

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2023

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) [X] a single-employer plan [] a DFE (specify) ____
B This return/report is: [] the first return/report [] the final return/report [X] an amended return/report [] a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here. []
D Check box if filing under: [] Form 5558 [] automatic extension [] the DFVC program [X] special extension (enter description) EM-3615 HELENE
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 SLM STAFFING 401(K) PLAN
1b Three-digit plan number (PN) 001
1c Effective date of plan 01/01/2008
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) SLM STAFFING, LLC
4611 JOHNSON ROAD UNIT 1 COCONUT CREEK, FL 33073
2b Employer Identification Number (EIN) 56-2368663
2c Plan Sponsor's telephone number 954-691-1030
2d Business code (see instructions) 623000

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 rows for employer/plan sponsor and DFE.

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	831
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)	509
	6a(2)	508
	6b	0
	6c	73
	6d	581
	6e	1
	6f	582
	6g(1)	625
6g(2)	429	
6h	188	
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 type="checkbox"/> Insurance	(1) <input 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	b General Schedules
(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)	(1) <input checked="" type="checkbox"/> H (Financial Information)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(3) <input type="checkbox"/> A (Insurance Information) – Number Attached _____
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached <u>0</u>	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <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 SLM STAFFING 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SLM STAFFING, LLC	D Employer Identification Number (EIN) 56-2368663	

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

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

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

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

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

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

PRINCIPAL LIFE INSURANCE COMPANY

42-0127290

(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?
13 37 50 64	CONTRACT ADMINISTRATOR	59078	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)

UBS FINANCIAL SERVICES INC

13-2638166

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27 50	INVESTMENT ADVISORY	9819	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	4	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"/>

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
(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.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III	Termination Information on Accountants and Enrolled Actuaries (see instructions) (complete as many entries as needed)
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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>SLM STAFFING 401(K) 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>SLM STAFFING, LLC</u>	D Employer Identification Number (EIN) <u>56-2368663</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: GALLIARD STABLE RETURN PN

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

c EIN-PN <u>41-6202499-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>622848</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

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

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

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 SLM STAFFING 401(K) PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SLM STAFFING, LLC	D Employer Identification Number (EIN) 56-2368663

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
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		1245
(2) Participant contributions	1b(2)		3776
(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)	119273	113661
(9) Value of interest in common/collective trusts	1c(9)	700637	622848
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	3211270	3439500
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(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	4031180	4181030
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	4031180	4181030

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)	61009	
(B) Participants	2a(1)(B)	454730	
(C) Others (including rollovers)	2a(1)(C)	262	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		516001
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)	7014	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		7014
(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)	75206	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		75206
(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)		32893
(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)		461626
c Other income.....	2c		2626
d Total income. Add all income amounts in column (b) and enter total.....	2d		1095366

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	861456	
(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)		861456
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		14768
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances.....	2i(1)		
(2) Contract administrator fees.....	2i(2)	59473	
(3) Recordkeeping fees.....	2i(3)		
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees.....	2i(5)	9819	
(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)		
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		69292
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		945516

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		149850
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: **PURVIS GRAY & COMPANY**

(2) EIN: **59-0548468**

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.)	X		6615
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.)		X	
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.)		X	
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.)		X	
e Was this plan covered by a fidelity bond?	X		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?		X	
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?		X	
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?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
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.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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

SCHEDULE R (Form 5500) <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.	<small>OMB No. 1210-0110</small> 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 <u>SLM STAFFING 401(K) 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>SLM STAFFING, LLC</u>	D Employer Identification Number (EIN) <u>56-2368663</u>	

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
---	---	---

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): 42-0127290

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	
--	---	--

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? Yes No N/A
If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____
If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? Yes No N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? Yes No N/A

Part III	Amendments
-----------------	-------------------

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? Yes No

11 a Does the ESOP hold any preferred stock? Yes No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) Yes No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? Yes No

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 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702477A.

2023

SLM Staffing 401(k) Plan

Financial Statements and
Independent Auditor's Report

As of and for the Years Ended
December 31, 2023 and 2022

PURVIS GRAY
CERTIFIED PUBLIC ACCOUNTANTS

SLM STAFFING 401(k) PLAN
FINANCIAL STATEMENTS
AND
INDEPENDENT AUDITOR’S REPORT
AS OF AND FOR THE YEARS ENDED
DECEMBER 31, 2023 AND 2022

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INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees and Plan Administrator
SLM Staffing 401(k) Plan
Coconut Creek, Florida

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

We have performed audits of the accompanying financial statements of SLM Staffing 401(k) 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). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements (the financial statements).

