Guaranteed Interest Account. The value of the investment contract at December 31, 2023 and 2022 was \$78,484,412 and \$87,462,259, respectively. NYLTC maintains the contributions for the guaranteed investment contract in a general account. The account is credited with earnings at a fixed interest rate on the underlying investments and charged for participant withdrawals and administrative expenses. NYLTC is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

NOTE 5. GUARANTEED INTEREST ACCOUNT (continued)

As described in Note 2, because the guaranteed interest account is fully benefit responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the group annuity contracts. Contract value, as reported to the Plan by NYLTC, represents contributions made under the contract, plus earnings, less withdrawals, and administrative expenses. There were no reserves against contract value for credit risk of the contract issuer or otherwise. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The crediting interest rates are established without the use of a specific formula but may not be less than 1.0%. Such interest rates are reviewed on a semiannual basis for resetting. The crediting interest rate in the account was 2.30% for the years ending December 31, 2023 and 2022. During the years ended December 31, 2023 and 2022, the interest credited to the account totaled \$1,925,966 and \$1,419,388, respectively. Certain events limit the availability of the Plan to transact at contract value with the issuer. Such events include the following: (1) certain amendments to the Plan documents (including completed or partial Plan termination), (2) termination of the contract or breach of a provision of the contract by the Plan, or (3) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the ERISA. The Plan administrator does not believe that the occurrence of any such event, which would limit the Plan's ability to transact at contract value with participants, is probable.

The contracts permit termination of the contract with appropriate notice to the Plan. This termination would cause the contract to settle at an amount different from contract value.

The Plan's ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on NYLTC's ability to meet its financial obligations. NYLTC's ability to meet its contractual obligations may be affected by future economic and regulatory developments.

NOTE 6. TAX STATUS

The Plan obtained its latest determination letter on November 3, 2015 in which the Internal Revenue Service stated that the multiemployer Plan document was in compliance with the applicable requirements of the Internal Revenue Code (IRC) and was, therefore, exempt from federal income taxes under the provisions of Section 501(a). The Plan has been amended since receiving the determination letter; however, the plan administrator and the Plan counsel believe that the Plan continues to be qualified and the related Trust was tax exempt as of the financial statements date.

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 if the Plan has taken an uncertain position that, more likely than not, would not be sustained upon examination by the U.S. Federal, state, or local taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. Typically, plan tax years will remain open for three years; however, this may differ depending upon the circumstances of the Plan.

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

During the years ended December 31, 2023 and 2022, the Plan incurred direct and indirect office and administrative expenses paid on its behalf by the I.A.M. National Pension Fund (the NPF) which totaled \$2,192,743 and \$1,802,671, respectively. The balance payable at December 31, 2023 and 2022 was \$945,435 and \$1,045,941, respectively.

The Plan paid certain expenses on behalf of the National I.A.M. Benefit Trust Fund (the BTF). As of December 31, 2023 and 2022, \$6,825 and \$6,197, respectively, was owed from the BTF.

The guaranteed investment contract is managed by NYLTC. NYLTC is the Custodian, as defined by the Plan, and therefore, the transaction qualifies as a party-in-interest transaction. The transaction has been denoted as such on the supplemental schedule of assets held at end of year.

NOTE 8. 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.

NOTE 9. SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through October 2, 2024, the date the financial statements were available to be issued, and they have been evaluated in accordance with relevant accounting standards.

SUPPLEMENTAL INFORMATION

I.A.M. NATIONAL 401(K) PLAN

SCHEDULE OF ASSETS HELD AT END OF YEAR

DECEMBER 31, 2023

Form 5500, Schedule H, Line 4i

EIN: 32-0443423

Plan No: 003

(a)	(b)	(c)				(d)	(e)
		Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value				**Cost	Current Value
	Issuer, Borrower	Type	Shares/ Principal	Interest Rate	Maturity Date		
		<u>Mutual funds:</u>					
	Acadian Em Markets Equity	Mutual Fund	197,988			\$	2,009,969
	American Century Sm Growth	Mutual Fund	1,133,117				11,759,333
	Blackrock Adv Sm Cap Core	Mutual Fund	2,772,050				28,205,387
	Metro West Tot Return Bond	Mutual Fund	180,006				1,971,138
	PGIM High Yield Fund	Mutual Fund	114,863				1,214,152
	PIMCO Total Return	Mutual Fund	1,295,503				14,509,697
	Vanguard Inflation Pro Sec	Mutual Fund	321,157				3,657,110
	Vanguard Inst Index	Mutual Fund	1,890,356				51,959,820
	Vanguard R1000 Gr Index	Mutual Fund	1,830,642				64,743,648
	Vanguard R1000 Value Index	Mutual Fund	1,199,302				23,392,883
	Vanguard Total Inter Index	Mutual Fund	1,845,608				24,715,436
	Vanguard Total Stock Index	Mutual Fund	754,019				19,710,406
		Total mutual funds					247,848,979
		<u>Guaranteed interest account:</u>					
*	NYL Guaranteed Int Acc LO6302	Guaranteed Interest Account	65,526,610				78,484,412
		<u>Collective investment trusts:</u>					
	Vanguard Ret Inc Tr II	Collective Investment Trust	1,865,018				25,499,608
	Vanguard Target 2020 Tr II	Collective Investment Trust	3,303,999				51,149,067
	Vanguard Target 2025 Tr II	Collective Investment Trust	1,632,048				26,551,944
	Vanguard Target 2030 Tr II	Collective Investment Trust	7,344,901				125,282,083
	Vanguard Target 2035 Tr II	Collective Investment Trust	1,757,830				31,581,730
	Vanguard Target 2040 Tr II	Collective Investment Trust	4,030,316				74,691,451
	Vanguard Target 2045 Tr II	Collective Investment Trust	1,275,822				24,708,071
	Vanguard Target 2050 Tr II	Collective Investment Trust	2,989,840				57,814,823
	Vanguard Target 2055 Tr II	Collective Investment Trust	1,285,131				24,968,492
	Vanguard Target 2060 Tr II	Collective Investment Trust	677,498				13,055,959
	Vanguard Target 2065 Tr II	Collective Investment Trust	305,644				4,529,793
	Vanguard Target 2070 Tr II	Collective Investment Trust	16,225				180,569
		Total collective investment trusts					460,013,590
		<u>Self-managed accounts:</u>					
	Bank of China - New NY	Certificate of Deposits	106,000	5.450	% 01/16/24		106,009
	Bank of China - New NY	Certificate of Deposits	5,000	5.450	01/19/24		5,001
	Flagstar Bank, N.A. MI	Certificate of Deposits	1,000	5.500	04/30/24		1,001
	Flushing Bank NY	Certificate of Deposits	1,000	5.550	01/08/24		1,000
	Fulton Bank NA PA	Certificate of Deposits	101,000	5.400	02/21/24		101,017
	JP Morgan Chase & Co. OH	Certificate of Deposits	2,000	5.650	07/31/24		2,004
	Main Street Bank MA	Certificate of Deposits	1,000	5.450	01/19/24		1,000
	Medallion Bank UT	Certificate of Deposits	1,000	5.450	10/30/24		1,004
	Morgan Stanley PVT B NY	Certificate of Deposits	1,000	4.900	03/30/26		1,007
	Umpqua Bank, Oregon OR	Certificate of Deposits	40,000	5.500	02/21/24		40,013
	Wells Fargo Bank, NT SD	Certificate of Deposits	23,000	4.800	12/27/24		22,962
	Schwab Municipal Money Inv	Cash Equivalents	11,244				11,244
	Schwab Value Advantage Money Investor Shares	Cash Equivalents	46,066				46,066
	Schwab US Treasury Money Investor	Cash Equivalents	128,704				128,704
	22nd Century Group Inc	Common Stock	603				112
	23 And Me HLDG Co	Common Stock	200				183
	3M Company	Common Stock	89				9,690
	Abbott Laboratories	Common Stock	112				12,300
	Abbvie Inc	Common Stock	1,355				209,967
	Abcellera Biologics Inc	Common Stock	50				286
	Acasti Pharma Inc CL A	Common Stock	9				26
	Achieve Life Science Inc	Common Stock	292				1,203
	Acorda Therapeutics Inc	Common Stock	1				15
	Acutus Med Inc	Common Stock	60				12
	ADT Inc Deleware	Common Stock	30				208
	Adial Pharmaceuticals Inc	Common Stock	32				60
	Adma Biologics Inc	Common Stock	400				1,808
	Advanced Auto Parts	Common Stock	25				1,539
	Advanced Micro Devices Inc	Common Stock	1,128				166,278
	Adverum Biotechnologies Inc	Common Stock	701				528
	Aersale Corp	Common Stock	30				381
	Agco Corporation	Common Stock	20				2,434

