

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2023

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

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, 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)
B This return/report is:
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: GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/2003
2a Plan sponsor's name (employer, if for a single-employer plan): GLOBAL CONNECTIONS, INC.
2b Employer Identification Number (EIN): 36-2739571
2c Plan Sponsor's telephone number: 913-451-0960
2d Business code (see instructions): 541990

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes entries for CATHY WUNDER dated 10/16/2024.

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

Form 5500 (2023) v. 230707

3a Plan administrator's name and address <input checked="" type="checkbox"/> 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	164
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)	106
	6a(2)	117
	6b	0
	6c	40
	6d	157
	6e	0
	6f	157
	6g(1)	157
6g(2)	134	
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)	9b Plan benefit arrangement (check all that apply)
(1) <input checked="" type="checkbox"/> Insurance	(1) <input checked="" type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

**SCHEDULE A
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2023

This Form is Open to Public Inspection

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

A Name of plan GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN		B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 GLOBAL CONNECTIONS, INC.		D Employer Identification Number (EIN) 36-2739571	

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

1 Coverage Information:

(a) Name of insurance carrier
VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
71-0294708	86509	815138		01/01/2023	12/31/2023

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

(a) Total amount of commissions paid 0	(b) Total amount of fees paid 0
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3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

ERP NATIONAL LLC
3552 NE RALPH POWELL ROAD
LEES SUMMIT, MO 64064

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
		TPA FEES	5

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information
 Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	1571148
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	9576617

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b Premiums paid to carrier	6b	
c Premiums due but unpaid at the end of the year.....	6c	
d If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) individual policies (2) group deferred annuity
 (3) other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) deposit administration (2) immediate participation guarantee
 (3) guaranteed investment (4) other ▶ GROUP PENSION FUNDING

b Balance at the end of the previous year **7b** 1480042

c Additions: (1) Contributions deposited during the year	7c(1)	45198
(2) Dividends and credits	7c(2)	
(3) Interest credited during the year	7c(3)	23798
(4) Transferred from separate account.....	7c(4)	23438
(5) Other (specify below)	7c(5)	60849

▶ MARKET VALUE ADJUSTMENT

(6) Total additions..... **7c(6)** 153283

d Total of balance and additions (add lines **7b** and **7c(6)**) **7d** 1633325

e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	61727
(2) Administration charge made by carrier	7e(2)	450
(3) Transferred to separate account.....	7e(3)	
(4) Other (specify below)	7e(4)	

(5) Total deductions..... **7e(5)** 62177

f Balance at the end of the current year (subtract line **7e(5)** from line **7d**) **7f** 1571148

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning **01/01/2023** and ending **12/31/2023**

A Name of plan GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 GLOBAL CONNECTIONS, INC.	D Employer Identification Number (EIN) 36-2739571	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

VOYA RETIREMENT INSUR & ANNUITY CO.

71-0294708

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

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

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

VOYA RETIREMENT INSURANCE AND ANNUI

71-0294708

(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?
26	SERVICE PROVIDER	1410	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

MARINER RETIREMENT ADVISORS LLC

61-1740806

(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?
99	SERVICE PROVIDER	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	27141	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

COMPENSATION BENEFIT PLANNING, INC.

3552 NE RALPH POWELL ROAD
LEES SUMMIT, MO 64064

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49	TPA	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	2718	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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)

ERP ACTUARIES & CONSULTANTS INC

135 PINELAWN RD SUITE 240
MELVILLE, NY 11747

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49	TPA	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	2692	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(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 <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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
MARINER RETIREMENT ADVISORS LLC	99	27141
(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.	
VOYA RETIREMENT INSUR & ANNUITY CO. 71-0294708	OTHER FEES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
COMPENSATION BENEFIT PLANNING, INC.	49	2718
(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.	
VOYA RETIREMENT INSUR & ANNUITY CO. 71-0294708	OTHER SERVICES	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
ERP ACTUARIES & CONSULTANTS INC	49	2692
(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.	
VOYA RETIREMENT INSUR & ANNUITY CO. 71-0294708	OTHER SERVICES	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	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 <hr/> 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>GLOBAL CONNECTIONS, INC.</u>	D Employer Identification Number (EIN) <u>36-2739571</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE:	<u>VOYA SEPARATE ACCOUNT D</u>	
b Name of sponsor of entity listed in (a):	<u>VOYA RETIREMENT INSURANCE CO.</u>	
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)
<u>71-0294708-000</u>	<u>P</u>	<u>9576617</u>
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)

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) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A Name of plan GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 GLOBAL CONNECTIONS, INC.	D Employer Identification Number (EIN) 36-2739571

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	8974022	9576617
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	1480042	1571148
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	10454064	11147765
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
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	10454064	11147765

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)	191398	
(B) Participants	2a(1)(B)	422481	
(C) Others (including rollovers)	2a(1)(C)	6044	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A), (B), (C), and line 2a(2)	2a(3)		619923
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)	23798	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		23798
(2) Dividends:			
(A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines 2b(2)(A), (B), and (C)	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(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)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		1466002
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		2109723

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1407876	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1407876
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	8146	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		8146
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1416022

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		693701
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: MIZE CPAS INC.

