

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 PARAMETRIC SOLUTIONS INC. 401(K) PROFIT SHARING PLAN AND TRUST
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 01/01/2008
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) PARAMETRIC SOLUTIONS INC. 831 JUPITER PARK DRIVE JUPITER, FL 33458
2b	Employer Identification Number (EIN) 25-1705516
2c	Plan Sponsor's telephone number 561-747-6107
2d	Business code (see instructions) 541330

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.	10/15/2024	LESIA VAN DEN HEUVEL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 279
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) 144 6a(2) 115 6b 0 6c 142 6d 257 6e 1 6f 258 6g(1) 267 6g(2) 249 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

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

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

A Name of plan PARAMETRIC SOLUTIONS INC. 401(K) PROFIT SHARING PLAN AND TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 PARAMETRIC SOLUTIONS INC.	D Employer Identification Number (EIN) 25-1705516

Part I

Service Provider Information (see instructions)

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

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

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

X

Yes

No
- b

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

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

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

(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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	22142	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

EXPAND FINANCIAL

27-1224147

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	21620	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AB BOND INFLATION AD - ALLIANCEBER 18, RUE EUGNE RUPPERT LUXEMBOURG, LU L-245 LU	0.20%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
COL SEL LG CP VAL I2 - COLUMBIA MG PO BOX 219104 KANSAS CITY, MO 64121-9104	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
COL SM CAP INDEX I2 - COLUMBIA MGT 14785 PRESTON ROAD, SUITE 1000 DALLAS, TX 75254	0.10%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
CRLN S MID CAP I - U.S. BANK N.A 31-0841368	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
HTFD BALANCED INC Y - HARTFORD ADM 41-0679409	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
LS GLOBAL ALLOC Y - SS&C GIDS, INC 2000 CROWN COLONY DRIVE QUINCY, MA 02169	0.25%	

Part I Service Provider Information (continued)

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

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

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
TRP GLOBAL STOCK - T. ROWE PRICE S 52-2269240	0.15%

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

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
TRP QM US SM-CP GR - T. ROWE PRICE 52-2269240	0.15%

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

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
VRTS NFJ MC VAL IS - VIRTUS FUND S 4400 COMPUTER DRIVE WESTBOROUGH, MA 01581	0.10%

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.	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
A Name of plan PARAMETRIC SOLUTIONS INC. 401(K) PROFIT SHARING PLAN AND TRUST				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 PARAMETRIC SOLUTIONS INC.				D Employer Identification Number (EIN) 25-1705516	
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: PIMCO STABLE INC 1					
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY					
c EIN-PN 45-4367155-036		d Entity code C		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 166834	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code		e Dollar value of interest in MTIA, CCT, PSA, or	

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

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 PARAMETRIC SOLUTIONS INC. 401(K) PROFIT SHARING PLAN AND TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 PARAMETRIC SOLUTIONS INC.		
D Employer Identification Number (EIN) 25-1705516		

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	5	3259
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	115434	181006
(9) Value of interest in common/collective trusts	1c(9)	432874	166834
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	20489959	23900687
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	21038272	24251786
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	21038272	24251786

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)	418126	
(B) Participants	2a(1)(B)	1196981	
(C) Others (including rollovers)	2a(1)(C)	0	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1615107
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	75	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	9002	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		9077
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	811593	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		811593
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		6172
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2893721
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		5335670

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2078394	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2078394
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Recordkeeping fees.....	2i(3)	22142	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	21620	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		43762
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2122156

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3213514
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **SOLES & COMPANY P.A.**

(2) EIN: **47-2517360**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan PARAMETRIC SOLUTIONS INC. 401(K) PROFIT SHARING PLAN AND TRUST		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 PARAMETRIC SOLUTIONS INC.		D Employer Identification Number (EIN) 25-1705516
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A		
If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____		
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

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

**PARAMETRIC SOLUTIONS, INC. 401(k)
PROFIT SHARING PLAN AND TRUST**

Financial Statements

For the Years Ended
December 31, 2023 and 2022

**PARAMETRIC SOLUTIONS, INC. 401(k)
PROFIT SHARING PLAN AND TRUST**

Financial Statements
For the Years Ended December 31, 2023 and 2022

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* *Other schedules required by Section 2520.103.10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.*

Independent Auditors' Report

To the Management of the
Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust

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

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

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

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

Opinion

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

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

Basis for 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 Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a significant likelihood that, individually or in 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 Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Soles & Company, P.A.