(a)	(b) Issuer, Borrower	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d) **Cost	(e) Current Value
		Type	Shares/ Principal	Interest Rate		
				Maturity Date		
		<u>Self-managed accounts (continued):</u>				
	Ageagle Aerial Systems Inc	Common Stock	300			\$ 31
	Agnc Investment Corp	Common Stock	202			1,982
	Aim Immunotech Inc	Common Stock	2,000			880
	Airbnb Inc Cl A	Common Stock	241			32,810
	Aeva Technologies IN	Common Stock	3,000			2,273
	Akebia Therapeutics Inc	Common Stock	437			542
	Alaunos Therapeutics Inc	Common Stock	300			21
	ALCOA Corporation	Common Stock	10			340
	Algoma Steel Group Inc	Common Stock	5			51
	Allakos Inc	Common Stock	100			273
	Ally Financial Inc	Common Stock	105			3,656
	Alphabet Inc Cl A	Common Stock	827			115,524
	Alphabet Inc Cl C	Common Stock	1,341			188,987
	Alteryx Inc CL A	Common Stock	25			1,179
	Altria Group Inc	Common Stock	4,043			163,113
	Amazon Inc	Common Stock	1,586			240,977
	AMC Entertainment Holdings Inc Cl A	Common Stock	2,235			13,678
	Amedisys Inc	Common Stock	4			380
	American Airlines Group Inc	Common Stock	65			893
	American Resources Corporation Cl A	Common Stock	100			149
	Amplitude Inc CL A	Common Stock	1			13
	Annaly Capital Management REIT	Common Stock	222			4,300
	Antero Resources Corporation	Common Stock	20			454
	APA Corporation	Common Stock	12			431
	Apartment Invest And Mgmt Co	Common Stock	800			6,264
	Appian Corporation Cl A	Common Stock	175			6,591
	Apple Hospitality Reit Inc Npv	Common Stock	89			1,481
	Apple Inc	Common Stock	2,037			392,174
	Applied Dna Sciences Inc	Common Stock	1			1
	Applied Uv Inc	Common Stock	4			9
	Apra Therapeutics Inc	Common Stock	5			24
	Aptorum Group Linterd CL A	Common Stock	64			98
	Aquestive Therapeutics Inc	Common Stock	200			404
	Arbor Realty TR REIT	Common Stock	200			3,036
	Arca Biopharma Inc	Common Stock	2,400			4,080
	Archer-Daniels-Midland Co	Common Stock	30			2,186
	Archer Aviation Inc	Common Stock	1,356			8,326
	Archrock Inc	Common Stock	20			308
	Arcimoto Inc	Common Stock	10			9
	Ardelyx Inc	Common Stock	600			3,720
	Ares Coml Real Estate Reit	Common Stock	50			518
	Artelo Biosciences Inc	Common Stock	267			374
	Asensus Surgical Inc	Common Stock	400			128
	AT&T Inc	Common Stock	6,243			104,754
	Atlassian Corporation PLC CL A	Common Stock	20			4,757
	Atossa Therapeutics Inc	Common Stock	601			529
	Aurora Cannabis Inc	Common Stock	16			8
	Aurora Innovation Cl A	Common Stock	250			1,093
	Avenue Therapeutics	Common Stock	10,500			1,691
	Avinger Inc	Common Stock	202			547
	Avrobio Inc	Common Stock	1,200			1,632
	Axcella Health Inc	Common Stock	3			1
	Ayala Pharmaceutical	Common Stock	45			30
	Azure Power Global Limited	Common Stock	47			59
	Baker Hughes Company Cl A	Common Stock	29			992
	Bank of America Corp	Common Stock	35			1,178
	Barrick Gold Corporation	Common Stock	31			569
	Berkshire Hathaway Inc Cl B	Common Stock	204			72,759
	Beyond Meat Inc	Common Stock	63			561
	Beyondspring Inc	Common Stock	10			9
	Bigcommerce Hldgs Inc	Common Stock	50			487
	Biocryst Pharmaceuticals Inc	Common Stock	100			599
	Biora Therapeutics Inc	Common Stock	80			108
	Birks Group Inc Cl A	Common Stock	400			1,876
	Bit Digital Inc	Common Stock	15			63
	Bit Origin LTD	Common Stock	4			17
	Bitfarms Ltd	Common Stock	100			291
	Blackberry Ltd	Common Stock	12			42
	Blackstone Inc	Common Stock	14			1,866
	Blink Charging Co	Common Stock	12,837			43,517
	Block Inc CL A	Common Stock	17			1,315
	Boeing Co	Common Stock	69			17,986
	Boot Barn Holdings	Common Stock	5			384
	Borg Warner Inc	Common Stock	92			3,292
	Boston Properties Inc	Common Stock	98			6,891
	BRC Inc A	Common Stock	20			73
	BTCS Inc	Common Stock	100			163