(2) EIN: 48-0882363

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.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	18017
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.	<input type="checkbox"/>	<input type="checkbox"/>	

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

A Name of plan <u>GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>GLOBAL CONNECTIONS, INC.</u>	D Employer Identification Number (EIN) <u>36-2739571</u>	

Part I	Distributions
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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): <u>71-0294708</u>		
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.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> No
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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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment)	14a	
b The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14b	
c The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment.....

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

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

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

a Enter the percentage of plan assets held as:
 Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%
 High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
 0-5 years 5-10 years 10-15 years 15 years or more

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
 Yes.
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
 No. Other. Provide explanation.....

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).
 Design-based safe harbor method
 "Prior year" ADP test
 "Current year" ADP test
 N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2022 (MM/DD/YYYY) and the Opinion Letter serial number Q702870A.



GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Financial Statements and
Independent Auditor's Report

December 31, 2023 and 2022

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

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Independent Auditor's Report

Plan Administrator
Global Connections, Inc. 401(k) Savings Plan
Overland Park, Kansas 66211

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

We have performed audits of the accompanying financial statements of the Global Connections, Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for Plan benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for Plan benefits for the years then ended and the related summary of significant accounting policies and notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Global Connections, Inc. 401(k) Savings 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 by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 2 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 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the financial statements referred to above related to assets held by and certified 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).



Independent Auditor's Report

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Global Connections, Inc. 401(k) Savings Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe 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 Global Connections, Inc. 401(k) Savings Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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 generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, 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.

Independent Auditor's Report

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

- 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 Global Connections, Inc. 401(k) Savings 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 Global Connections, Inc. 401(k) Savings Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedules Required by ERISA

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

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

Independent Auditor's Report

Supplemental Schedules Required by ERISA (continued)

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or was derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified 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).

Mize CPAs Inc.

Overland Park, Kansas
October 15, 2024

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Statements of Net Assets Available for Plan Benefits
December 31,

	<u>2023</u>	<u>2022</u>
Assets:		
Investments at fair value	\$ 9,576,617	\$ 8,974,022
Investments at contract value	<u>1,571,148</u>	<u>1,480,042</u>
Total assets	<u>11,147,765</u>	<u>10,454,064</u>
Net assets available for Plan benefits	<u>\$ 11,147,765</u>	<u>\$ 10,454,064</u>

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Statements of Changes in Net Assets Available for Plan Benefits
Years Ended December 31,

	<u>2023</u>	<u>2022</u>
Additions to net assets attributed to:		
Contributions:		
Employer contributions	\$ 191,398	\$ 184,574
Participant deferral contributions	422,481	428,713
Participant rollover contributions	6,044	6,828
Total contributions	<u>619,923</u>	<u>620,115</u>
Investment income:		
Net appreciation in value of investments	1,466,002	-
Dividends and other earnings	23,798	16,268
Total investment income	<u>1,489,800</u>	<u>16,268</u>
Total additions	<u>2,109,723</u>	<u>636,383</u>
Deductions from net assets attributed to:		
Net depreciation in value of investments	-	2,015,375
Benefits paid to participants	1,407,876	95,852
Administrative expenses	8,146	4,826
Total deductions	<u>1,416,022</u>	<u>2,116,053</u>
Net increase (decrease)	693,701	(1,479,670)
Net assets available for Plan benefits:		
Beginning of year	<u>10,454,064</u>	<u>11,933,734</u>
End of year	<u>\$ 11,147,765</u>	<u>\$ 10,454,064</u>

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Summary of Significant Accounting Policies Years Ended December 31, 2023 and 2022

Basis of Presentation

The Global Connections, Inc. 401(k) Savings Plan (the Plan) presents its financial statements on the accrual basis of accounting.

Use of Estimates

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

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value (except fully benefit-responsive investment contracts, which are reported at contract 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. Plan management determines the Plan's valuation policies utilizing information provided by the Plan's custodian, Voya Retirement Insurance and Annuity Company (Voya). See Note 4 for a discussion of fair value measurements.