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

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

Opinion

In our opinion, based on our audits and 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 to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

CERTIFIED PUBLIC ACCOUNTANTS

Gainesville | Ocala | Tallahassee | Sarasota | Orlando | Tampa

purvisgray.com

Members of American and Florida Institutes of Certified Public Accountants

To the Board of Trustees and Plan Administrator
SLM Staffing 401(k) Plan
Coconut Creek, Florida

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

Responsibilities of Management for the Financial Statements

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

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

To the Board of Trustees and Plan Administrator
SLM Staffing 401(k) Plan
Coconut Creek, Florida

INDEPENDENT AUDITOR'S REPORT

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.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

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

To the Board of Trustees and Plan Administrator
SLM Staffing 401(k) Plan
Coconut Creek, Florida

INDEPENDENT AUDITOR'S REPORT

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 is 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 their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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



January 24, 2025
Winter Park, Florida

SLM STAFFING 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2023 AND 2022

	2023	2022
Assets		
Investments, at Fair Value:		
Mutual Funds	\$ 3,439,500	\$ 3,211,270
Common/Collective Trust	652,561	745,069
Total Investments, at Fair Value	4,092,061	3,956,339
Receivables:		
Employer Contributions Receivables	13,086	-
Participant Contributions Receivables	38,424	-
Notes Receivable from Participants	113,661	119,273
Total Receivables	165,171	119,273
Net Assets Available for Benefits	\$ 4,257,232	\$ 4,075,612

The accompanying notes to the financial statements
are an integral part of these statements.

SLM STAFFING 401(k) PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Additions		
Net Investment Income:		
Net Appreciation in Fair Value of Investments	\$ 479,800	\$ -
Dividend Income	75,206	66,816
Total Net Investment Income	555,006	66,816
Other Income:		
Other Income	2,626	4,123
Interest Income on Notes Receivable from Participants	7,014	5,810
Total Other Income	9,640	9,933
Contributions:		
Participants	489,378	583,826
Employer	72,850	140,557
Rollovers	262	-
Total Contributions	562,490	724,383
Total Additions	1,127,136	801,132
Deductions		
Net Depreciation in Fair Value of Investments	-	810,742
Benefits Paid to Participants	876,224	1,057,282
Administrative Expenses	69,292	59,045
Total Deductions	945,516	1,927,069
Net Increase (Decrease) in Net Assets Available for Benefits	181,620	(1,125,937)
Net Assets Available for Benefits, Beginning of Year	4,075,612	5,201,549
Net Assets Available for Benefits, End of Year	\$ 4,257,232	\$ 4,075,612

The accompanying notes to the financial statements
are an integral part of these statements.

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Note 1 - Description of Plan

The following description of the SLM Staffing 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan, established on January 1, 2008, and most recently restated and amended July 31, 2022, is a defined contribution plan covering all eligible employees of SLM Staffing, LLC (the Company or Employer), as defined. The Plan is intended to satisfy all of the requirements for a qualified retirement plan under the provisions of the Internal Revenue Code (IRC). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Eligibility

All employees of the Company, as defined in the Plan agreement, are eligible to make salary deferrals and receive Company contributions upon attainment of the age of twenty-one and completion of six months of service.

Contributions

Participants may contribute pre-tax deferrals up to 100% of their eligible annual compensation, as defined in the Plan agreement, up to a certain statutory maximum which is set by law each year. The Plan provides for an automatic enrollment of eligible participants at a deferral rate of 3% of eligible compensation, unless the participant elects a contrary salary deferral election. Thereafter, employee contributions will automatically increase every year by 1% until the deferral rate equals 6%. The participant may also elect a permissive withdrawal of amounts that are automatically contributed to the Plan, provided the participant requests a withdrawal of amounts no later than 90 days following a participant's initial automatic deferral. The Plan allows for certain additional catch-up contributions for employees over age limits defined in the IRC. Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Company provides a matching contribution equal to 35% of the first 10% of eligible compensation that a participant contributes to the Plan. The Company may also elect to make a discretionary qualified non-elective contribution each year. For the years ended December 31, 2023 and 2022, the Company did not elect to make a discretionary qualified non-elective contribution.