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		Type	Shares/ Principal	Interest Rate		
				Maturity Date		
		<u>Self-managed accounts (continued):</u>				
	Butterfly Network Inc CL A	Common Stock	4		\$	4
	C3.AI INC CL A	Common Stock	20			574
	Calithera Biosciences Inc	Common Stock	35			1
	Callon Petroleum Co	Common Stock	10			324
	Camtek	Common Stock	52			5,204
	Canoo Inc Cl A	Common Stock	15,979			4,110
	Canopy Growth Corporation	Common Stock	195			996
	Capri Holdings Ltd	Common Stock	1			50
	Capricor Therapeutics Inc	Common Stock	800			3,912
	Cardiff Oncology Inc	Common Stock	1,500			2,220
	Carnival Corp Units	Common Stock	826			15,315
	Caretrust REIT Inc REIT	Common Stock	40			895
	Carisma Therapeutics	Common Stock	330			967
	Carvana Co A	Common Stock	19			1,006
	Cassava Sciences Inc	Common Stock	110			2,476
	Castor Maritime Inc	Common Stock	121			51
	Cava Group Inc	Common Stock	12			516
	CCC Intelligent Solutions Hldg	Common Stock	20			228
	Collectar Biosciences Inc	Common Stock	100			277
	Celsius Holdings Inc	Common Stock	681			37,128
	Cemtrex Inc	Common Stock	3			15
	Cenntro Electric Group LTD	Common Stock	4			6
	Chargepoint Holdings Inc CL A	Common Stock	132			309
	Chemed Corp	Common Stock	1			589
	Chevron Corporation	Common Stock	166			24,740
	Chewy Inc CL A	Common Stock	2			47
	Chicken Soup For The Soul Entm CL A	Common Stock	9			2
	China Jo-Jo Drugstores Inc	Common Stock	34			8
	Cidara Therapeutics Inc	Common Stock	200			159
	Cineverse Corp A	Common Stock	450			608
	Cinemark Holdings Inc	Common Stock	1			14
	Citigroup Inc	Common Stock	140			7,220
	Citius Pharmaceuticals Inc	Common Stock	1,000			757
	Cleantek Inc	Common Stock	60			662
	Cleveland Cliffs Inc	Common Stock	2			41
	Cloudflare Inc CL A	Common Stock	195			16,236
	CNS Pharmaceuticals Inc	Common Stock	19			24
	Coca-Cola Co	Common Stock	96			5,641
	Coinbase Global Inc CL A	Common Stock	89			15,479
	Color Star Technology Co Ltd	Common Stock	95			35
	Community Health Sys Inc	Common Stock	385			1,205
	Conocophillips	Common Stock	1			86
	Confluent Inc A	Common Stock	200			4,680
	Consol Energy Inc	Common Stock	30			3,016
	Constellation Brands Inc Cl A	Common Stock	32			7,813
	Contextlogic Inc Cl A	Common Stock	8			48
	Copart Inc	Common Stock	2			98
	Corbus Pharms Hldgs Inc	Common Stock	26			157
	Corecivic Inc	Common Stock	20			291
	Cormedix Inc	Common Stock	800			3,008
	Cornerstone Strategic Value Fd	Common Stock	623			4,479
	Corteva Inc	Common Stock	11			546
	Crispr Therapeutics	Common Stock	10			626
	Crocs Inc	Common Stock	110			10,275
	Cronos Group Inc	Common Stock	1,300			2,717
	Crowdstrike Holdings Inc CL A	Common Stock	220			56,170
	Crown Castle Inc REIT	Common Stock	15			1,728
	Cubsmart	Common Stock	47			2,183
	Cue Health Inc	Common Stock	250			41
	Curevac N V	Common Stock	100			421
	CVS Health Corporation	Common Stock	152			11,976
	Cyclerion Therapeutics Inc	Common Stock	18			60
	Cytomx Therapeutics Inc	Common Stock	100			155.0
	DARE Bioscience Inc	Common Stock	600			185
	Delta Air Lines Inc	Common Stock	10			404
	Dension Mines Corporation	Common Stock	2,400			4,248
	Desktop Metal Inc Cl A	Common Stock	102			77
	Devon Energy Corp	Common Stock	185			8,381
	Digital Turbine Inc	Common Stock	13			89
	Digital World Acquisition Corp	Common Stock	5			88
	Dine Brands Global	Common Stock	25			1,241
	Discover Finl S	Common Stock	3			337
	Diversified Healthcare Trust SHS of Beneficial Interest	Common Stock	333			1,246
	Dollar General Corp	Common Stock	20			2,726
	Dogness Intl Corp	Common Stock	5			25
	Dow Inc	Common Stock	8			422
	Draftkings Inc Cl A	Common Stock	945			33,311

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	Issuer, Borrower	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			**Cost	Current Value
		Type	Shares/ Principal	Interest Rate	Maturity Date	
		<u>Self-managed accounts (continued):</u>				
	DSS Inc	Common Stock	600			\$ 72
	Duke Energy Corp	Common Stock	224			21,737
	Duolingo Inc A	Common Stock	4			907
	Dupont De Nemours Inc	Common Stock	7			502
	Dynex Capital Inc	Common Stock	118			1,476
	Eagle Point Credit CF	Common Stock	130			1,235
	Eastern Co	Common Stock	5			110
	Edgio Inc	Common Stock	3,000			1,028
	ELDorado Gold Corp	Common Stock	1,000			12,970
	Electrameccanica VEHS Corp	Common Stock	1,800			604
	Electronic Arts Inc	Common Stock	3			410
	E L F Beauty Inc	Common Stock	225			32,477
	Encompass Health Corporation	Common Stock	5			342
	Endeavor Group Holdings Inc CL A	Common Stock	3			71
	Energy Fuels Inc	Common Stock	10			72
	Enhabit Inc	Common Stock	2			21
	Enliven Therapeutics	Common Stock	50			692
	Enovix Corp	Common Stock	2			25
	Enphase Energy Inc	Common Stock	5			661
	Entera Bio Ltd	Common Stock	1			1
	Enveric Biosci	Common Stock	1			1
	EPR Properties SBI	Common Stock	150			7,262
	Equillum Inc	Common Stock	200			145
	Evergy Inc	Common Stock	1			52
	Express Inc	Common Stock	20			167
	Exxon Mobil Corporation	Common Stock	156			15,645
	Fastly Inc CL A	Common Stock	30			534
	Fathom Digital MFG C	Common Stock	3			13
	Femasys Inc	Common Stock	10			10
	Ferrari N V	Common Stock	5			1,744
	Fisker Inc Cl A	Common Stock	2,552			4,466
	Fiverr International Ltd	Common Stock	40			1,089
	First Republic Bank	Common Stock	20			1
	Flex Lng LTD	Common Stock	18			512
	Ford Motor Co	Common Stock	3,067			37,386
	Fortress Biotech Inc	Common Stock	6			18
	Freeport-Mcmoran Inc Cl B	Common Stock	26			1,100
	Fresh Tracks Therapeutics Inc	Common Stock	48			42
	Fsd Pharma Inc Cl B	Common Stock	2,400			2,208
	Fubotv Inc	Common Stock	70			223
	Fuelcell Energy Inc	Common Stock	139			222
	Fulgent Genetics Inc	Common Stock	80			2,313
	Fury Gold Mines Ltd	Common Stock	751			380
	G One Therapeutics In	Common Stock	400			1,220
	Gamestop Corporation CL A	Common Stock	791			13,866
	GD Culture Group LTD	Common Stock	8			21
	Ge Healthcare Techno	Common Stock	92			7,120
	Generac Holdings Inc	Common Stock	2			5,816
	General Electric Co	Common Stock	276			35,193
	General Mills Inc	Common Stock	14			903
	General Motors Co	Common Stock	21			760
	Genedx Holdings Corp A	Common Stock	7			19
	Geo Group Inc (The)	Common Stock	25			271
	Gevo Inc	Common Stock	521			604
	Gilead Sciences Inc	Common Stock	17			1,385
	Gladstone Land Corp	Common Stock	390			5,637
	Global-E Online LTD	Common Stock	982			38,917
	Global Medical REI	Common Stock	91			1,010
	Global Net Lease Inc	Common Stock	1,125			11,194
	Globalfoundries Inc	Common Stock	1			61
	Globalstar Inc	Common Stock	2,219			4,305
	Gold Resource Corporation	Common Stock	3,000			1,128
	Golden Ocean Group LTD	Common Stock	1			10
	Goodyear Tire & Rubber Co	Common Stock	315			4,511
	Gopro Inc Cl A	Common Stock	76			264
	Groupon Inc	Common Stock	20			257
	Growgeneration Corp	Common Stock	101			254
	Guardion Health Sciences Inc	Common Stock	7			37
	Gyre Therapeutics	Common Stock	6			154
	HanesBrands Inc	Common Stock	644			2,873
	Hawaiian Electric Industry	Common Stock	20			284
	Hawaiian Holdings	Common Stock	80			1,136
	Hercules Capital Inc	Common Stock	1,443			24,050
	Hess Corporation	Common Stock	51			7,372
	Histogen Inc	Common Stock	250			77
	Hive Ditigal Tech Ltd	Common Stock	(1,000)			(4,530)
	Horizon Tech Fin	Common Stock	2			26

