

**Form 5500-SF**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Short Form Annual Return/Report of Small Employee Benefit Plan**

This form is required to be filed 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-SF.**

OMB Nos. 1210-0110  
1210-0089

**2023**

**This Form is Open to Public Inspection**

**Part I Annual Report Identification Information**

For calendar plan year 2023 or fiscal plan year beginning 01/01/2024 and ending 10/01/2024

- A** This return/report is for:  a single-employer plan  a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.)
- B** This return/report is  the first return/report  the final return/report  
 an amended return/report  a short plan year return/report (less than 12 months)
- C** Check box if filing under:  Form 5558  automatic extension  DFVC program  
 special extension (enter description)
- D** If the plan is a collectively-bargained plan, check here ..... ▶
- 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**

<b>1a</b> Name of plan <u>LEBEC ENTERPRISES, INC. 401(K) PROFIT SHARING PLAN</u>	<b>1b</b> Three-digit plan number (PN) ▶	<u>003</u>
	<b>1c</b> Effective date of plan	<u>12/01/1988</u>
<b>2a</b> Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>LEBEC ENTERPRISES, INC.</u>  <u>P.O. BOX 827</u> <u>BOYERTOWN, PA 19512</u>	<b>2b</b> Employer Identification Number (EIN)	<u>23-2980092</u>
	<b>2c</b> Sponsor's telephone number	<u>610-367-2051</u>
	<b>2d</b> Business code (see instructions)	<u>444190</u>
<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor.	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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. <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5a</b> Total number of participants at the beginning of the plan year .....	<b>5a</b>	<u>18</u>
<b>b</b> Total number of participants at the end of the plan year.....	<b>5b</b>	<u>0</u>
<b>c(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....	<b>5c(1)</b>	<u>18</u>
<b>c(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....	<b>5c(2)</b>	<u>0</u>
<b>d(1)</b> Total number of active participants at the beginning of the plan year.....	<b>5d(1)</b>	<u>0</u>
<b>d(2)</b> Total number of active participants at the end of the plan year.....	<b>5d(2)</b>	<u>0</u>
<b>e</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>5e</b>	<u>0</u>

**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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	<u>11/18/2024</u>	<u>LEON E. SCHLEGEL</u>
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.).....  Yes  No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.).....  Yes  No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? .....  Yes  No  Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year \_\_\_\_\_ (See instructions.)

<b>Part III Financial Information</b>			
<b>7</b> Plan Assets and Liabilities		<b>(a) Beginning of Year</b>	<b>(b) End of Year</b>
<b>a</b> Total plan assets .....	<b>7a</b>	1099823	0
<b>b</b> Total plan liabilities .....	<b>7b</b>	0	0
<b>c</b> Net plan assets (subtract line 7b from line 7a) .....	<b>7c</b>	1099823	0
<b>8</b> Income, Expenses, and Transfers for this Plan Year		<b>(a) Amount</b>	<b>(b) Total</b>
<b>a</b> Contributions received or receivable from:			
<b>(1)</b> Employers .....	<b>8a(1)</b>	19419	
<b>(2)</b> Participants .....	<b>8a(2)</b>	160	
<b>(3)</b> Others (including rollovers) .....	<b>8a(3)</b>	0	
<b>b</b> Other income (loss) .....	<b>8b</b>	8550	
<b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) .....	<b>8c</b>		28129
<b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) .....	<b>8d</b>	1121311	
<b>e</b> Certain deemed and/or corrective distributions (see instructions) .	<b>8e</b>	2691	
<b>f</b> Administrative service providers (salaries, fees, commissions) .....	<b>8f</b>	0	
<b>g</b> Other expenses .....	<b>8g</b>	3950	
<b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g) .....	<b>8h</b>		1127952
<b>i</b> Net income (loss) (subtract line 8h from line 8c) .....	<b>8i</b>		-1099823
<b>j</b> Transfers to (from) the plan (see instructions) .....	<b>8j</b>	0	

<b>Part IV Plan Characteristics</b>	
<b>9a</b>	If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D
<b>b</b>	If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