Guaranteed investment contracts held by a defined contribution plan are reported at contract value. Contract value is the relevant measurement attribute for that portion of the net assets available for Plan benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The statements of net assets available for Plan benefits present the contract value of the guaranteed investment contract. The statements of changes in net assets available for Plan benefits includes the changes in contract value of the guaranteed investment contract.

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

Payment of Benefits

Benefits are deducted when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the participating employers, Global Connections, Inc. and Global Sports International, LLC (collectively, the "Company"), and are excluded from these financial statements. Investment related expenses are included in net appreciation (depreciation) in value of investments.

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

1. Description of Plan

The following description of 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 covering all eligible employees of the participating employers: Global Connections, Inc. and Global Sports International, LLC. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Plan management is responsible for oversight of the Plan, including determining the appropriateness of the Plan's investment offerings and monitoring investment performance.

Employees who have attained age 21 and completed 60 consecutive days of employment or one year of service with at least 1,000 hours of service are eligible to enter the Plan.

Eligible employees are automatically enrolled in the Plan on the first day of the month coincident with or immediately following the date eligibility requirements are met. Eligible participants are automatically enrolled in the Plan at a 3% deferral rate increasing yearly by 1% up to a maximum of 6%. Participants may elect an alternative deferral amount or elect not to defer. A participant may contribute up to 100% of their eligible compensation up to Internal Revenue Service (IRS) limits to the Plan (participant salary deferral contributions). A participant may also elect to designate all or any portion of his salary deferral contributions as Roth salary deferral contributions. The Company makes safe harbor matching contributions to the Plan at a rate of 100% of employee contributions not in excess of 3% of eligible compensation plus 50% of participant deferrals that exceed 3% of eligible compensation but do not exceed 5% of eligible compensation. The Company may also make discretionary nonelective matching contributions to the Plan. No discretionary nonelective matching contributions were made in 2023 or 2022. The Company may also make a discretionary employer profit-sharing contribution to the Plan. A participant must be employed on the last day of the Plan year and complete a year of service to receive an allocation of the profit-sharing contribution. No profit-sharing contribution was made in 2023 or 2022. The total of the annual employee and employer contributions on behalf of each participant cannot exceed IRS limitations. Participants may also contribute amounts representing distributions from other qualified plans (rollover contributions). Rollover contributions are not subject to contribution limitations.

A participant may direct contributions to any of the available investment options. Contribution amount changes, allocation changes and fund transfers can be done at any time. Each participant's directed account is credited/charged with an allocation of the directed investment's earnings/losses and credited with the following contributions:

- Participant salary deferral contributions
- Participant rollover contributions
- Employer safe harbor matching contributions
- Discretionary employer matching contributions
- Discretionary employer profit sharing contributions (allocated to participants based on their eligible compensation)

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

1. Description of Plan (continued)

Upon becoming a participant in the Plan, an individual is fully vested in the portion of his account attributable to participant contributions and employer safe harbor matching contributions. Upon death, disability, attainment of normal retirement age, or plan termination, a participant also becomes fully vested in amounts attributable to discretionary employer contributions; otherwise, the participant becomes fully vested in the discretionary employer contribution accounts in accordance with the following schedule:

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

Upon termination of service, a participant whose vested balance exceeds \$5,000 may elect to receive either a lump-sum amount equal to the vested amount or installment payments. Participants whose vested balance does not exceed \$5,000 are paid a lump sum amount.

Forfeited nonvested employer contributions may be used to pay the Plan's administrative expenses or to reduce employer contributions to the Plan. For the years ended December 31, 2023 and 2022, no forfeitures were used to offset employer contributions or pay Plan expenses. Unallocated forfeiture account balances were \$410 and \$383 at December 31, 2023 and 2022, respectively.

2. Information Certified by the Plan's Custodian

Certain information related to the investments disclosed in the accompanying financial statements and supplemental schedule of assets (held at end of year) was obtained from information supplied to Plan management and certified as complete and accurate by Voya.

The following table includes the values of the Plan's investments at December 31, 2023 and 2022 and investment activity for the years then ended, as certified by Voya.

	2023	2022
Investments:		
Pooled separate accounts at fair value	\$ 9,576,617	\$ 8,974,022
Guaranteed investment contract, at contract value	1,571,148	1,480,042
Total investments	\$ 11,147,765	\$ 10,454,064
Investment income:		
Net appreciation (depreciation) in value of investments	\$ 1,466,002	\$ (2,015,375)
Dividends and other earnings	23,798	16,268
Total investment income (loss)	\$ 1,489,800	\$ (1,999,107)

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

3. Investment Contract with Insurance Company

The Plan has entered into a fully benefit-responsive guaranteed investment contract with Voya. Voya maintains the contributions in a general deposit account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses.