West Palm Beach, FL

October 11, 2024

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets:		
Investments, at fair value:		
Cash and cash equivalents	\$ 3,259	\$ 5
Mutual funds	23,900,687	20,489,959
Common collective trust	166,834	432,874
Total investments	<u>24,070,780</u>	<u>20,922,838</u>
Receivables:		
Notes receivable from participants	181,006	115,434
Participant contributions	34,880	40,550
Employer contributions	12,979	14,503
Total receivables	<u>228,865</u>	<u>170,487</u>
Net Assets Available For Benefits	<u><u>\$ 24,299,645</u></u>	<u><u>\$ 21,093,325</u></u>

See Independent Auditors' Report and Notes to the Financial Statements

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2023

	<u>2023</u>
Additions to net assets attributable to:	
Investment income:	
Net appreciation (depreciation) in fair value of investments:	
Mutual funds	\$ 2,893,721
Common collective trust	6,172
Dividends from mutual funds	811,593
Other	75
Total investment loss	<u>3,711,561</u>
Interest income on participant notes receivable	<u>9,002</u>
Contributions:	
Participants	1,191,311
Employer	416,602
Total contributions	<u>1,607,913</u>
Total additions	<u>5,328,476</u>
Deductions from net assets attributable to:	
Benefits paid to participants	2,078,394
Administrative fees	43,762
Total deductions	<u>2,122,156</u>
Net increase	3,206,320
Net Assets Available For Benefits:	
Beginning of year	<u>21,093,325</u>
End of year	<u><u>\$ 24,299,645</u></u>

See Independent Auditors' Report and Notes to the Financial Statements

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 1. DESCRIPTION OF PLAN

General

The following description of the Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust (the “Plan”) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan’s provisions. The Plan is a defined contribution plan qualifying under Section 401(k) of the Internal Revenue Code covering all employees of Parametric Solutions, Inc. (the “Plan Sponsor” or “Company”) who are twenty-one years of age or older. There is no service requirement. The Plan was effective on January 1, 2008 and it is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Plan was established for the purpose of providing eligible employees of the Plan and their beneficiaries’ funds for retirement.

Contributions

Deferral limit

Eligible participants may contribute on a pretax and/or Roth contributions from 1% to 75% of eligible compensation up to the limits prescribed in the Internal Revenue Code, which was \$22,500 and \$20,500 for years ended 2023 and 2022, respectively. Participants may also contribute post tax “Roth” amounts and amounts representing distributions from other qualified plans. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions in excess of the statutory limits of \$22,500. The limit on catch-up contributions was \$7,500 and \$6,500 and for plan years 2023 and 2022.

Automatic enrollment

If the participant does not complete a salary deferral agreement, make investment elections, or decline to participate within 30 days of eligibility, then the Company will automatically withhold 3% of eligible earnings from the participant’s paycheck each payroll period and contribute that amount to the Plan as a Pre-Tax Elective Deferral. The automatic contributions to the Plan will be invested in a default investment fund selected by the Company, which will be identified to the participant prior to the first automatic contribution. The deferrals will increase annually by 1% until the maximum deferral rate of 6% is reached.

Employer contributions

The Company makes a safe harbor matching contribution on 100% of the first 1% of participant elective deferrals plus 50% of the next 5% of elective deferrals, not to exceed a total matching contribution of 3.5% of eligible compensation. The matching contributions are computed on a pay period basis.

Participant accounts and investment options

Participants may direct their deferrals and employer matching contributions into various investment options offered by the Plan through Fidelity Workplace Services, LLC (“the Custodian”). Participants may change their investment elections at any time during the year. Each participant’s account is credited with the participant’s contributions and allocations of (a) the Company’s contribution and, (b) Plan earnings, and charged with an allocation of administration fees. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the vested portion of participant’s account.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 1. DESCRIPTION OF PLAN (Continued)

Vesting

Vesting is the participant's right to the contributions in their account that cannot be forfeited. Participants are 100% vested in their safe harbor employer match, elective deferrals, rollover contributions, plus actual earnings thereon. Vesting in the Company's discretionary matching and nonelective contributions, plus actual earnings, if any, follow a vesting schedule based on years of continuous service as followings:

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

Payment of benefits

All of a participant's vested balance is payable upon the participant's normal retirement, at age 65, termination of employment, total and permanent disability or death, and financial hardship, subject to certain limitations. In the event that the participant's vested accrued benefit is less than \$5,000, the Plan administrator may make a single lump-sum payment without the election or request of a terminated participant.

The Plan permits for in-service withdrawal of elective deferrals at age 59 ½ while still employed. In addition, a participant will automatically commence to receive benefits by April 1st following the year in which they reach age 72 or terminate employment.

In the event of a financial hardship, the participant may withdraw from their deferral contributions and vested balances in their employer match, profit sharing, and discretionary match accounts.

Forfeitures

Forfeitures of terminated participants' nonvested accounts are used to pay administrative expenses or reduce Company matching contributions. At December 31, 2023 and 2022, the amount of forfeitures total \$32 and \$0.

Notes receivable from participants

Participants may borrow from their accounts a maximum of the lesser of \$50,000 or 50 percent of their vested account balance. The notes are secured by the Participants' vested account balance and bear interest at prime rate plus 2% at the date of the loan. Interest rates ranged from 5.25% to 10.5% as of December 31, 2023. Notes are generally due within five years unless the loan is for the purchase of a primary residence which is then ten years. A participant may only have one loan outstanding at any given time.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements are prepared in accordance with accounting principles generally accepted in the United States of America ("GAAP"). The Plan uses the accrual basis of accounting for the presentations of financial statements.

Use of estimates

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

Plan administration

Employee and employer contributions are remitted to Fidelity Management Trust Company (the "trustee"), who invests the cash received as directed by the employee. The trustee accounts for contributions, interest and dividend earnings, termination benefits, and unrealized gains and losses daily. Certain administrative functions for the Plan are performed by employees of the Company. No such employee received compensation from the Plan. Fees related to the administration of notes receivable from participants are charged directly to the participants' accounts and are included in administrative expenses. Administrative expenses for the year ended December 31, 2023 was \$43,762.