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	Issuer, Borrower	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			**Cost	Current Value
		Type	Shares/ Principal	Interest Rate	Maturity Date	
		<u>Self-managed accounts (continued):</u>				
	Huntington Bancshares Inc	Common Stock	104			\$ 1,317
	Hut 8 Mining Corp	Common Stock	10			133
	Hycroft Mining Holding Corp CL A	Common Stock	237			581
	Hyliion Holdings Corp	Common Stock	64			52
	Hyzon Motors Inc CL A	Common Stock	750			671
	Ibio Inc	Common Stock	6			8
	Illumina Inc	Common Stock	4			557
	Imperial Petroleum Inc	Common Stock	1			3
	Infinera Corp	Common Stock	60			285
	Infinity Pharmaceuticals Inc	Common Stock	800			2
	Inhibikase Therapeutics Inc	Common Stock	134			170
	Inovio Pharmaceuticals Inc	Common Stock	500			255
	Insmed Inc	Common Stock	10			310
	Intel Corp	Common Stock	282			14,152
	Intelligent Bio Solutions Inc	Common Stock	50			17
	International Paper Co	Common Stock	87			3,153
	Intest Corp	Common Stock	5			68
	Intl Game Tech Plc	Common Stock	101			2,774
	Intrepid Potash Inc	Common Stock	10			239
	Invitae Corp	Common Stock	100			63
	Ionq Inc	Common Stock	16			1,239
	IROBOT Corp	Common Stock	135			5,225
	Iridium Communications	Common Stock	50			2,058
	Iterum Therapeutics PLC	Common Stock	13			26
	Jetblue Airways Corporation	Common Stock	5,833			32,373
	Joann Inc	Common Stock	1,500			669
	Joby Aviation Inc	Common Stock	50			333
	Johnson & Johnson	Common Stock	141			22,098
	JP Morgan Chase & Co	Common Stock	20			3,402
	Kamada	Common Stock	190			1,163
	Kartoon Studios Inc	Common Stock	1,000			1,390
	Keycorp Inc	Common Stock	112			1,607
	Kezar Life Sciences Inc	Common Stock	500			474
	Kinder Morgan Inc	Common Stock	981			17,302
	Kohls Corporation	Common Stock	2			46
	Koss Corp	Common Stock	330			1,106
	Kraft Heinz Co	Common Stock	187			6,923
	Kroger Co	Common Stock	128			5,843
	Lam Research Corp	Common Stock	10			7,833
	Las Vegas Sands Corp	Common Stock	10			496
	Lemonade Inc	Common Stock	295			4,758
	Lexaria Bioscience Corp	Common Stock	3			304
	Liberty Latin America LTD	Common Stock	25			184
	Lightening Emotors Incorporated	Common Stock	120			31
	Lilium N V A	Common Stock	400			472
	Lions Gate Entertainment Corp Cl A	Common Stock	150			1,635
	LL Flooring Holdings Inc	Common Stock	1			4
	Lockheed Martin Corp	Common Stock	6			2,772
	Lordstown Motors Corp Cl A	Common Stock	17			20
	Lowe's Companies Inc	Common Stock	75			16,719
	LTC Properties Inc	Common Stock	191			6,127
	Lucid Group Inc	Common Stock	1,686			7,098
	Lululemon Athletica Inc	Common Stock	21			10,737
	Lyft Inc CL A	Common Stock	200			2,998
	Madison Sq Garden Sport Corp CL A	Common Stock	3			545
	Main Street Cap Corp	Common Stock	55			2,378
	Manitowoc Co Inc	Common Stock	1			17
	Marathon Digital Holdings Inc	Common Stock	25			587
	Marathon Oil Corporation	Common Stock	202			4,869
	Marin Software Inc	Common Stock	1,500			550
	Marvell Technology Inc	Common Stock	20			1,217
	Match Group Inc New	Common Stock	10			365
	Matrix Service Co	Common Stock	249			2,435
	Matterport Inc A	Common Stock	28			54
	Medical Properties Trust Inc	Common Stock	501			2,460
	Medicinova Inc	Common Stock	280			420
	Mediowound Ltd	Common Stock	86			875
	Mercadolibre Inc	Common Stock	38			59,719
	Meta Materials Inc	Common Stock	2,223			147
	Meta Platforms Inc CL A	Common Stock	662			234,322
	Metlife Inc	Common Stock	200			13,226
	Mfa Financial Inc Stk	Common Stock	108			1,218
	MGM Resorts International	Common Stock	10			447
	Microbot Medical Inc	Common Stock	200			328
	Micron Technology Inc	Common Stock	1			85
	Microsoft Corp	Common Stock	130			48,854
	Microstrategy CL A	Common Stock	2			1,263

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		Type	Shares/ Principal	Interest Rate	Maturity Date	
		<u>Self-managed accounts (continued):</u>				
	Microvision Inc Washington	Common Stock	352			\$ 936
	Milestone Scientific Inc	Common Stock	100			69
	Mind Medicine Mindme	Common Stock	500			1,830
	Moderna Inc	Common Stock	40			3,978
	Moleculin Biotech Inc	Common Stock	1,000			858
	Molson Coors Beverage Company Cl B	Common Stock	143			8,724
	Mondelez Intl Inc Cl A	Common Stock	2,596			188,047
	MSP Recovery Inc A	Common Stock	167			379
	MSCI Inc	Common Stock	1			567
	Mullen Automotive Inc	Common Stock	42			600
	Mustang Bio Inc	Common Stock	20			27
	My Size Inc	Common Stock	32			22
	Myriad Genetics Inc	Common Stock	600			11,484
	Nabors Industries Ltd	Common Stock	18			1,469
	Netflix Inc	Common Stock	16			7,807
	Neurobo Pharmaceutic	Common Stock	3			11
	Newell Brands Inc	Common Stock	102			882
	Nextra Energy Inc	Common Stock	100			6,074
	Nikola Corporation	Common Stock	778			681
	Nike Inc B	Common Stock	37			4,017
	Nine Energy Service	Common Stock	1,000			2,680
	Notable Labs LTD	Common Stock	2			4
	Northrop Grumman Corp	Common Stock	3			1,430
	Novavax Inc	Common Stock	25			120
	NRX Pharmaceuticals Inc	Common Stock	10			5
	NTNL Storage AFF	Common Stock	66			2,717
	NU Holdings Ltd	Common Stock	1,400			11,662
	Nutrien Ltd	Common Stock	27			1,501
	Nuzee Inc	Common Stock	1			3
	Nvidia Corp	Common Stock	600			297,153
	Nxu Inc CL A	Common Stock	402			925
	Occidental Petroleum Corp	Common Stock	202			12,068
	Ocular Therapeutix Inc	Common Stock	51			227
	OKTA Inc CL A	Common Stock	23			2,082
	Old Republic Intl Corp	Common Stock	2			472
	Omega Healthcare Investors Stk Us	Common Stock	58			1,788
	On Hldg Ag Namen	Common Stock	2			54
	Onconova Therapeutics Inc	Common Stock	200			149
	Oneok Inc	Common Stock	1			35
	Opendoor Technologies Inc	Common Stock	55			246
	Oragenics Inc	Common Stock	36			203
	Organigram Holdings Inc	Common Stock	1			1
	Ovid Therapeutics Inc	Common Stock	1,000			3,220
	Palantir Tech Inc Cl A	Common Stock	1,698			29,155
	Paramount Global CL B	Common Stock	15			226
	Paycom Software Inc	Common Stock	100			20,672
	Paypal Holdings Inc	Common Stock	28			1,719
	Paysafe LTD	Common Stock	9			115
	PDS Biotechnology Corporation	Common Stock	100			497
	Pembina Pipeline Corporation	Common Stock	10			344
	Peraso Inc	Common Stock	6			2
	Perion Network LTD	Common Stock	156			4,816
	Permian Resources Corporation	Common Stock	21			287
	Petco Health & Wellness Co Inc	Common Stock	90			284
	Petmed Express Inc	Common Stock	217			1,643
	Petros Pharmaceuticals Inc	Common Stock	120			169
	Pfizer Inc	Common Stock	4,164			119,876
	Phio Pharmaceuticals Corp	Common Stock	8			6
	Phillips 66	Common Stock	87			11,583
	Phunware Inc	Common Stock	250			21
	Pinterest Inc Cl A	Common Stock	100			3,704
	Pitney Bowes Inc	Common Stock	142			624
	Plug Power Inc	Common Stock	1,504			6,768
	Polar Power Inc	Common Stock	15			6
	Polaris Industries	Common Stock	19			1,813
	Pop Culture Group Co CL A	Common Stock	70			75
	Portillos Inc CL A	Common Stock	10			1,593
	Postal Realty Trust CL A	Common Stock	2			29
	Privia Health Group Inc	Common Stock	150			3,455
	Profire Energy Inc	Common Stock	600			1,086
	Prospect Capital Corporation	Common Stock	591			3,538
	Prudential Financial	Common Stock	15			1,597
	Pulmatrix Incorporated	Common Stock	100			186
	Putnam Mun Opportunities Tr Sh Ben Int	Common Stock	778			5,115
	Pvh Corporation	Common Stock	1			126
	Pyxis Oncology Inc	Common Stock	28			50
	Qualcomm Inc	Common Stock	100			14,463