<b>Part V Compliance Questions</b>				
<b>10</b> During the plan year:		<b>Yes</b>	<b>No</b>	<b>Amount</b>
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program) .....	<b>10a</b>		X	
<b>b</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) .....	<b>10b</b>		X	
<b>c</b> Was the plan covered by a fidelity bond? .....	<b>10c</b>		X	
<b>d</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....	<b>10d</b>		X	
<b>e</b> Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) .....	<b>10e</b>		X	
<b>f</b> Has the plan failed to provide any benefit when due under the plan? .....	<b>10f</b>		X	
<b>g</b> Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) .....	<b>10g</b>		X	
<b>h</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....	<b>10h</b>		X	
<b>i</b> If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 .....	<b>10i</b>			

**Part VI Pension Funding Compliance**

**11** Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below.  Yes  No

**a** Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 **11a**

**b PBGC missed contribution reporting requirements.** If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, 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 \_\_\_\_\_

**12** Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA?  Yes  No  
 (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above.

**a** 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 letter ruling granting the waiver. Month \_\_\_\_\_ Day \_\_\_\_\_ Year \_\_\_\_\_

**If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.**

**b** Enter the minimum required contribution for this plan year **12b**

**c** Enter the amount contributed by the employer to the plan for this plan year **12c**

**d** Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) **12d**

**e** Will the minimum funding amount reported on line 12d be met by the funding deadline?  Yes  No  N/A

**Part VII Plan Terminations and Transfers of Assets**

**13a** Has a resolution to terminate the plan been adopted in any plan year?  Yes  No

**a** If "Yes," enter the amount of any plan assets that reverted to the employer this year. **13a** 0

**b** Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?  Yes  No

**c** 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.)

<b>13c(1)</b> Name of plan(s):	<b>13c(2)</b> EIN(s)	<b>13c(3)</b> PN(s)

**Part VIII IRS Compliance Questions**

**14a** 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

**14b** 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

**15** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06/30/2020 (MM/DD/YYYY) and the Opinion Letter serial number Q703180A.



NEW YORK | MIAMI | MINNEAPOLIS | NEW YORK | CHICAGO | DALLAS | MIAMI

EFAST2 Filing Authorization for the Form 5500/5500-SF

Name of Plan: Labec Enterprises, Inc. 401(k) Profit Sharing Plan
ENPN: 23-2980092
Plan Year Ending: October 01, 2024

Authorization of Practitioner to Electronically Sign and File

I hereby authorize July Business Services ("JULY") to electronically sign and file the above-named return/report through EFAST2.

I understand that in granting this authority that:

- I must manually sign and date page 1 of the Form 5500 or page 2 of the Form 5500-SF, as applicable, and provide a scanned copy of that signature page to JULY before the electronic filing can be initiated;
JULY will retain a copy of this written authorization in its records;
JULY will notify the individual signing below as plan administrator/employer about any inquiries and information it receives from EFAST2, DOL, IRS, or PBGC regarding this annual return/report; and
A copy of my signature, as it appears on page 1 of the Form 5500 or page 2 of the Form 5500-SF, as applicable, will be included with the return/report posted by the Department of Labor on the Internet for public disclosure.
JULY shall not be deemed an administrator or other fiduciary with respect to any Plan solely on account of the services performed under this authorization.

This authorization is applicable only to the filing for the above-named Plan and applies only for Plan year end stated above.

Plan Administrator: Leon E. Schlegal Date: 11/18/2024

Building Retirement Security.

401 (K) PLAN... 401 (K) PLAN... 401 (K) PLAN...

Send to: CHICK'S...

**Form 5500-SF**

Department of the Treasury  
Internal Revenue Service  
Department of Labor  
Employee Benefits Security Administration  
Pension Benefits Security Division

**Short Form Annual Return/Report of Small Employee Benefit Plan**

This form is required to be filed under sections 104 and 4085 of the Employee Retirement Income Security Act of 1974 (ERISA), and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

OMB No. 1545-0047  
1210-0082

**2023**

This Form is Open to Public Inspection

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

**Part I Annual Report Identification Information**

For calendar plan year 2023 or fiscal plan year beginning 12/01/2023 and ending 12/01/2024

**A** This return/report is for:  a single-employer plan  a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MDP. Other plans must attach a list of participating employer information in accordance with the form instructions.)