As described in the summary of significant accounting policies, because the guaranteed investment contract (The Voya Fixed Account) is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for Plan benefits attributable to the guaranteed investment contract. The guaranteed investment contract is presented on the face of the statements of net assets available for Plan benefits at contract value. Contract value, as reported to the Plan by Voya, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise.

The guaranteed investment contract guarantees principal and a minimum guaranteed interest rate for the life of the participant's account and includes two declared interest rates - a current rate, determined at least monthly, and a guaranteed minimum floor rate declared for a defined period (currently one calendar year). The minimum guaranteed interest rate may vary by participant based on the date the participant established the account. The current rate, the guaranteed minimum floor rate, and the minimum guaranteed interest rate are expressed as annual effective yields. After consideration of interest compounding, the interest credited daily yields the current credited rate. Interest was credited and compounded at a rate of 1.53% and 1.00% at December 31, 2023 and 2022, respectively. The determination of credited interest rates reflects several factors, including mortality and expense risks, interest rate guarantees, the investment income earned on invested assets and the amortization of any capital gains or losses realized on the sale of invested assets.

As interest rates increase, the market value of the underlying securities declines and when interest rates decline, the market value of the underlying securities increases. The relationship to future interest crediting rates based on a change in interest rates will generally have minimal impact on the crediting rate since the change in rates will generally be offset by the change in market value, except when there is a change in duration. Duration is a measure of average life of all cash flows in the portfolio on a present value basis. A change in duration when market values decline (interest rates rise) reduces the crediting rate if duration shortens and increases the crediting rate if duration lengthens. A change in duration when market values increase (interest rates decline) increases the crediting rate when duration shortens and decreases the crediting rate when duration lengthens. Finally, any deposit or withdrawal to the investment contract impacts the crediting rate based on the relative size of the deposit or withdrawal.

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy are described as follows:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

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

- Pooled separate accounts are valued at the net asset value (NAV) of the shares held by the Plan at year end. The NAV is based on the fair value of the underlying assets held by the fund less its liabilities. There have been no changes in the valuation methodology used at December 31, 2023 and 2022.

The preceding valuation method may produce fair value calculations that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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 different fair value measurements at the reporting date.

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

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

4. **Fair Value Measurements** (continued)

The Plan's investments are reported at fair value as follows at December 31:

	<u>2023</u>	<u>2022</u>
Investments in the fair value hierarchy	<u>\$ -</u>	<u>\$ -</u>
Total investments in the fair value hierarchy	-	-
Pooled separate accounts (a)	<u>9,576,617</u>	<u>8,974,022</u>
Total investments at fair value	<u><u>\$ 9,576,617</u></u>	<u><u>\$ 8,974,022</u></u>

(a) In accordance with accounting principles generally accepted in the United States of America, certain investments measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for Plan benefits. These investments are valued daily, may be redeemed daily without restrictions, and with no notice requirements. Additionally, there are no unfunded commitments.

5. **Party-in-Interest Transactions**

Certain Plan investments are managed by Voya. These investments, as well as fees paid by the Plan to Voya, the third-party administrator and the Plan's investment advisor, qualify as party-in-interest transactions which are exempt from the prohibited transaction rules of ERISA.

6. **Plan Termination**

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

7. **Income Taxes**

The Plan has adopted a nonstandardized pre-approved profit sharing plan, which has received an opinion letter dated June 30, 2020 from the IRS, indicating that the plan is qualified for tax-exempt status under the applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes the Plan was qualified and tax-exempt as of the financial statement date and no provision for income taxes has been recorded in the 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 (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

8. Risks and Uncertainties

The Plan allows participants to invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market fluctuation and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect participants' account balances and the amounts reported in the financial statements and supplemental schedules.