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	Issuer, Borrower	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			**Cost	Current Value
		Type	Shares/ Principal	Interest Rate	Maturity Date	
		<u>Self-managed accounts (continued):</u>				
	Qualigen Therapeutics Inc	Common Stock	98			\$ 54
	Quantum Corporation	Common Stock	43			6
	Quantumscape Corp Cl A	Common Stock	703			4,886
	Quicklogic Corp	Common Stock	600			8,316
	Quidelortho Corp	Common Stock	10			737
	Qurate Retail Inc Ser A	Common Stock	100			88
	Ready Cap Corp	Common Stock	157			1,604
	Realty Income Corp	Common Stock	578			33,168
	Redwire Corp	Common Stock	200			570
	Reliance Global Group Inc	Common Stock	2			1
	Remark Holdings Inc	Common Stock	2			1
	Rewalk Robotics Ltd	Common Stock	3,356			2,610
	Rigetti Computing In	Common Stock	41			40
	Riot Platforms Inc	Common Stock	1,391			21,519
	Rithm Capital Corp NPV	Common Stock	121			1,297
	Rivian Automotive Inc CL A	Common Stock	2,296			53,864
	RMR Group Inc A	Common Stock	3			85
	Roan Holdings Group Co Ltd	Common Stock	1,400			18
	Robinhood Markets Inc CL A	Common Stock	330			4,204
	Roblox Corp CL A	Common Stock	181			8,275
	ROKU I N C A	Common Stock	569			52,155
	Royal Caribbean Group	Common Stock	5			647
	Royal Gold Inc	Common Stock	3			363
	RVL Pharmaceuticals PLC	Common Stock	600			2
	Sachem Capital Corp	Common Stock	543			2,031
	Safety Shot Inc	Common Stock	60			211
	Salesforce Inc	Common Stock	55			14,473
	Schwab (Charles) Corp	Common Stock	15			1,032
	Scilex Holding Co	Common Stock	38			78
	Scisparc Ltd	Common Stock	6			29
	Seabridge Gold Inc	Common Stock	10			121
	Seelos Therapeutics Inc	Common Stock	107			149
	Senestech Inc	Common Stock	4			5
	Senseonics Holdings Inc	Common Stock	200			114
	Service Now Inc	Common Stock	14			9,891
	Sharing SVCS Global	Common Stock	1,200			4
	Shopify Inc Cl A	Common Stock	691			53,829
	Silversun Technologies Inc	Common Stock	200			3,422
	Simon Property Group Inc	Common Stock	124			17,719
	Simulations Plus Inc	Common Stock	3,274			146,510
	Skillz Inc	Common Stock	15			94
	Skywater Technology Inc	Common Stock	20			192
	SL Green Realty Corp	Common Stock	67			3,026
	Smith and Wesson Brands Inc	Common Stock	212			2,881
	Snap Inc Cl A	Common Stock	115			1,947
	SNDL Inc	Common Stock	1,034			1,696
	Snowflake Inc CL A	Common Stock	13			2,587
	Sofi Technologis Inc	Common Stock	1,179			11,731
	Solid Power Inc A	Common Stock	200			290
	Soligenix Inc	Common Stock	147			111
	Sorrento Therapeutics Inc	Common Stock	277			34
	Soundhound AI Inc A	Common Stock	5,500			11,660
	Southern Co	Common Stock	81			5,651
	Sphere 3D Corp New	Common Stock	28			93
	Spirit Aerosystems Inc Cl A	Common Stock	1,757			55,838
	Spotify Technology S.A.	Common Stock	10			1,879
	SRM Entertainment	Common Stock	3			5
	Staffing 360 Solutions Inc	Common Stock	29			12
	Stag Industrial Inc	Common Stock	253			9,940
	Star Bulk Carriers Corp	Common Stock	250			5,315
	Starbucks Corp	Common Stock	15			1,440
	Starwood Property Trust Inc	Common Stock	39			822
	Stem Inc	Common Stock	40			155
	Stratasys Ltd	Common Stock	10			143
	Suncor Energy Inc	Common Stock	7			213
	Sunlink Health Systems Inc	Common Stock	800			744
	Sunworks Inc	Common Stock	200			47
	Sylvamo Corporation	Common Stock	2			101
	Synaptogenix Inc	Common Stock	25			7
	Syros Pharmaceuticals Inc	Common Stock	30			234
	T2 Biosystems Inc	Common Stock	2			13
	Take-Two Interactive Software	Common Stock	8			1,288
	Tapestry Inc	Common Stock	57			2,113
	Target Corp	Common Stock	26			3,715
	Teladoc Inc	Common Stock	92			1,983
	Tellurian Investment	Common Stock	3,200			2,418
	Telos Corp MD	Common Stock	40			146