Participant Accounts

Each participant's account is credited with the participant's elective deferrals, Employer contributions, and allocations of the Plan's earnings, and charged with benefits payments and an allocation of the Plan's losses and administrative expenses. Plan earnings and losses are allocated based on account balances while contributions are credited based upon elective deferrals and compensation, as defined. Transaction fees are charged directly to the accounts of the participants who incur those fees. Administrative expenses are allocated to participants proportionally based on the value of their account balances. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

Participants direct the investment of their accounts into various options offered by the Plan. Participants may change their investments periodically, as permitted by the Plan sponsor.

SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

Vesting

Participants are immediately vested in their elective deferral contributions, rollover contributions and employer discretionary qualified non-elective contributions plus actual earnings thereon. Company matching contributions plus actual earnings thereon vest over a period of five years as follows:

1 Year	20%
2 Year	40%
3 Year	60%
4 Year	80%
5 Year	100%

A participant will also be 100% vested in Company matching contributions upon death or disability or attainment of normal retirement age, as defined.

Forfeitures

Any non-vested amounts remaining after the distribution of a terminated participant's vested account balance are forfeited. Amounts forfeited by participants may be used to pay Plan expenses or to reduce Company contributions. During the year ended December 31, 2023, forfeitures of \$145 were used to pay Plan expenses and forfeitures of \$86,376 were used to reduce Company contributions. During the year ended December 31, 2022, forfeitures of \$29 were used to pay Plan expenses and forfeitures of \$51,110 were used to reduce Company contributions. At December 31, 2023 and 2022, there were \$349 and \$11,360 of unallocated forfeitures, respectively.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of a participant's vested account balance. Participants may have one loan outstanding at a time. The loans are secured by the balance in the participant's account and bear interest at the prime rate plus 1%. The period for loan repayment cannot exceed five years from the date of the loan unless it was used to purchase a principal residence, in which case it may not exceed 25 years. Principal and interest are paid ratably through payroll deductions.

Payment of Benefits

Upon termination of service due to death, disability, retirement, or termination of employment, a participant with a vested balance greater than \$5,000 may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or a series of installments over time. If the amount of the participant's vested balance is \$5,000 or less, the Plan will automatically roll the vested account to an individual retirement account (IRA) in a direct rollover if the vested account is more than \$1,000 and the participant did not elect a lump-sum payment or rollover into another qualified plan or IRA. If the amount of the participant's vested balance is \$1,000 or less, it will be distributed in a lump-sum. Participants attaining the age of 59 ½ may request an in-service distribution.

Administrative Expenses

The Plan's administrative expenses are paid by either the Plan or the Company, as provided by the Plan agreement. Expenses that are paid by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan are included in administrative expenses and certain investment-related expenses are included in net appreciation (depreciation) in fair value of investments in the accompanying statements of changes in net assets available for benefits.

SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

Transaction fees for distributions are charged directly to the accounts of the participants who incur those fees. Any costs associated with the investment of a participant's account are charged to that participant.

Note 2 - Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared under the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

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

Notes Receivable from Participants

Notes receivable from participants are reported at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participant's account balances. Delinquent notes receivable from participants are recorded as distributions based on terms of the Plan agreement.

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

The Plan has evaluated subsequent events through January 24, 2025, which is the date the financial statements were available to be issued. No material events have occurred since December 31, 2023, that require recognition or disclosure in the financial statements, except as follows:

- Effective January 1, 2024, the Plan was amended to allow participants to make after-tax Roth deferral contributions. In addition, rollover contributions are no longer limited to certain qualified sources.
- During 2024, the Company closed one of its properties and had a change in ownership for certain of its other properties, the effects of which may have resulted in a partial plan termination if more than 20% of the total Plan participants were terminated due to these events. If a partial plan termination occurs, affected participants will become 100% vested in Company contributions. The Company is in the process of determining whether these actions resulted in a partial plan termination.

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

- On November 26, 2024, the Company approved a formal plan of termination for the Plan, effective on January 1, 2025. Upon the effective date of the Plan termination, participants will become 100% vested in Company contributions.

Note 3 - Information Certified by Principal Trust Company

The following is a summary of the Plan’s financial information and data included in the Plan’s financial statements and supplemental schedule of assets (held at end of year), which was certified by Principal Trust Company, the trustee, as of December 31, 2023 and 2022, and for the years then ended, as complete and accurate, as permitted by 29 CFR 2520.103 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

	2023	2022
Investments, at Fair Value	\$ 4,092,061	\$ 3,956,339
Notes Receivable from Participants	\$ 113,661	\$ 119,273
	2023	2022
Net Appreciation (Depreciation) in Fair Value of Investments	\$ 479,800	\$ (810,742)
Dividend Income	\$ 75,206	\$ 66,816
Interest Income on Notes Receivable from Participants	\$ 7,014	\$ 5,810

The Plan’s independent accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule of assets (held at end of year).