Payment of benefits

Benefits are recorded when they are paid.

Notes receivable from participants

Management reviews the notes receivable activity regularly to determine if outstanding balances are uncollectible or impaired. If a note receivable is defaulted either due to employment termination or lack of repayment, the outstanding note receivable is reported on an IRS Form 1099-R as a deemed distributed loan; however, the note receivable is not removed from the Statement of Net Assets until the participant requests for their account to be distributed in full. When the participant's vested balance is distributed, any outstanding principal and accrued interest on the note receivable is offset against the benefit payment. The note receivable balances are secured by the participant's vested balance. In 2023 and 2022, there were no deemed distributed loans.

Revenue Credit Program — The Plan Sponsor has an agreement with Fidelity Investments Institutional ("recordkeeper"), whereby Fidelity Workplace Services, LLC, a unit of the recordkeeper, provides services to the Plan that in situations where record keeping revenue earned in connection with Plan services exceed agreed upon compensation, Fidelity Workplace Services, LLC will deposit in the forfeiture account of the Plan any excess revenue. This revenue credit can be used to pay for qualified plan-level expenses. At December 31, 2023 and 2022, a balance of \$3,259 and \$5 in revenue credits was unused, respectively. There was \$0 in revenue credits used in 2023 to offset Plan expenses.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investment valuation and income recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan invests in mutual funds and investment contracts through a common collective trust. See *Note 7* for further information on the investments.

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

Fair value measurements

The Plan determines fair value based on assumptions that market participants would use in pricing an asset or liability in the principal or most advantageous market. When considering market participant assumptions in fair value measurements, the following fair value hierarchy distinguishes between observable and unobservable inputs, which are categorized in one of the following levels:

Level 1 – Unadjusted quoted prices in active markets for identical assets or liabilities that the Fund is able 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, or 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 that are unobservable and significant to the entire fair value measurement.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of the input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of the observable inputs and minimize the use of the unobservable inputs. The following is a description of the valuation methodologies used for these items:

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

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fair value measurements (cont'd)

Common collective trust – Valued at the net asset value of units of the collective trust. The net asset value is used as a practical expedient to estimate fair value. The practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner. See *Note 7* for further information on the investments.

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

NOTE 3. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE (UNAUDITED)

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedule as of and for the years ending December 31, 2023 and 2022 were obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Fidelity Management Trust Company, the trustee. Accordingly, the trustee has certified that the following data included in the accompanying financial statements is complete and accurate:

- Investments at fair value and notes receivable from participants, as shown on the statements of net assets available for benefits as of December 31, 2023 and 2022.
- Net income(loss) from investment activity, dividend income and interest earned on participant notes receivable, as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2023 and 2022.
- Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2023.

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 4. RELATED PARTY TRANSACTIONS AND PARTY-IN-INTEREST

Certain plan assets are investment funds managed by Fidelity Workplace Services, LLC. Fidelity Management Trust Company is the trustee of the Plan and, therefore, these transactions qualify as party-in-interest transactions. Expand Financial served as advisors to the Plan in which the advisor fees also qualify as party-in-interest transactions. Fees paid by the Plan for investment management and advisory services totaled \$21,620 for the year ended December 31, 2023. In addition, transaction fees charged by the custodian that are absorbed in investment income are not readily determinable.

Certain participants of the Plan have outstanding loans (notes receivable from participants) with the Plan as of December 31, 2023. These loans are considered party-in-interest transactions according to the DOL guidelines. Total notes receivable from participants at December 31, 2023 and 2022 were \$181,006 and \$115,434, respectively.

NOTE 5. PLAN TERMINATION

The Company intends to continue the Plan indefinitely for the benefit of its employees, but reserves the right to modify, amend, or terminate the Plan at any time by resolution of management. In the event of termination of the Plan, all amounts credited to participants' accounts will be 100 percent vested and non-forfeitable. All participants will receive a total distribution of their accounts as described in the Plan.

NOTE 6. TAX STATUS

The Plan adopted a volume submitter profit sharing plan which has received a determination letter from the Internal Revenue Service (IRS) dated June 30, 2020 approving that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

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 applicable taxing authorities. The Plan Administrator has concluded that as of December 31, 2023 there are no uncertain positions taken or expected to be taken that would require recognition of a liability. Furthermore, the Plan has not received any notices relating to interest or penalties for periods presented in these financial statements and therefore there are no accruals reflected in the accompanying financial statements.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 7. INVESTMENTS

The following tables set forth the fair value of Plan assets, by level, with the ASC 820 fair value hierarchy:

As of December 31, 2023	Fair Value Measurement Using:			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$ 23,900,687	\$ -	\$ -	\$ 23,900,687
Money Market	3,259	-	-	3,259
Common Collective Trust *	-	166,834	-	166,834
	<u>\$ 23,903,946</u>	<u>\$ 166,834</u>	<u>\$ -</u>	<u>\$ 24,070,780</u>

As of December 31, 2022	Fair Value Measurement Using:			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$ 20,489,959	\$ -	\$ -	\$ 20,489,959
Money Market	5	-	-	5
Common Collective Trust *	-	-	-	432,874
	<u>\$ 20,489,964</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 20,922,838</u>

* The fair value of the common collective trust reflected in the tables above have been determined using the NAV per share (or its equivalent) practical expedient and, as such, have not been categorized within the fair value hierarchy. The fair values represented in the tables are intended to permit reconciliation of the fair value hierarchy table to amounts presented in the Statements of Net Assets Available for Plan Benefits.