9. Subsequent Events

Management of the Plan has evaluated subsequent events through October 15, 2024, the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

**GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN
EIN 43-1118328 PLAN #001**

Schedule 1

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan		Total that Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included: <input type="checkbox"/>		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
* \$	18,017	\$ 18,017	\$ -	\$ -	\$ -

* 2022 late contributions reported in 2022 and to be corrected in 2024

**GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN
EIN 43-1118328 PLAN #001**

Schedule 2

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>		<u>Investment Description</u>	<u>Cost</u>	<u>Current Value</u>
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	AB Small Cap Growth Z	**	\$ 22,915
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds Bond Fund of America R6	**	509,512
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds EuroPacific Growth R6	**	418,227
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	MFS Growth Fund R6	**	264,073
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds New World R6	**	116,970
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	DFA Inflation-Protected Securities Portfolio Inst	**	147,090
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	DFA U.S. Targeted Value Portfolio Inst Class	**	74,890
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Eaton Vance Atlanta Capital SMID-Cap Class R6	**	71,699
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	MFS Value Fund R6	**	318,691
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	PGIM High Yield Fund R6	**	41,128
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard 500 Index Fund Admiral Shares	**	787,709
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Mid-Cap Index Fund Admiral Shares	**	9,889
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Small-Cap Index Fund Admiral Shares	**	25,339
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2020 Inv	**	161,189
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2025 Inv	**	788,067
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2030 Inv	**	901,601
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2035 Inv	**	636,971
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2040 Inv	**	2,615,430
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2045 Inv	**	659,762
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2050 Inv	**	327,338
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2055 Inv	**	149,160
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2060 Inv	**	53,155
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2065 Inv	**	5,972
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2070 Inv	**	26,723
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement Income Inv	**	194,393
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Victory Sycamore Established Value Fund Class R6	**	248,314
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Voya Gov Money Mkt Fnd A (Hold Acct)	**	410
*	Voya Retirement Insurance and Annuity Company	Guaranteed Investment Contract - Voya Fixed Account	**	<u>1,571,148</u>
		Total assets		<u>\$ 11,147,765</u>

* Party-in-interest to the Plan

** Not required for participant directed investments.

**GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN
EIN 43-1118328 PLAN #001**

Schedule 2

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor, or Similar Party	(c) Investment Description	(d) Cost	(e) Current Value
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	AB Small Cap Growth Z	**	\$ 22,915
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds Bond Fund of America R6	**	509,512
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds EuroPacific Growth R6	**	418,227
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	MFS Growth Fund R6	**	264,073
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds New World R6	**	116,970
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	DFA Inflation-Protected Securities Portfolio Inst	**	147,090
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	DFA U.S. Targeted Value Portfolio Inst Class	**	74,890
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Eaton Vance Atlanta Capital SMID-Cap Class R6	**	71,699
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	MFS Value Fund R6	**	318,691
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	PGIM High Yield Fund R6	**	41,128
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard 500 Index Fund Admiral Shares	**	787,709
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Mid-Cap Index Fund Admiral Shares	**	9,889
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Small-Cap Index Fund Admiral Shares	**	25,339
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2020 Inv	**	161,189
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2025 Inv	**	788,067
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2030 Inv	**	901,601
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2035 Inv	**	636,971
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2040 Inv	**	2,615,430
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2045 Inv	**	659,762
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2050 Inv	**	327,338
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2055 Inv	**	149,160
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2060 Inv	**	53,155
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2065 Inv	**	5,972
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2070 Inv	**	26,723
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		Total assets		<u>\$ 11,147,765</u>

* Party-in-interest to the Plan

** Not required for participant directed investments.

**GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN
EIN 43-1118328 PLAN #001**

Schedule 1

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan		Total that Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51	
Check Here if Late Participant Loan Repayments are Included: <input type="checkbox"/>		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP		
* \$	18,017	\$ 18,017	\$ -	\$ -	\$ -	\$ -

* 2022 late contributions reported in 2022 and to be corrected in 2024



GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Financial Statements and
Independent Auditor's Report

December 31, 2023 and 2022

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

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Independent Auditor's Report

Plan Administrator
Global Connections, Inc. 401(k) Savings Plan
Overland Park, Kansas 66211

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

We have performed audits of the accompanying financial statements of the Global Connections, Inc. 401(k) Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for Plan benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for Plan benefits for the years then ended and the related summary of significant accounting policies and notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Global Connections, Inc. 401(k) Savings 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 by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2023 and 2022, stating that the certified investment information, as described in Note 2 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 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the financial statements referred to above related to assets held by and certified 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).



Independent Auditor's Report

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Global Connections, Inc. 401(k) Savings Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe 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 Global Connections, Inc. 401(k) Savings Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

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 generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, 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.

Independent Auditor's Report

Auditor's Responsibilities for the Audit of the Financial Statements (continued)

- 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 Global Connections, Inc. 401(k) Savings 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 Global Connections, Inc. 401(k) Savings Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedules Required by ERISA

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

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

Independent Auditor's Report

Supplemental Schedules Required by ERISA (continued)

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or was derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified 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).