Note 4 - Fair Value Measurements

The Financial Accounting Standards Board (FASB) *Accounting Standards Codification* No. 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

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

Level 2 – Inputs to the valuation methodology include: (1) quoted market prices for similar assets or liabilities in active markets, (2) quoted prices for identical or similar assets or liabilities in inactive markets, (3) inputs other than quoted prices that are observable for the asset or liability, and (4) inputs that are derived principally from, or corroborated by, observable market data by correlation of 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.

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

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

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

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

Mutual Funds: Valued as determined by quoted market price, which represents the net asset value of shares held by the Plan at year-end. The mutual funds held by the Plan are deemed to be actively traded.

Common/Collective Trust: The Plan invests in the Galliard Stable Return Fund PN which is composed primarily of fully benefit-responsive investment contracts. The fund is valued at the net asset value of units of the bank collective trust. The net asset value, as provided by the issuer of the fund, is based on the fair values of the underlying investments held by the fund less its liabilities and is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. Redemptions in the fund occur at net asset value following a 12-month notice period. There are no unfunded purchase commitments. The fund files a U.S. Department of Labor Form 5500, Annual Return/Report of Employee Benefit Plan, as a direct filing entity. Accordingly, certain disclosure requirements under FASB Accounting Standards Update 2015-12 with respect to investment strategies for investments measured using the net asset value practical expedient are not required in this report.

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

The following tables set forth by level, within the fair value hierarchy, the Plan’s assets at fair value:

<u>Description</u>	<u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u>	<u>Significant Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>	<u>Total</u>
<u>December 31, 2023</u>				
Description				
Mutual Funds	\$ 3,439,500	\$ -	\$ -	\$ 3,439,500
Common/Collective Trust *				652,561
Total Investments, at Fair Value				<u>\$ 4,092,061</u>

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

<u>Description</u>	<u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u>	<u>Significant Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>	<u>Total</u>
<u>December 31, 2022</u>				
Description				
Mutual Funds	\$ 3,211,270	\$ -	\$ -	\$ 3,211,270
Common/Collective Trust *				745,069
Total Investments, at Fair Value				<u>\$ 3,956,339</u>

*Investments that are measured at fair value using the net asset value per share (or its equivalent) practical expediate have not been included in the fair value hierarchy. The net asset values presented in this table are intended to reconcile the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

Note 5 - Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near-term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Note 6 - Party-in-Interest Transactions

During the year ended December 31, 2023, the Plan paid administrator fees of \$59,473 to Principal Life Insurance Company (Principal) and fees of \$9,819 to the Plan's investment advisor. During the year ended December 31, 2022, the Plan paid administrator fees of \$59,045 to Principal. Notes receivable from participants also qualify as exempt party-in-interest transactions.

Note 7 - Tax Status

The Plan adopted a non-standardized defined contribution pre-approved plan, which received a favorable opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020. The opinion letter stated that the Plan is designed in accordance with applicable sections of the IRC. The Plan has been restated and amended since receiving the ruling. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included 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 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, there are no uncertain position taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Note 8 - Plan Termination

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of the Plan's termination, participants will be 100% vested in their employer contributions.

Note 9 - Non-Exempt Transactions

During the Plan years ended December 31, 2023, 2022, and 2021, the Company did not remit certain employee deferrals and loan repayments within the appropriate time period prescribed by the Department of Labor. These transactions constitute prohibited transactions as defined by ERISA. The Company made corrections, including restoration of lost earnings, to certain 2021 late contributions and loan repayments in August 2024. The Company is in the process of taking the appropriate steps to correct the remaining late remittances.

Note 10 - Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	<u>December 31, 2023</u>	<u>December 31, 2022</u>
Net Assets Available for Benefits per the Financial Statements	\$ 4,257,232	\$ 4,075,612
Employer Contributions Receivable	(11,841)	-
Participant Contributions Receivable	(34,648)	-
Fair Value Adjustment – Common/Collective Trust	(29,713)	(44,432)
Net Assets Available for Benefits per Form 5500	<u>\$ 4,181,030</u>	<u>\$ 4,031,180</u>

The following is a reconciliation of net increase (decrease) in net assets available for benefits per the financial statements to Form 5500:

For the Year Ended December 31,	<u>2023</u>	<u>2022</u>
Net Increase (Decrease) in Net Assets Available For Benefits Per the Financial Statements	\$ 181,620	\$ (1,125,937)
Employer Contributions Receivable – 2023	(11,841)	-
Participant Contributions Receivable – 2023	(34,648)	-
Change in Fair Value Adjustment - Common/Collective Trust	14,719	(57,191)
Net Increase (Decrease) in Net Assets Available For Benefits Per Form 5500	<u>\$ 149,850</u>	<u>\$ (1,183,128)</u>

SUPPLEMENTAL SCHEDULES

SLM STAFFING 401(k) PLAN
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
EMPLOYER IDENTIFICATION NUMBER (EIN) #56-2368663; PLAN #001
YEAR ENDED DECEMBER 31, 2023

**Total That Constitutes Non-Exempt
Prohibited Transactions**

Check Here if Late Participant Loan Repayments are Included: <input checked="" type="checkbox"/>	Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP*	Contributions Pending Correction in VFCP*	Total Fully Corrected Under VFCP and PTE 2002- 51
2021	\$ 1,918	\$ 1,918	\$ -	\$ -	\$ -
2022	\$ 31,250	\$ 31,250	\$ -	\$ -	\$ -
2023	\$ 63,514	\$ 63,514	\$ -	\$ -	\$ -

* Voluntary Fiduciary Correction Program (DOL)

SLM STAFFING 401(k) PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EMPLOYER IDENTIFICATION NUMBER (EIN) #56-2368663; PLAN #001
DECEMBER 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
		<u>Mutual Funds</u>		
	JP Morgan Funds	JP Morgan SmartRtmt 2040 R5 Fd	<i>a</i>	\$ 469,617
	JP Morgan Funds	JP Morgan SmartRtmt 2030 R5 Fd	<i>a</i>	381,078
	JP Morgan Funds	JP Morgan SmartRtmt 2035 R5 Fd	<i>a</i>	356,974
	Vanguard Group	Vanguard Value Index Adm Fund	<i>a</i>	243,607
	Vanguard Group	Vanguard Growth Index Adm Fund	<i>a</i>	231,342
	Vanguard Group	Vgd Ttl Intl Stk Idx Adm Fd	<i>a</i>	207,210
	BlackRock	BlackRock Global Alloc Inst Fd	<i>a</i>	206,838
	JP Morgan Funds	JP Morgan SmartRtmt 2055 R5 Fd	<i>a</i>	179,133
	JP Morgan Funds	JP Morgan SmartRtmt 2025 R5 Fd	<i>a</i>	156,823
	JP Morgan Funds	JP Morgan SmartRtmt 2050 R5 Fd	<i>a</i>	141,193
	JP Morgan Funds	JP Morgan SmartRtmt 2045 R5 Fd	<i>a</i>	139,304
	Metropolitan Life Insurance Co	Metro West Ttl Rtn Bd I Fund	<i>a</i>	113,091
	JP Morgan Funds	JP Morgan SmartRtmt 2060 R5 Fd	<i>a</i>	109,251
	Vanguard Group	Vanguard Mid Cap Index Adm Fd	<i>a</i>	101,387
	Vanguard Group	Vanguard 500 Index Admiral Fd	<i>a</i>	79,225
	Columbia Funds	Columbia Balanced I3 Fund	<i>a</i>	71,583
	Vanguard Group	Vanguard Sm Cap Index Adm Fund	<i>a</i>	58,187
	JP Morgan Funds	JP Morgan SmartRtmt 2020 R5 Fd	<i>a</i>	57,151
	JP Morgan Funds	JP Morgan SmtRtmt Inc R5 Fd	<i>a</i>	47,383
	Lord Abbett	Lord Abbett Sht Drtn Inc I Fnd	<i>a</i>	39,418
	Delaware Investments	Delaware Sm Cap Core Instl Fd	<i>a</i>	23,310
	Vanguard Group	Vanguard RE Index Adm Fund	<i>a</i>	16,895
	JP Morgan Funds	JP Morgan SmartRtmt 2065 R5 Fd	<i>a</i>	9,500
				<u>3,439,500</u>
		<u>Common/Collective Trust</u>		
	SEI Trust Company	Galliard Stable Return Fund PN	<i>a</i>	<u>652,561</u>
		<u>Participant Loans</u>		
*	Notes Receivable from Participants	Interest rates ranging from 4.25% to 9.50% with various maturity dates	-	<u>113,661</u>
		Total		<u><u>\$ 4,205,722</u></u>

* Transaction with party-in-interest.

a - The cost of participant-directed investments is not required to be disclosed.