The following table below summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

Investment Type	12/31/2023	12/31/2022	Unfunded Commitment	Redemption Frequency	Redemption Notice
	Fair Value	Fair Value			Period
Common Collective Trust	\$ 166,834	\$ 432,874	None	Daily	12 months

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

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 8. RISKS AND UNCERTAINTIES

The Plan provides participants with various investment options. All 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 value 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. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2023 and 2022, is presented below.

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$24,299,645	\$ 21,093,325
- contributions receivable	(47,859)	(55,053)
Net assets available for benefits per Form 5500	<u>\$24,251,786</u>	<u>\$ 21,038,272</u>

	<u>2023</u>
Net decrease in net assets available for benefits per the financial statements	\$ 3,206,320
+ prior year contribution receivable	\$ 55,053
- contribution receivable	(47,859)
Net increase per Form 5500	<u>\$ 3,213,514</u>

NOTE 10. SUBSEQUENT EVENTS

The Plan Sponsor has evaluated subsequent events through the date of the Independent Auditors' Report, the date that the financial statements were available to be issued. No significant matters were identified for disclosure during this evaluation.

Securing a Strong Retirement Act of 2022

On December 29, 2022, Securing a Strong Retirement Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes both required and optional provisions with effective dates through January 1, 2027. Effective January 1, 2023, the age requirement for minimum distributions was raised from 72 to 73 for any participant who turns 72 on or after January 1, 2023. The Plan Administrator is currently evaluating the other provisions of the law, which are not expected to have a material impact to the Plan upon adoption.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 11. SELF-CORRECTION

The Plan Sponsor discovered one pay period in which the board of directors' employee and employer contributions were not remitted timely. The Sponsor made corrections during the plan year in accordance with the Department of Labor's Self Correction Program when the error was discovered. The Plan Sponsor does not expect the self-correction to affect the Plan's tax status.

**PARAMETRIC SOLUTIONS, INC. 401(k)
PROFIT SHARING PLAN AND TRUST**

Supplemental Schedules

For the Year Ended December 31, 2023

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

Plan Sponsor's EIN 25-1705516

Plan No.: 001

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investments	Cost	Current Value
	AF TRGT DATE 2030 R6	Registered Investment Company	**	\$ 3,456,306
*	FID GROWTH DISC	Registered Investment Company	**	2,420,582
*	FID MULTI ASSET IDX	Registered Investment Company	**	1,781,301
	AF TRGT DATE 2025 R6	Registered Investment Company	**	1,240,120
*	FID SEL SOFTWARE	Registered Investment Company	**	1,239,747
*	FID 500 INDEX	Registered Investment Company	**	1,224,333
	AF TRGT DATE 2040 R6	Registered Investment Company	**	1,143,164
	AF TRGT DATE 2035 R6	Registered Investment Company	**	1,097,386
	AF TRGT DATE 2060 R6	Registered Investment Company	**	1,005,816
	INVS EQUITY & INC R6	Registered Investment Company	**	1,000,870
	AF TRGT DATE 2045 R6	Registered Investment Company	**	854,052
*	FID SEL MED TECH&DV	Registered Investment Company	**	756,158
	AF TRGT DATE 2055 R6	Registered Investment Company	**	751,806
	COL SM CAP INDEX I2	Registered Investment Company	**	585,320
	AF TRGT DATE 2050 R6	Registered Investment Company	**	578,581
	AF NEW WORLD R6	Registered Investment Company	**	455,809
	INVS EQLWT S&P500 R6	Registered Investment Company	**	448,245
	TRP GLOBAL STOCK	Registered Investment Company	**	443,687
	HTFD BALANCED INC Y	Registered Investment Company	**	424,848
	CRLN E MID CAP GR R6	Registered Investment Company	**	368,757
	INVS CORE PLUS BD R6	Registered Investment Company	**	345,070
*	FID MID CAP IDX	Registered Investment Company	**	317,080
	COL SEL LG CP VAL I2	Registered Investment Company	**	220,838
	AF TRGT DATE 2020 R6	Registered Investment Company	**	216,310
	CRLN S MID CAP I	Registered Investment Company	**	168,779
	PIMCO STABLE INC 1	Common Collective Trust	**	166,834
	VANG UTIL IDX ADM	Registered Investment Company	**	165,066
	AQR LGCPDEF STYLE R6	Registered Investment Company	**	162,353
	VANGUARD ENERGY ADM	Registered Investment Company	**	133,112
*	FID SEL CHEMICALS	Registered Investment Company	**	126,540
	TRP QM US SM-CP GR	Registered Investment Company	**	120,338
	PIMCO INCOME INST	Registered Investment Company	**	116,580