(a)	(b)	(c)				(d)	(e)
	Issuer, Borrower	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			**Cost	Current Value	
		Type	Shares/ Principal	Interest Rate	Maturity Date		
		<u>Self-managed accounts (continued):</u>					
	Templeton Dragon Fund Inc	Common Stock	11			\$ 91	
	Templeton EMG Mkt	Common Stock	12			137	
	Tesla Inc	Common Stock	990			245,995	
	Textron Inc	Common Stock	100			8,042	
	TFS Financial Corporation	Common Stock	103			1,511	
	The Alkaline Water Co Inc	Common Stock	7			2	
	The Trade Desk Inc Cl A	Common Stock	456			32,814	
	Theriva Biologics Inc	Common Stock	1,120			482	
	Tilray Inc	Common Stock	1,715			3,945	
	Timkensteel Corp	Common Stock	5			117	
	Tmc The Metals Co In	Common Stock	134			147	
	T-Mobile Us Inc	Common Stock	52			8,337	
	Tonix Pharms Hldg Corp	Common Stock	37			15	
	Top Ships Inc	Common Stock	4			62	
	Toro Corporation	Common Stock	12			59	
	Transocean Inc New	Common Stock	7			44	
	Traeger Inc	Common Stock	445			1,215	
	Tritium DCFC LTD	Common Stock	16,997			3,739	
	Trevena Inc	Common Stock	112			81	
	Triumph Group Inc	Common Stock	75			1,326	
	Twilio Inc A	Common Stock	7			531	
	Tyson Foods Inc A	Common Stock	41			2,191	
	UBER Technologies Inc	Common Stock	15			924	
	Ultra Clean Holdings	Common Stock	30			1,024	
	Under Armour Inc Cl C	Common Stock	58			484	
	Union Pacific Corp	Common Stock	33			8,111	
	United Airlines Holdings	Common Stock	25			1,032	
	United Parcel Service CL B	Common Stock	17			2,686	
	United States Steel Corp	Common Stock	10			492	
	United Therapeutics Corp	Common Stock	10			2,199	
	Unity Software Inc	Common Stock	20			818	
	UR Energy Inc	Common Stock	100			154	
	UTIME Llt	Common Stock	200			55	
	UWM Hldgs Corp CL A	Common Stock	347			2,482	
	VF Corp	Common Stock	315			5,913	
	VAALCO Energy Inc	Common Stock	108			485	
	VACASA Inc	Common Stock	20			164	
	Vast Renewables Ltd	Common Stock	100			519	
	Ventas Inc	Common Stock	73			3,630	
	Verizon Communications	Common Stock	291			10,961	
	Vermillion Energy Inc	Common Stock	690			8,321	
	Viatis Inc	Common Stock	502			5,432	
	Vici Properties Inc	Common Stock	76			2,407	
	Vinfast Auto LTD	Common Stock	115			963	
	Village Farms Inte	Common Stock	7,900			6,012	
	Viracta Therapeutics Inc	Common Stock	651			371	
	Virgin Galactic Hldgs Inc	Common Stock	6,140			15,043	
	Visa Inc Cl A	Common Stock	49			12,831	
	Vista Outdoor Inc	Common Stock	20			591	
	Vivani Medical	Common Stock	1			1	
	VTV Therapeutics Inc Cl A	Common Stock	15			173	
	Vyne Therapeutics Inc	Common Stock	29			68	
	Wabtec Corp	Common Stock	7			916	
	Walgreens Boots Alliance Inc	Common Stock	30			780	
	Walt Disney Company (The)	Common Stock	138			12,460	
	Warner Bros Discovery Inc	Common Stock	1,147			13,053	
	Wells Fargo & Company	Common Stock	44			2,157	
	Westwater Resources Inc	Common Stock	300			169	
	Wework Inc CL A	Common Stock	5			1	
	Weyerhaeuser Company	Common Stock	26			898	
	Whitestone REIT	Common Stock	117			1,435	
	Workhorse Group Inc	Common Stock	1,913			689	
	Wynn Resorts LTD	Common Stock	5			459	
	Xponential Fitness Inc CL A	Common Stock	5			64	
	Xwell Inc	Common Stock	213			371	
	Zillow Group Inc CL C	Common Stock	28			1,620	
	Zim Integrated shipping serv	Common Stock	66			650	
	Zomedica Corp	Common Stock	450			90	
	Zoom Video Communications Inc CL A	Common Stock	14			1,007	
	Zcaler Inc	Common Stock	52			11,521	
	Zevra Therapeutics I	Common Stock	200			1,310	
	Zuora Inc Cl A	Common Stock	100			940	
	Zymeworks Inc	Common Stock	100			1,039	
	Acres Commercial Realty Corp	Preferred Stock	547	8.625 %		12,718	
	B Riley Financial Inc	Preferred Stock	345	5.250	08/31/28	4,623	
	Chicken Soup For The Soul Entm	Preferred Stock	525	9.500	07/31/25	8,274	
	Fat Brands Inc	Preferred Stock	850	8.250		12,657	

(a)	(b)	(c)			(d)	(e)
	Issuer, Borrower	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			**Cost	Current Value
		Type	Shares/ Principal	Interest Rate	Maturity Date	
		Self-managed accounts (continued):				
	FG Financial Group Inc	Preferred Stock	115	8.000	%	\$ 1,799
	JP Morgan Chase & Co	Preferred Stock	10	4.750		223
	Mfa Financial Inc	Preferred Stock	13	7.500		278
	Sachem Capital Corp	Preferred Stock	100	8.000	09/30/27	2,245
	VIA Renewables Inc	Preferred Stock	300			6,285
	Wells Fargo & Co	Preferred Stock	11	4.750		209
	Baron Capital Group Partners Retail	Mutual Fund	8			1,198
	Baron Focused Growth Retail	Mutual Fund	9			310
	Cohen & Steers Funds INST Realty Shares I	Mutual Fund	11			496
	Columbia Funds Seligman Tech & Information	Mutual Fund	17			1,917
	FMI International Investor	Mutual Fund	252			8,545
	Fidelity Investments 500 Index Retail	Mutual Fund	1,322			218,730
	Federated Hermes SDG Engagement EQ IS	Mutual Fund	358			4,871
	Invesco Small Cap Value A	Mutual Fund	32			648
	Loomis Sayles BD FD Instl	Mutual Fund	60			693
	Marshfield Concentrated Opportunity	Mutual Fund	59			1,678
	Oberweis Micro-Cap	Mutual Fund	13			483
	Parnassus Investments Core Eqty	Mutual Fund	39			1,977
	PIMCO Investments High Yield Inst	Mutual Fund	50			399
	PIMCO Investments Stocksplus Long Duration Inst	Mutual Fund	126			2,057
	Pioneer Multi-Asset Income Y	Mutual Fund	93			1,047
	PFG JP Morgan Tactical Aggressive Strat R	Mutual Fund	1,461			18,062
	PFG Meeder Tactical Strat R	Mutual Fund	4,668			43,743
	Schwab Funds Total Stock Mkt Index Select	Mutual Fund	22			1,780
	Schwab S&P 500 Index	Mutual Fund	161			11,802
	T. Rowe Price Funds Emrg Europe Investor	Mutual Fund	5			23
	T. Rowe Price Funds US Equity Research Investor	Mutual Fund	93			4,350
	T. Rowe Price Ultra Short-Term Bond	Mutual Fund	101			508
	T. Rowe Price Blue Chip Growth	Mutual Fund	99			14,797
	T. Rowe Price Diversified Mid Cap Gr	Mutual Fund	45			1,806
	TCW Funds Emrg Mkts Income Inst	Mutual Fund	161			1,034
	Thrivent Income S	Mutual Fund	135			1,098
	Thrivent Small Cap Stock S	Mutual Fund	240			7,069
	U.S. Global Investors World Precious Minerals Inv	Mutual Fund	89			129
	Vanguard Div Growth Investor	Mutual Fund	147			5,485
	Vanguard Global Cap Cycles Investor	Mutual Fund	477			5,849
	Vanguard High Yield Corp Investor	Mutual Fund	837			4,535
	Vanguard Inflation Protected Sec Inv	Mutual Fund	308			3,616
	Vanguard Real Estate Index Admiral	Mutual Fund	3			413
	Vanguard Short Term Invmt Grade	Mutual Fund	341			3,486
	Wasatch Micro Cap	Mutual Fund	31			209
	Bakkt Holdings Inc Warrant	Warrant	6			2
	Bird Global Inc Warrant	Warrant	4,900			1
	Digital World Acquisition Corp Warrant	Warrant	28			145
	Lilium N V Warrant	Warrant	1,000			160
	Occidental Petroleum Corp Warrant	Warrant	9			350
	Phunware Inc Warrant	Warrant	50			1
	SAB Biotherapeutics Inc Warrant	Warrant	60			2
	TMC the Metals Co in Warrant	Warrant	204			26
	Amplify Seymour Cannabis ETF	Unit Investment Trusts	16			68
	Ark Autonomous Tech Rbtcs ETF	Unit Investment Trusts	2			115
	Ark FinTech Innovation ETF	Unit Investment Trusts	2			55
	Ark Genomic Revolution ETF	Unit Investment Trusts	4			131
	Ark Innovation ETF	Unit Investment Trusts	88			4,609
	Ark Next Generation Internet ETF	Unit Investment Trusts	33			2,505
	Ark Space Exploration Innvat ETF	Unit Investment Trusts	2			31
	Bank Montreal Micros Exchange Traded Note	Unit Investment Trusts	41			16,984
	Bank Montreal Que Exchange Traded Note	Unit Investment Trusts	380			12,687
	BP Prudhoe Bay Roya Royalty Trust	Unit Investment Trusts	20			49
	Cross Timbers Royalt Royalty Trust	Unit Investment Trusts	154			2,700
	Defiance Next Gen Connectivity ETF	Unit Investment Trusts	100			3,585
	Defiance Next Gen H2 ETF	Unit Investment Trusts	13			84
	Direxion Daily S&P 500 Bear 3x SHS	Unit Investment Trusts	1,300			15,015
	Direxion Daily Small Cap Bear 3x ETF	Unit Investment Trusts	900			17,955
	Direxion Daily TSLA Bull 1 5x ETF	Unit Investment Trusts	4,780			68,637
	Direxion Semiconductor Bear 3x ETF	Unit Investment Trusts	100			582
	Direxion Shares Daily S&P Biotech Bull 3x SHS	Unit Investment Trusts	100			12,197
	Direxn Dly CSO China Internet Index ETF	Unit Investment Trusts	15			500
	Energy Select Sector SPDR ETF	Unit Investment Trusts	16			1,377
	Franklin FTSE Japan Hedged ETF	Unit Investment Trusts	40			1,042
	Glbl X Fnd Glb X NSQD 100 CVD ETF IV	Unit Investment Trusts	924			16,020
	Global X Cannabis ETF IV	Unit Investment Trusts	21			125
	Global X Russell 2000 Cvr Call ETF	Unit Investment Trusts	100			1,674
	Global X S&P 500 Covered Call ETF	Unit Investment Trusts	61			2,402
	Global X Superdividend US ETF	Unit Investment Trusts	15			265
	Global X Uranium ETF	Unit Investment Trusts	1,202			33,283
	Invesco Russell 1000 Dymc Mltfct ETF	Unit Investment Trusts	12			621