Mize CPAs Inc.

Overland Park, Kansas
October 15, 2024

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Statements of Net Assets Available for Plan Benefits
December 31,

	<u>2023</u>	<u>2022</u>
Assets:		
Investments at fair value	\$ 9,576,617	\$ 8,974,022
Investments at contract value	<u>1,571,148</u>	<u>1,480,042</u>
Total assets	<u>11,147,765</u>	<u>10,454,064</u>
Net assets available for Plan benefits	<u>\$ 11,147,765</u>	<u>\$ 10,454,064</u>

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Statements of Changes in Net Assets Available for Plan Benefits
Years Ended December 31,

	<u>2023</u>	<u>2022</u>
Additions to net assets attributed to:		
Contributions:		
Employer contributions	\$ 191,398	\$ 184,574
Participant deferral contributions	422,481	428,713
Participant rollover contributions	6,044	6,828
Total contributions	<u>619,923</u>	<u>620,115</u>
Investment income:		
Net appreciation in value of investments	1,466,002	-
Dividends and other earnings	23,798	16,268
Total investment income	<u>1,489,800</u>	<u>16,268</u>
Total additions	<u>2,109,723</u>	<u>636,383</u>
Deductions from net assets attributed to:		
Net depreciation in value of investments	-	2,015,375
Benefits paid to participants	1,407,876	95,852
Administrative expenses	8,146	4,826
Total deductions	<u>1,416,022</u>	<u>2,116,053</u>
Net increase (decrease)	693,701	(1,479,670)
Net assets available for Plan benefits:		
Beginning of year	<u>10,454,064</u>	<u>11,933,734</u>
End of year	<u>\$ 11,147,765</u>	<u>\$ 10,454,064</u>

The accompanying summary of significant accounting policies and notes are an integral part of these financial statements.

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Summary of Significant Accounting Policies Years Ended December 31, 2023 and 2022

Basis of Presentation

The Global Connections, Inc. 401(k) Savings Plan (the Plan) presents its financial statements on the accrual basis of accounting.

Use of Estimates

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

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value (except fully benefit-responsive investment contracts, which are reported at contract 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. Plan management determines the Plan's valuation policies utilizing information provided by the Plan's custodian, Voya Retirement Insurance and Annuity Company (Voya). See Note 4 for a discussion of fair value measurements.

Guaranteed investment contracts held by a defined contribution plan are reported at contract value. Contract value is the relevant measurement attribute for that portion of the net assets available for Plan benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan. The statements of net assets available for Plan benefits present the contract value of the guaranteed investment contract. The statements of changes in net assets available for Plan benefits includes the changes in contract value of the guaranteed investment contract.

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

Payment of Benefits

Benefits are deducted when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the participating employers, Global Connections, Inc. and Global Sports International, LLC (collectively, the "Company"), and are excluded from these financial statements. Investment related expenses are included in net appreciation (depreciation) in value of investments.

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

1. Description of Plan

The following description of 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 covering all eligible employees of the participating employers: Global Connections, Inc. and Global Sports International, LLC. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Plan management is responsible for oversight of the Plan, including determining the appropriateness of the Plan's investment offerings and monitoring investment performance.

Employees who have attained age 21 and completed 60 consecutive days of employment or one year of service with at least 1,000 hours of service are eligible to enter the Plan.

Eligible employees are automatically enrolled in the Plan on the first day of the month coincident with or immediately following the date eligibility requirements are met. Eligible participants are automatically enrolled in the Plan at a 3% deferral rate increasing yearly by 1% up to a maximum of 6%. Participants may elect an alternative deferral amount or elect not to defer. A participant may contribute up to 100% of their eligible compensation up to Internal Revenue Service (IRS) limits to the Plan (participant salary deferral contributions). A participant may also elect to designate all or any portion of his salary deferral contributions as Roth salary deferral contributions. The Company makes safe harbor matching contributions to the Plan at a rate of 100% of employee contributions not in excess of 3% of eligible compensation plus 50% of participant deferrals that exceed 3% of eligible compensation but do not exceed 5% of eligible compensation. The Company may also make discretionary nonelective matching contributions to the Plan. No discretionary nonelective matching contributions were made in 2023 or 2022. The Company may also make a discretionary employer profit-sharing contribution to the Plan. A participant must be employed on the last day of the Plan year and complete a year of service to receive an allocation of the profit-sharing contribution. No profit-sharing contribution was made in 2023 or 2022. The total of the annual employee and employer contributions on behalf of each participant cannot exceed IRS limitations. Participants may also contribute amounts representing distributions from other qualified plans (rollover contributions). Rollover contributions are not subject to contribution limitations.