-Continued-

See the Independent Auditor's Report

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

Plan Sponsor's EIN 25-1705516

Plan No.: 001

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investments	Cost	Current Value
	AB BOND INFLATION AD	Registered Investment Company	**	107,714
	GS INTL EQ INS R6	Registered Investment Company	**	95,677
	LS GLOBAL ALLOC Y	Registered Investment Company	**	92,351
	PIM RAE PLUS SM I	Registered Investment Company	**	77,106
	PIM INTL BD US\$H I	Registered Investment Company	**	55,363
	VRTS NFJ MC VAL IS	Registered Investment Company	**	35,702
	VANG FINL INDEX ADM	Registered Investment Company	**	30,796
	AF TRGT DATE 2010 R6	Registered Investment Company	**	17,351
	C&S REAL ESTATE Z	Registered Investment Company	**	12,347
	MM HIGH YIELD I	Registered Investment Company	**	7,326
*	FID GOVT MMKT	Money Market	**	3,259
*	Participants loans	Interest rates is 5.25 - 9.00%	-	181,006
				<u>\$24,251,786</u>

* A party-in interest as defined by ERISA

** Cost omitted for participant-directed investments.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions
December 31, 2023

Plan Sponsor's EIN 25-1705516

Plan No.: 001

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are Included: ☐	Contribution Not Corrected	Contributions Corrected Outside	Contributions Pending Correction in VFCP	

2023

\$6,938

\$6,938

See the Independent Auditor's Report

**PARAMETRIC SOLUTIONS, INC. 401(k)
PROFIT SHARING PLAN AND TRUST**

Financial Statements

For the Years Ended
December 31, 2023 and 2022

**PARAMETRIC SOLUTIONS, INC. 401(k)
PROFIT SHARING PLAN AND TRUST**

Financial Statements
For the Years Ended December 31, 2023 and 2022

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** Other schedules required by Section 2520.103.10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA have been omitted because they are not applicable.*

Independent Auditors' Report

To the Management of the
Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust

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

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

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

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

Opinion

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

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

Basis for 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 Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a significant likelihood that, individually or in 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 Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

Supplemental Schedule Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

Soles & Company, P.A.

West Palm Beach, FL

October 11, 2024

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
Assets:		
Investments, at fair value:		
Cash and cash equivalents	\$ 3,259	\$ 5
Mutual funds	23,900,687	20,489,959
Common collective trust	166,834	432,874
Total investments	<u>24,070,780</u>	<u>20,922,838</u>
Receivables:		
Notes receivable from participants	181,006	115,434
Participant contributions	34,880	40,550
Employer contributions	12,979	14,503
Total receivables	<u>228,865</u>	<u>170,487</u>
Net Assets Available For Benefits	<u><u>\$ 24,299,645</u></u>	<u><u>\$ 21,093,325</u></u>

See Independent Auditors' Report and Notes to the Financial Statements

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2023

	<u>2023</u>
Additions to net assets attributable to:	
Investment income:	
Net appreciation (depreciation) in fair value of investments:	
Mutual funds	\$ 2,893,721
Common collective trust	6,172
Dividends from mutual funds	811,593
Other	75
Total investment loss	<u>3,711,561</u>
Interest income on participant notes receivable	<u>9,002</u>
Contributions:	
Participants	1,191,311
Employer	416,602
Total contributions	<u>1,607,913</u>
Total additions	<u>5,328,476</u>
Deductions from net assets attributable to:	
Benefits paid to participants	2,078,394
Administrative fees	43,762
Total deductions	<u>2,122,156</u>
Net increase	3,206,320
Net Assets Available For Benefits:	
Beginning of year	<u>21,093,325</u>
End of year	<u><u>\$ 24,299,645</u></u>

See Independent Auditors' Report and Notes to the Financial Statements

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 1. DESCRIPTION OF PLAN

General

The following description of the Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust (the “Plan”) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan’s provisions. The Plan is a defined contribution plan qualifying under Section 401(k) of the Internal Revenue Code covering all employees of Parametric Solutions, Inc. (the “Plan Sponsor” or “Company”) who are twenty-one years of age or older. There is no service requirement. The Plan was effective on January 1, 2008 and it is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”). The Plan was established for the purpose of providing eligible employees of the Plan and their beneficiaries’ funds for retirement.

Contributions

Deferral limit

Eligible participants may contribute on a pretax and/or Roth contributions from 1% to 75% of eligible compensation up to the limits prescribed in the Internal Revenue Code, which was \$22,500 and \$20,500 for years ended 2023 and 2022, respectively. Participants may also contribute post tax “Roth” amounts and amounts representing distributions from other qualified plans. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions in excess of the statutory limits of \$22,500. The limit on catch-up contributions was \$7,500 and \$6,500 and for plan years 2023 and 2022.

Automatic enrollment

If the participant does not complete a salary deferral agreement, make investment elections, or decline to participate within 30 days of eligibility, then the Company will automatically withhold 3% of eligible earnings from the participant’s paycheck each payroll period and contribute that amount to the Plan as a Pre-Tax Elective Deferral. The automatic contributions to the Plan will be invested in a default investment fund selected by the Company, which will be identified to the participant prior to the first automatic contribution. The deferrals will increase annually by 1% until the maximum deferral rate of 6% is reached.