(a)	(b)	(c)			(d)	(e)
	Issuer, Borrower	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			**Cost	Current Value
		Type	Shares/ Principal	Interest Rate	Maturity Date	
		Self-managed accounts (continued):				
	Invesco S&P 500 GARP ETF	Unit Investment Trusts	10			\$ 987
	Invsc Actvly Mng Optm Yd Dvrs ETF IV	Unit Investment Trusts	200			2,660
	Invsc QQQ Trust 1 ETF IV	Unit Investment Trusts	21			8,624
	Ishares Core Agr Allo	Unit Investment Trusts	15			1,036
	Ishares Crncy Hdg MSCI EAFE Sml Cap ETF	Unit Investment Trusts	160			4,688
	Ishares Currency Hedged MSCI EAFE ETF	Unit Investment Trusts	32			1,008
	Ishares Expanded Tech STW SCTR ETF	Unit Investment Trusts	7			2,839
	Ishares Global 100 ETF	Unit Investment Trusts	12			971
	Ishares MSCI India ETF	Unit Investment Trusts	118			5,753
	Ishares MSCI India Small Cap ETF	Unit Investment Trusts	167			11,652
	Ishares MSCI Japan Small Cap ETF	Unit Investment Trusts	40			2,879
	Ishares Silver Trust ETF	Unit Investment Trusts	400			8,712
	JP Morgan Equity Premium Income ETF	Unit Investment Trusts	34			1,886
	JP Morgan NASDAQ EQT PRM Inc ETF IV	Unit Investment Trusts	88			4,417
	Nationwide NASDAQ-100 Risk-Managed Income ETF	Unit Investment Trusts	50			1,120
	NetLease Corporate Real Estate ETF	Unit Investment Trusts	12			300
	ProShares Bitcoin Strategy ETF	Unit Investment Trusts	50			1,025
	ProShares Short Russell 2000 ETF	Unit Investment Trusts	2			42
	ProShares Ultra QQQ ETF	Unit Investment Trusts	20			1,520
	ProShares Ultra S&P 500 ETF	Unit Investment Trusts	20			1,301
	ProShares UltraPro Russell 2000 ETF	Unit Investment Trusts	18			842
	ProShares UltraPro Short QQQ ETF	Unit Investment Trusts	1,375			18,493
	PSHR UltraPro ETF DV	Unit Investment Trusts	113			5,730
	Rndhll Ball Metavrs	Unit Investment Trusts	165			1,901
	Sabine Royalty Tr Royalty Trust	Unit Investment Trusts	25			1,693
	San Juan Basin Royal Royalty Trust	Unit Investment Trusts	352			1,786
	Schwab US Dividend Equity ETF	Unit Investment Trusts	23			1,777
	SDPR Portfolio S&P 1500 CMPST St ETF	Unit Investment Trusts	229			13,404
	Select Sector UTI Select SPDR ETF	Unit Investment Trusts	1			63
	SOFI Select 500 ETF	Unit Investment Trusts	552			9,350
	SOFI Social 50 ETF	Unit Investment Trusts	785			23,496
	SPDR Aggregate Bond ETF	Unit Investment Trusts	330			8,459
	SPDR Fund Consumer Staples ETF	Unit Investment Trusts	1			26
	SPDR Gold Shares ETF	Unit Investment Trusts	2			382
	SPDR Portfolio Dvlpd Wrld Ex-US ETF	Unit Investment Trusts	297			10,116
	SPDR Portfolio Tips ETF	Unit Investment Trusts	189			4,832
	SPDR S&P 500 ETF	Unit Investment Trusts	15			7,241
	SPDR S&P 500 Growth ETF	Unit Investment Trusts	10			651
	SPDR S&P 500 High Dividend ETF	Unit Investment Trusts	29			1,146
	SPDR S&P Biotech ETF	Unit Investment Trusts	40			3,572
	SPDR S&P Dividend ETF	Unit Investment Trusts	11			1,367
	SPDR S&P Emerging Markets Divid ETF	Unit Investment Trusts	64			2,085
	SPDR S&P Regional Banking ETF	Unit Investment Trusts	1			52
	Tidal Tr YieldMax TSLA Opt Incm Stgy ETF	Unit Investment Trusts	6			66
	Vaneck Gold Miners ETF	Unit Investment Trusts	90			2,791
	Vaneck Junior Gold Miners ETF	Unit Investment Trusts	13			496
	Vanguard Energy ETF	Unit Investment Trusts	28			3,287
	Vanguard FTSE Emerging Markets ETF	Unit Investment Trusts	67			2,751
	Vanguard FTSE Europe ETF	Unit Investment Trusts	46			2,996
	Vanguard FTSE Pacific ETF	Unit Investment Trusts	40			2,875
	Vanguard Growth ETF	Unit Investment Trusts	2			622
	Vanguard High Dividend Yield ETF	Unit Investment Trusts	6			696
	Vanguard Information Technology ETF	Unit Investment Trusts	1			486
	Vanguard Mid Cap ETF	Unit Investment Trusts	16			3,616
	Vanguard Real Estate ETF	Unit Investment Trusts	25			2,186
	Vanguard RSL 1000 Grth	Unit Investment Trusts	60			4,681
	Vanguard S&P 500 ETF	Unit Investment Trusts	21			9,173
	Vanguard Small Cap ETF IV	Unit Investment Trusts	17			3,603
	Vanguard Total International Stock ETF IV	Unit Investment Trusts	151			8,737
	Vanguard Total Stock Market ETF	Unit Investment Trusts	73			17,221
	Virts Infrcp US PFD	Unit Investment Trusts	105			2,179
	Virtus Reaves Utilities ETF	Unit Investment Trusts	20			893
	VOC Energy Tr Royalty Trust	Unit Investment Trusts	169			1,214
	WisdomTree Emerging Mkt Qlt Div Gwth ETF	Unit Investment Trusts	8			198
	WisdomTree Inter Hdg Qly Div Grt ETF	Unit Investment Trusts	6			253
	WisdomTree Emerg Mkts Small Cap DVD ETF	Unit Investment Trusts	4			202
	WisdomTree India Earnings ETF	Unit Investment Trusts	16			656
	WisdomTree Japan Hedged Equity ETF	Unit Investment Trusts	6			538
	WisdomTree Tr US Quality Grow ETF	Unit Investment Trusts	5			183
	WisdomTree US Qlt Div Grw ETF IV	Unit Investment Trusts	7			494
	YieldMax Coin Optn Inc Strg ETF	Unit Investment Trusts	9			265
	Alarum Technologies Adr	Other Assets	85			660
	Alibaba Group Hldg L ADR	Other Assets	291			22,555
	AMTD Digital Inc A ADR	Other Assets	190			792
	Anheuser Busch Inbev ADR	Other Assets	1			59
	ASML Holding N V ADR	Other Assets	10			7,569
	Astrazeneca Plc ADR	Other Assets	140			9,429