A participant may direct contributions to any of the available investment options. Contribution amount changes, allocation changes and fund transfers can be done at any time. Each participant's directed account is credited/charged with an allocation of the directed investment's earnings/losses and credited with the following contributions:

- Participant salary deferral contributions
- Participant rollover contributions
- Employer safe harbor matching contributions
- Discretionary employer matching contributions
- Discretionary employer profit sharing contributions (allocated to participants based on their eligible compensation)

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

1. Description of Plan (continued)

Upon becoming a participant in the Plan, an individual is fully vested in the portion of his account attributable to participant contributions and employer safe harbor matching contributions. Upon death, disability, attainment of normal retirement age, or plan termination, a participant also becomes fully vested in amounts attributable to discretionary employer contributions; otherwise, the participant becomes fully vested in the discretionary employer contribution accounts in accordance with the following schedule:

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

Upon termination of service, a participant whose vested balance exceeds \$5,000 may elect to receive either a lump-sum amount equal to the vested amount or installment payments. Participants whose vested balance does not exceed \$5,000 are paid a lump sum amount.

Forfeited nonvested employer contributions may be used to pay the Plan's administrative expenses or to reduce employer contributions to the Plan. For the years ended December 31, 2023 and 2022, no forfeitures were used to offset employer contributions or pay Plan expenses. Unallocated forfeiture account balances were \$410 and \$383 at December 31, 2023 and 2022, respectively.

2. Information Certified by the Plan's Custodian

Certain information related to the investments disclosed in the accompanying financial statements and supplemental schedule of assets (held at end of year) was obtained from information supplied to Plan management and certified as complete and accurate by Voya.

The following table includes the values of the Plan's investments at December 31, 2023 and 2022 and investment activity for the years then ended, as certified by Voya.

	2023	2022
Investments:		
Pooled separate accounts at fair value	\$ 9,576,617	\$ 8,974,022
Guaranteed investment contract, at contract value	1,571,148	1,480,042
Total investments	\$ 11,147,765	\$ 10,454,064
Investment income:		
Net appreciation (depreciation) in value of investments	\$ 1,466,002	\$ (2,015,375)
Dividends and other earnings	23,798	16,268
Total investment income (loss)	\$ 1,489,800	\$ (1,999,107)

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

3. Investment Contract with Insurance Company

The Plan has entered into a fully benefit-responsive guaranteed investment contract with Voya. Voya maintains the contributions in a general deposit account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses.

As described in the summary of significant accounting policies, because the guaranteed investment contract (The Voya Fixed Account) is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for Plan benefits attributable to the guaranteed investment contract. The guaranteed investment contract is presented on the face of the statements of net assets available for Plan benefits at contract value. Contract value, as reported to the Plan by Voya, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise.

The guaranteed investment contract guarantees principal and a minimum guaranteed interest rate for the life of the participant's account and includes two declared interest rates - a current rate, determined at least monthly, and a guaranteed minimum floor rate declared for a defined period (currently one calendar year). The minimum guaranteed interest rate may vary by participant based on the date the participant established the account. The current rate, the guaranteed minimum floor rate, and the minimum guaranteed interest rate are expressed as annual effective yields. After consideration of interest compounding, the interest credited daily yields the current credited rate. Interest was credited and compounded at a rate of 1.53% and 1.00% at December 31, 2023 and 2022, respectively. The determination of credited interest rates reflects several factors, including mortality and expense risks, interest rate guarantees, the investment income earned on invested assets and the amortization of any capital gains or losses realized on the sale of invested assets.

As interest rates increase, the market value of the underlying securities declines and when interest rates decline, the market value of the underlying securities increases. The relationship to future interest crediting rates based on a change in interest rates will generally have minimal impact on the crediting rate since the change in rates will generally be offset by the change in market value, except when there is a change in duration. Duration is a measure of average life of all cash flows in the portfolio on a present value basis. A change in duration when market values decline (interest rates rise) reduces the crediting rate if duration shortens and increases the crediting rate if duration lengthens. A change in duration when market values increase (interest rates decline) increases the crediting rate when duration shortens and decreases the crediting rate when duration lengthens. Finally, any deposit or withdrawal to the investment contract impacts the crediting rate based on the relative size of the deposit or withdrawal.