Employer contributions

The Company makes a safe harbor matching contribution on 100% of the first 1% of participant elective deferrals plus 50% of the next 5% of elective deferrals, not to exceed a total matching contribution of 3.5% of eligible compensation. The matching contributions are computed on a pay period basis.

Participant accounts and investment options

Participants may direct their deferrals and employer matching contributions into various investment options offered by the Plan through Fidelity Workplace Services, LLC (“the Custodian”). Participants may change their investment elections at any time during the year. Each participant’s account is credited with the participant’s contributions and allocations of (a) the Company’s contribution and, (b) Plan earnings, and charged with an allocation of administration fees. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the vested portion of participant’s account.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 1. DESCRIPTION OF PLAN (Continued)

Vesting

Vesting is the participant's right to the contributions in their account that cannot be forfeited. Participants are 100% vested in their safe harbor employer match, elective deferrals, rollover contributions, plus actual earnings thereon. Vesting in the Company's discretionary matching and nonelective contributions, plus actual earnings, if any, follow a vesting schedule based on years of continuous service as followings:

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

Payment of benefits

All of a participant's vested balance is payable upon the participant's normal retirement, at age 65, termination of employment, total and permanent disability or death, and financial hardship, subject to certain limitations. In the event that the participant's vested accrued benefit is less than \$5,000, the Plan administrator may make a single lump-sum payment without the election or request of a terminated participant.

The Plan permits for in-service withdrawal of elective deferrals at age 59 ½ while still employed. In addition, a participant will automatically commence to receive benefits by April 1st following the year in which they reach age 72 or terminate employment.

In the event of a financial hardship, the participant may withdraw from their deferral contributions and vested balances in their employer match, profit sharing, and discretionary match accounts.

Forfeitures

Forfeitures of terminated participants' nonvested accounts are used to pay administrative expenses or reduce Company matching contributions. At December 31, 2023 and 2022, the amount of forfeitures total \$32 and \$0.

Notes receivable from participants

Participants may borrow from their accounts a maximum of the lesser of \$50,000 or 50 percent of their vested account balance. The notes are secured by the Participants' vested account balance and bear interest at prime rate plus 2% at the date of the loan. Interest rates ranged from 5.25% to 10.5% as of December 31, 2023. Notes are generally due within five years unless the loan is for the purchase of a primary residence which is then ten years. A participant may only have one loan outstanding at any given time.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of accounting

The financial statements are prepared in accordance with accounting principles generally accepted in the United States of America ("GAAP"). The Plan uses the accrual basis of accounting for the presentations of financial statements.

Use of estimates

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

Plan administration

Employee and employer contributions are remitted to Fidelity Management Trust Company (the "trustee"), who invests the cash received as directed by the employee. The trustee accounts for contributions, interest and dividend earnings, termination benefits, and unrealized gains and losses daily. Certain administrative functions for the Plan are performed by employees of the Company. No such employee received compensation from the Plan. Fees related to the administration of notes receivable from participants are charged directly to the participants' accounts and are included in administrative expenses. Administrative expenses for the year ended December 31, 2023 was \$43,762.

Payment of benefits

Benefits are recorded when they are paid.

Notes receivable from participants

Management reviews the notes receivable activity regularly to determine if outstanding balances are uncollectible or impaired. If a note receivable is defaulted either due to employment termination or lack of repayment, the outstanding note receivable is reported on an IRS Form 1099-R as a deemed distributed loan; however, the note receivable is not removed from the Statement of Net Assets until the participant requests for their account to be distributed in full. When the participant's vested balance is distributed, any outstanding principal and accrued interest on the note receivable is offset against the benefit payment. The note receivable balances are secured by the participant's vested balance. In 2023 and 2022, there were no deemed distributed loans.

Revenue Credit Program — The Plan Sponsor has an agreement with Fidelity Investments Institutional ("recordkeeper"), whereby Fidelity Workplace Services, LLC, a unit of the recordkeeper, provides services to the Plan that in situations where record keeping revenue earned in connection with Plan services exceed agreed upon compensation, Fidelity Workplace Services, LLC will deposit in the forfeiture account of the Plan any excess revenue. This revenue credit can be used to pay for qualified plan-level expenses. At December 31, 2023 and 2022, a balance of \$3,259 and \$5 in revenue credits was unused, respectively. There was \$0 in revenue credits used in 2023 to offset Plan expenses.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investment valuation and income recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan invests in mutual funds and investment contracts through a common collective trust. See *Note 7* for further information on the investments.

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

Fair value measurements

The Plan determines fair value based on assumptions that market participants would use in pricing an asset or liability in the principal or most advantageous market. When considering market participant assumptions in fair value measurements, the following fair value hierarchy distinguishes between observable and unobservable inputs, which are categorized in one of the following levels:

Level 1 – Unadjusted quoted prices in active markets for identical assets or liabilities that the Fund is able 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, or 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 that are unobservable and significant to the entire fair value measurement.