(a)	(b) Issuer, Borrower	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value			(d) **Cost	(e) Current Value
		Type	Shares/ Principal	Interest Rate		
		<u>Self-managed accounts (continued):</u>				
	ATA Creativity Global ADR	Other Assets	40			\$ 46
	BiolineRx Limited ADR	Other Assets	533			837
	Biophytis SA ADR	Other Assets	20			13
	BP Plc ADR	Other Assets	2			61
	Can-Fite Biopharma L ADR	Other Assets	40			88
	Cemex Sab De C V ADR	Other Assets	101			787
	Citigroup Inc	Other Assets	5,000			4,967
	CooteK Cayman Inc A ADR	Other Assets	61			5
	Daqo New Energy Corp Adr	Other Assets	10			266
	Didi Global Inc A ADR	Other Assets	200			790
	Embraer S A ADR	Other Assets	75			1,385
	Emeren Group Ltd Adr	Other Assets	1,000			2,730
	Exscientia Plc ADR	Other Assets	193			1,237
	Fresenius Med Care A ADR	Other Assets	1			14
	Gaotu Techedu Inc A ADR	Other Assets	350			1,267
	Genetic Techs LTD ADR	Other Assets	240			576
	GSK Plc Adr	Other Assets	271			10,030
	Haleon Plc ADR	Other Assets	328			2,697
	Honda Motor Co Ltd ADR	Other Assets	3			93
	JD Com Inc A ADR	Other Assets	5			144
	Li Auto Inc ADR	Other Assets	10			374
	Moatable, Inc A ADR	Other Assets	1			1
	Natwest Group Plc ADR	Other Assets	50			281
	Nio Inc A ADR	Other Assets	179			1,624
	Nokia Oyj ADR	Other Assets	10			35
	NTNL Grid Plc ADR	Other Assets	87			5,895
	Petroleo Brasileiro ADR	Other Assets	50			801
	Sanofi S A ADR	Other Assets	72			3,576
	Sea Ltd A ADR	Other Assets	145			5,873.0
	Shell Plc ADR	Other Assets	14			921
	Sociedad Quimica Y M ADR	Other Assets	13			783
	Sony Group Corp ADR	Other Assets	5			473
	SOS Limited ADR	Other Assets	20			92
	Taiwan Semiconductor ADR	Other Assets	25			2,600
	Teva Pharmaceutical Adr	Other Assets	613			6,396
	Unilever Plc ADR	Other Assets	117			5,650
	Vale S A ADR	Other Assets	100			1,593
	Voxeljet Ag ADR	Other Assets	12			15
	Wimi Hologram Cloud B Adr	Other Assets	101			82
	X Finl A Adr	Other Assets	100			366
	Xpeng Inc Adr	Other Assets	33			481
	Bank Sweep	Interest Bearing Cash	1,078,847			1,078,847
	US Treasury Bill	United States Government and Government Agency Obligations	8,000	N/A	04/25/24	7,869
		Total self-managed accounts				<u>7,478,587</u>
		Total investments				<u>793,825,568</u>
		<u>Reconciliation to Form 5500</u>				
		<u>Participant loans:</u>				
***	Participant loans	Participant loans are secured by vested individual account balances. The rates charged during the year are 3.75% - 9.50%.				<u>28,275,859</u>
		Total investments per Form 5500				<u>\$ 822,101,427</u>

* A party-in-interest as defined by ERISA.

** Cost information is not required for participant-directed investments.

*** Participant loans are secured by the vested accrued benefit of the individual participant balance.

I.A.M. NATIONAL 401(K) PLAN

SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

YEAR ENDED DECEMBER 31, 2023

Form 5500, Schedule H, Line 4a

EIN: 32-0443423
Plan No. 003

Participants contributions transferred late to Plan	Total that constitutes nonexempt prohibited transactions			Total fully corrected under VFCP and PTE 2002-51
Check here if late participants loan repayments are included	Contributions not corrected	Contributions corrected outside VFCP	Contributions corrected in VFCP	
☒ X	\$ 13,607,626	\$ 549,069	\$ -	\$ 549,069

THE FINANCIAL STATEMENTS WILL BE PLACED IN THE
ATTACHMENT FOR THE ACCOUNTANT'S OPINION

SEE ACCOUNTANT'S OPINION FOR SCHEDULE
OF ASSETS HELD

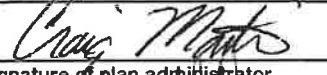
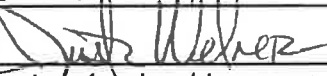
Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the 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 <u>01/01/2023</u> and ending <u>12/31/2023</u>	
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.)
B This return/report is:	☐ 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 I.A.M. NATIONAL 401K PLAN	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">1b Three-digit plan number (PN) ►</td> <td style="width: 40%;">003</td> </tr> <tr> <td colspan="2">1c Effective date of plan 01/01/1982</td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) 32-0443423</td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number 202-785-2658</td> </tr> <tr> <td colspan="2">2d Business code (see instructions) 333510</td> </tr> </table>	1b Three-digit plan number (PN) ►	003	1c Effective date of plan 01/01/1982		2b Employer Identification Number (EIN) 32-0443423		2c Plan Sponsor's telephone number 202-785-2658		2d Business code (see instructions) 333510	
1b Three-digit plan number (PN) ►	003										
1c Effective date of plan 01/01/1982											
2b Employer Identification Number (EIN) 32-0443423											
2c Plan Sponsor's telephone number 202-785-2658											
2d Business code (see instructions) 333510											
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) BOARD OF TRUSTEES OF I.A.M. NATIONAL 401(K) FUND 99 M STREET, SE SUITE 600 WASHINGTON DC 20003-4595											

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	X 	10/07/2024	CRAIG MARTIN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	X 	10/03/2024	JUSTIN WELNER
	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500. Form 5500 (2023)
v. 230728

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** 42,601**6** Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1), 6a(2), 6b, 6c, and 6d).**a(1)** Total number of active participants at the beginning of the plan year**6a(1)** 33,154**a(2)** Total number of active participants at the end of the plan year**6a(2)** 33,236**b** Retired or separated participants receiving benefits**6b** 2**c** Other retired or separated participants entitled to future benefits**6c** 10,188**d** Subtotal. Add lines 6a(2), 6b, and 6c**6d** 43,426**e** Deceased participants whose beneficiaries are receiving or are entitled to receive benefits**6e** 206**f** Total. Add lines 6d and 6e**6f** 43,632**g(1)** Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)**6g(1)** 31,917**(2)** Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)**6g(2)** 33,892**h** Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested**6h****7** Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)**7** 247**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:**2E 2F 2G****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

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 1
 (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 _____