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy are described as follows:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

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

- Pooled separate accounts are valued at the net asset value (NAV) of the shares held by the Plan at year end. The NAV is based on the fair value of the underlying assets held by the fund less its liabilities. There have been no changes in the valuation methodology used at December 31, 2023 and 2022.

The preceding valuation method may produce fair value calculations that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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 different fair value measurements at the reporting date.

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

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

4. **Fair Value Measurements** (continued)

The Plan's investments are reported at fair value as follows at December 31:

	<u>2023</u>	<u>2022</u>
Investments in the fair value hierarchy	<u>\$ -</u>	<u>\$ -</u>
Total investments in the fair value hierarchy	-	-
Pooled separate accounts (a)	<u>9,576,617</u>	<u>8,974,022</u>
Total investments at fair value	<u><u>\$ 9,576,617</u></u>	<u><u>\$ 8,974,022</u></u>

(a) In accordance with accounting principles generally accepted in the United States of America, certain investments measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for Plan benefits. These investments are valued daily, may be redeemed daily without restrictions, and with no notice requirements. Additionally, there are no unfunded commitments.

5. **Party-in-Interest Transactions**

Certain Plan investments are managed by Voya. These investments, as well as fees paid by the Plan to Voya, the third-party administrator and the Plan's investment advisor, qualify as party-in-interest transactions which are exempt from the prohibited transaction rules of ERISA.

6. **Plan Termination**

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

7. **Income Taxes**

The Plan has adopted a nonstandardized pre-approved profit sharing plan, which has received an opinion letter dated June 30, 2020 from the IRS, indicating that the plan is qualified for tax-exempt status under the applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, the Plan administrator believes the Plan was qualified and tax-exempt as of the financial statement date and no provision for income taxes has been recorded in the 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 (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2020.

GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN

Notes to the Financial Statements Years Ended December 31, 2023 and 2022

8. Risks and Uncertainties

The Plan allows participants to invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market fluctuation and credit risk. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and such changes could materially affect participants' account balances and the amounts reported in the financial statements and supplemental schedules.

9. Subsequent Events

Management of the Plan has evaluated subsequent events through October 15, 2024, the date the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULES

**GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN
EIN 43-1118328 PLAN #001**

Schedule 1

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
Year Ended December 31, 2023

Participant Contributions Transferred Late to Plan		Total that Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51	
Check Here if Late Participant Loan Repayments are Included: <input type="checkbox"/>		Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP		
* \$	18,017	\$ 18,017	\$ -	\$ -	\$ -	\$ -

* 2022 late contributions reported in 2022 and to be corrected in 2024

**GLOBAL CONNECTIONS, INC. 401(K) SAVINGS PLAN
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Schedule 2

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	(b)	(c)	(d)	(e)
<u>Identity of Issue, Borrower, Lessor, or Similar Party</u>		<u>Investment Description</u>	<u>Cost</u>	<u>Current Value</u>
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	AB Small Cap Growth Z	**	\$ 22,915
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds Bond Fund of America R6	**	509,512
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds EuroPacific Growth R6	**	418,227
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	MFS Growth Fund R6	**	264,073
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	American Funds New World R6	**	116,970
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	DFA Inflation-Protected Securities Portfolio Inst	**	147,090
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	DFA U.S. Targeted Value Portfolio Inst Class	**	74,890
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Eaton Vance Atlanta Capital SMID-Cap Class R6	**	71,699
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	MFS Value Fund R6	**	318,691
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	PGIM High Yield Fund R6	**	41,128
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard 500 Index Fund Admiral Shares	**	787,709
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Mid-Cap Index Fund Admiral Shares	**	9,889
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Small-Cap Index Fund Admiral Shares	**	25,339
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2020 Inv	**	161,189
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2025 Inv	**	788,067
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2030 Inv	**	901,601
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2035 Inv	**	636,971
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2040 Inv	**	2,615,430
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2045 Inv	**	659,762
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2050 Inv	**	327,338
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2055 Inv	**	149,160
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2060 Inv	**	53,155
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2065 Inv	**	5,972
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement 2070 Inv	**	26,723
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Vanguard Target Retirement Income Inv	**	194,393
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Victory Sycamore Established Value Fund Class R6	**	248,314
*	Voya Retirement Insurance and Annuity Co.- Pooled Separate Account	Voya Gov Money Mkt Fnd A (Hold Acct)	**	410
*	Voya Retirement Insurance and Annuity Company	Guaranteed Investment Contract - Voya Fixed Account	**	<u>1,571,148</u>
		Total assets		<u>\$ 11,147,765</u>

* Party-in-interest to the Plan

** Not required for participant directed investments.