The asset's fair value measurement level within the fair value hierarchy is based on the lowest level of the input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of the observable inputs and minimize the use of the unobservable inputs. The following is a description of the valuation methodologies used for these items:

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

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 2. SIGNIFICANT ACCOUNTING POLICIES (Continued)

Fair value measurements (cont'd)

Common collective trust – Valued at the net asset value of units of the collective trust. The net asset value is used as a practical expedient to estimate fair value. The practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner. See *Note 7* for further information on the investments.

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

NOTE 3. INFORMATION PREPARED AND CERTIFIED BY TRUSTEE (UNAUDITED)

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedule as of and for the years ending December 31, 2023 and 2022 were obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Fidelity Management Trust Company, the trustee. Accordingly, the trustee has certified that the following data included in the accompanying financial statements is complete and accurate:

- Investments at fair value and notes receivable from participants, as shown on the statements of net assets available for benefits as of December 31, 2023 and 2022.
- Net income(loss) from investment activity, dividend income and interest earned on participant notes receivable, as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2023 and 2022.
- Schedule H, Line 4i – Schedule of Assets (Held at End of Year) as of December 31, 2023.

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 4. RELATED PARTY TRANSACTIONS AND PARTY-IN-INTEREST

Certain plan assets are investment funds managed by Fidelity Workplace Services, LLC. Fidelity Management Trust Company is the trustee of the Plan and, therefore, these transactions qualify as party-in-interest transactions. Expand Financial served as advisors to the Plan in which the advisor fees also qualify as party-in-interest transactions. Fees paid by the Plan for investment management and advisory services totaled \$21,620 for the year ended December 31, 2023. In addition, transaction fees charged by the custodian that are absorbed in investment income are not readily determinable.

Certain participants of the Plan have outstanding loans (notes receivable from participants) with the Plan as of December 31, 2023. These loans are considered party-in-interest transactions according to the DOL guidelines. Total notes receivable from participants at December 31, 2023 and 2022 were \$181,006 and \$115,434, respectively.

NOTE 5. PLAN TERMINATION

The Company intends to continue the Plan indefinitely for the benefit of its employees, but reserves the right to modify, amend, or terminate the Plan at any time by resolution of management. In the event of termination of the Plan, all amounts credited to participants' accounts will be 100 percent vested and non-forfeitable. All participants will receive a total distribution of their accounts as described in the Plan.

NOTE 6. TAX STATUS

The Plan adopted a volume submitter profit sharing plan which has received a determination letter from the Internal Revenue Service (IRS) dated June 30, 2020 approving that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

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 applicable taxing authorities. The Plan Administrator has concluded that as of December 31, 2023 there are no uncertain positions taken or expected to be taken that would require recognition of a liability. Furthermore, the Plan has not received any notices relating to interest or penalties for periods presented in these financial statements and therefore there are no accruals reflected in the accompanying financial statements.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 7. INVESTMENTS

The following tables set forth the fair value of Plan assets, by level, with the ASC 820 fair value hierarchy:

As of December 31, 2023	Fair Value Measurement Using:			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$ 23,900,687	\$ -	\$ -	\$ 23,900,687
Money Market	3,259	-	-	3,259
Common Collective Trust *	-	166,834	-	166,834
	<u>\$ 23,903,946</u>	<u>\$ 166,834</u>	<u>\$ -</u>	<u>\$ 24,070,780</u>

As of December 31, 2022	Fair Value Measurement Using:			Total
	Level 1	Level 2	Level 3	
Mutual Funds	\$ 20,489,959	\$ -	\$ -	\$ 20,489,959
Money Market	5	-	-	5
Common Collective Trust *	-	-	-	432,874
	<u>\$ 20,489,964</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 20,922,838</u>

* The fair value of the common collective trust reflected in the tables above have been determined using the NAV per share (or its equivalent) practical expedient and, as such, have not been categorized within the fair value hierarchy. The fair values represented in the tables are intended to permit reconciliation of the fair value hierarchy table to amounts presented in the Statements of Net Assets Available for Plan Benefits.

The following table below summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2023 and 2022, respectively. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

Investment Type	12/31/2023	12/31/2022	Unfunded Commitment	Redemption Frequency	Redemption Notice
	Fair Value	Fair Value			Period
Common Collective Trust	\$ 166,834	\$ 432,874	None	Daily	12 months

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

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 8. RISKS AND UNCERTAINTIES

The Plan provides participants with various investment options. All 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 value 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. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

A reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31, 2023 and 2022, is presented below.

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$24,299,645	\$ 21,093,325
- contributions receivable	(47,859)	(55,053)
Net assets available for benefits per Form 5500	<u>\$24,251,786</u>	<u>\$ 21,038,272</u>

	<u>2023</u>
Net decrease in net assets available for benefits per the financial statements	\$ 3,206,320
+ prior year contribution receivable	\$ 55,053
- contribution receivable	(47,859)
Net increase per Form 5500	<u>\$ 3,213,514</u>

NOTE 10. SUBSEQUENT EVENTS

The Plan Sponsor has evaluated subsequent events through the date of the Independent Auditors' Report, the date that the financial statements were available to be issued. No significant matters were identified for disclosure during this evaluation.