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

**C** Check box if filing under:  Form 5598  automatic extension  DEVC program  
 special extension (enter description) \_\_\_\_\_

**D** If the plan is a collectively bargained plan, check here

**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: LEBEC ENTERPRISES, INC. 401(K) PROFIT SHARING PLAN

**1b** Three-digit plan number (PIN): 003

**1c** Effective date of plan: 12/01/1988

**2a** Plan sponsor's name (employer, if for a single-employer plan): LEBEC ENTERPRISES, INC.  
 Mailing address (include room, apt., suite no. and street, or P.O. box): P.O. Box 827  
 City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions): BOYERTOWN PA 19512

**2b** Employer Identification Number (EIN): 23-2980092

**2c** Sponsor's telephone number: 610-367-2051

**2d** Business code (see instructions): 444190

**3a** Plan administrator's name and address:  Same as Plan Sponsor

**3b** Administrator's EIN: \_\_\_\_\_

**3c** Administrator's telephone number: \_\_\_\_\_

**4** If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:  
 a. Sponsor's name: \_\_\_\_\_  
 b. Plan Name: \_\_\_\_\_

**4b** EIN: \_\_\_\_\_

**4c** PIN: \_\_\_\_\_

<b>5a</b> Total number of participants at the beginning of the plan year	18
<b>5b</b> Total number of participants at the end of the plan year	0
<b>5c(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	18
<b>5c(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	0
<b>5d(1)</b> Total number of active participants at the beginning of the plan year	0
<b>5d(2)</b> Total number of active participants at the end of the plan year	0
<b>5e</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	0

**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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief it is true, correct, and complete.

SIGN HERE	<i>Leon E. Schlegel</i>	11-18-24	Leon E. Schlegel
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	<i>Leon E. Schlegel</i>	11-18-24	Leon E. Schlegel
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor

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

## Classification Levels

JULY has the following employee Classifications and Levels.

Level	Classifications	Typical Tenure	Overview
<b>Level 1</b>	Associate	0	New employees with no experience.
<b>Level 2</b>	Senior Associate	1	Mastery of associate role. Demonstrates core values.
<b>Level 3</b>	Specialist, Analyst, Engineer	3	Mastery of associate role and pursuing training or credentials. Little to no supervision required to perform role.
<b>Level 4</b>	Senior Specialist, Analyst, Engineer	5	Solves problems and difficult situations independently. Serves as resource to other team members.
<b>Level 5</b>	Manager	10	Manages critical process, book of clients, or team. Attained or pursuing specialized certification / training.
<b>Level 6</b>	Senior Manager	12	Manages people or key client, advisor, or institutional relationships. Actively participates in process and service improvements. Attained specialized certifications.
<b>Level 7</b>	Director	15	Manages multiple people, key processes, or an entire department. Plays key role in strategic initiatives.
<b>Level 8</b>	Senior Director	18	Independently manages department, including staffing and planning. Builds strong relationships across the organization. Participates in company financial management. Leadership role in handling one or more strategic initiatives. Champion of JULY core values.
<b>Level 9</b>	Vice President	20	Broad industry experience with industry leading skillset in area of expertise. Builds relationships with institutional partners, key clients, or advisors. Heavily involved in JULY's financial management and leads key aspects of JULY strategic plan such as software, marketing, product development.
<b>Level 10</b>	Senior Vice President	22	Responsible for driving firm revenue, growth, and profitability. Top knowledge resource for key strategic area of firm (software, advisory, ERISA, recordkeeping). Plays key role in company's overall staffing plan, including recruitment and development of top level leadership positions. Key driver of firm's overall strategic direction. Represents JULY on industry boards and committees.
<b>Level 11</b>	Executive	25	Top leader for key functional area of firm, including Operations, Finance, or Sales / Marketing. Lead role in setting and developing the firm's mission, vision, and core values. Responsible for the firm's financial performance. Responsible for managing the company's core products and services. Responsible for top level staffing plan and recruitment and development of the firm's top level leadership.
<b>Level 12</b>	Senior Executive	30	