Securing a Strong Retirement Act of 2022

On December 29, 2022, Securing a Strong Retirement Act of 2022 ("SECURE 2.0") was signed into law. SECURE 2.0 includes both required and optional provisions with effective dates through January 1, 2027. Effective January 1, 2023, the age requirement for minimum distributions was raised from 72 to 73 for any participant who turns 72 on or after January 1, 2023. The Plan Administrator is currently evaluating the other provisions of the law, which are not expected to have a material impact to the Plan upon adoption.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Notes to Financial Statements
December 31, 2023 and 2022

NOTE 11. SELF-CORRECTION

The Plan Sponsor discovered one pay period in which the board of directors' employee and employer contributions were not remitted timely. The Sponsor made corrections during the plan year in accordance with the Department of Labor's Self Correction Program when the error was discovered. The Plan Sponsor does not expect the self-correction to affect the Plan's tax status.

**PARAMETRIC SOLUTIONS, INC. 401(k)
PROFIT SHARING PLAN AND TRUST**

Supplemental Schedules

For the Year Ended December 31, 2023

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

Plan Sponsor's EIN 25-1705516

Plan No.: 001

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investments	Cost	Current Value
	AF TRGT DATE 2030 R6	Registered Investment Company	**	\$ 3,456,306
*	FID GROWTH DISC	Registered Investment Company	**	2,420,582
*	FID MULTI ASSET IDX	Registered Investment Company	**	1,781,301
	AF TRGT DATE 2025 R6	Registered Investment Company	**	1,240,120
*	FID SEL SOFTWARE	Registered Investment Company	**	1,239,747
*	FID 500 INDEX	Registered Investment Company	**	1,224,333
	AF TRGT DATE 2040 R6	Registered Investment Company	**	1,143,164
	AF TRGT DATE 2035 R6	Registered Investment Company	**	1,097,386
	AF TRGT DATE 2060 R6	Registered Investment Company	**	1,005,816
	INVS EQUITY & INC R6	Registered Investment Company	**	1,000,870
	AF TRGT DATE 2045 R6	Registered Investment Company	**	854,052
*	FID SEL MED TECH&DV	Registered Investment Company	**	756,158
	AF TRGT DATE 2055 R6	Registered Investment Company	**	751,806
	COL SM CAP INDEX I2	Registered Investment Company	**	585,320
	AF TRGT DATE 2050 R6	Registered Investment Company	**	578,581
	AF NEW WORLD R6	Registered Investment Company	**	455,809
	INVS EQLWT S&P500 R6	Registered Investment Company	**	448,245
	TRP GLOBAL STOCK	Registered Investment Company	**	443,687
	HTFD BALANCED INC Y	Registered Investment Company	**	424,848
	CRLN E MID CAP GR R6	Registered Investment Company	**	368,757
	INVS CORE PLUS BD R6	Registered Investment Company	**	345,070
*	FID MID CAP IDX	Registered Investment Company	**	317,080
	COL SEL LG CP VAL I2	Registered Investment Company	**	220,838
	AF TRGT DATE 2020 R6	Registered Investment Company	**	216,310
	CRLN S MID CAP I	Registered Investment Company	**	168,779
	PIMCO STABLE INC 1	Common Collective Trust	**	166,834
	VANG UTIL IDX ADM	Registered Investment Company	**	165,066
	AQR LGCPDEF STYLE R6	Registered Investment Company	**	162,353
	VANGUARD ENERGY ADM	Registered Investment Company	**	133,112
*	FID SEL CHEMICALS	Registered Investment Company	**	126,540
	TRP QM US SM-CP GR	Registered Investment Company	**	120,338
	PIMCO INCOME INST	Registered Investment Company	**	116,580

-Continued-

See the Independent Auditor's Report

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

Plan Sponsor's EIN 25-1705516

Plan No.: 001

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investments	Cost	Current Value
	AB BOND INFLATION AD	Registered Investment Company	**	107,714
	GS INTL EQ INS R6	Registered Investment Company	**	95,677
	LS GLOBAL ALLOC Y	Registered Investment Company	**	92,351
	PIM RAE PLUS SM I	Registered Investment Company	**	77,106
	PIM INTL BD US\$H I	Registered Investment Company	**	55,363
	VRTS NFJ MC VAL IS	Registered Investment Company	**	35,702
	VANG FINL INDEX ADM	Registered Investment Company	**	30,796
	AF TRGT DATE 2010 R6	Registered Investment Company	**	17,351
	C&S REAL ESTATE Z	Registered Investment Company	**	12,347
	MM HIGH YIELD I	Registered Investment Company	**	7,326
*	FID GOVT MMKT	Money Market	**	3,259
*	Participants loans	Interest rates is 5.25 - 9.00%	-	181,006
				<u>\$24,251,786</u>

* A party-in interest as defined by ERISA

** Cost omitted for participant-directed investments.

Parametric Solutions, Inc. 401(k) Profit Sharing Plan and Trust
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions
December 31, 2023

Plan Sponsor's EIN 25-1705516

Plan No.: 001

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are Included: ☐	Contribution Not Corrected	Contributions Corrected Outside	Contributions Pending Correction in VFCP	

2023

\$6,938

\$6,938

See the Independent Auditor's Report