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SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

05/09/24

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PLAN ID (3)01404

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SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SLM S 401() P
 EIN 56.2368663
 PLAN NUMBER 001
 PLAN YEAR 01/01/2023 TO 12/31/2023

(A) Identity of issuer, borrower, lessor or similar party.	(B) Description of investment including maturity date, rate of interest, collateral, par or maturity value.	(C) Description of investment including maturity date, rate of interest, collateral, par or maturity value.	(D) Cost	(E) Current Value
BlackRock	Registered Investment Company BlackRock Global Alloc Inst Fd	Registered Investment Company BlackRock Global Alloc Inst Fd	\$ 0.00	\$ 206,837.90
Columbia Funds	Registered Investment Company Columbia Balanced I3 Fund	Registered Investment Company Columbia Balanced I3 Fund	\$ 0.00	\$ 71,582.72
Delaware Investments	Registered Investment Company Delaware Sm Cap Core Instl Fd	Registered Investment Company Delaware Sm Cap Core Instl Fd	\$ 0.00	\$ 23,310.37
SEI TRUST COMPANY	Common/Collective Trust Galliard Stable Return PN	Common/Collective Trust Galliard Stable Return PN	\$ 0.00	\$ 622,848.00
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2060 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2060 R5 Fd	\$ 0.00	\$ 109,251.24
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt Inc R5 Fd	Registered Investment Company JP Morgan SmtRtmt Inc R5 Fd	\$ 0.00	\$ 47,382.42
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2020 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2020 R5 Fd	\$ 0.00	\$ 57,151.21
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2025 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2025 R5 Fd	\$ 0.00	\$ 156,822.31
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2030 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2030 R5 Fd	\$ 0.00	\$ 381,077.91
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2035 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2035 R5 Fd	\$ 0.00	\$ 356,973.57
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2040 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2040 R5 Fd	\$ 0.00	\$ 469,617.35
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2045 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2045 R5 Fd	\$ 0.00	\$ 139,304.11
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2050 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2050 R5 Fd	\$ 0.00	\$ 141,193.22
JP Morgan Funds	Registered Investment Company JP Morgan SmtRtmt 2055 R5 Fd	Registered Investment Company JP Morgan SmtRtmt 2055 R5 Fd	\$ 0.00	\$ 179,133.39
JP Morgan Funds	Registered Investment Company JPMORGAN SMARTRET 2065 R5 FD	Registered Investment Company JPMORGAN SMARTRET 2065 R5 FD	\$ 0.00	\$ 9,499.81

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SCHEDULE H, line 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)

SLM S 401() P
 EIN 56.2368663
 PLAN NUMBER 001
 PLAN YEAR 01/01/2023 TO 12/31/2023

(A) Identity of issuer, borrower, lessor or similar party.	(B) Description of investment including maturity date, rate of interest, collateral, par or maturity value.	(C) Description of investment including maturity date, rate of interest, collateral, par or maturity value.	(D) Cost	(E) Current Value
Lord Abbett	Registered Investment Company Lord Abbett Sht Drtn Inc I Fnd	Registered Investment Company Metro West Ttl Rtn Bd I Fund	\$ 0.00	\$ 39,418.41
Metropolitan Life Insurance Co	Registered Investment Company Vanguard Growth Index Adm Fund	Registered Investment Company Vanguard Mid Cap Index Adm Fd	\$ 0.00	\$ 113,091.07
Vanguard Group	Registered Investment Company Vanguard RE Index Adm Fund	Registered Investment Company Vanguard Sm Cap Index Adm Fund	\$ 0.00	\$ 231,342.25
Vanguard Group	Registered Investment Company Vanguard Value Index Adm Fund	Registered Investment Company Vanguard 500 Index Admiral Fd	\$ 0.00	\$ 101,387.30
Vanguard Group	Registered Investment Company Vanguard Intl Stk Idx Adm Fd	Range of Interest Rates Rates Range From 4.25% To 9.50%	\$ 0.00	\$ 16,895.10
Vanguard Group	Participant Loans		\$ 0.00	\$ 58,187.12
Vanguard Group			\$ 0.00	\$ 243,606.71
Vanguard Group			\$ 0.00	\$ 79,225.04
Vanguard Group			\$ 0.00	\$ 207,209.75
* Participant Loans			\$ 0.00	\$ 113,661.00

2023

SLM Staffing 401(k) Plan

Financial Statements and
Independent Auditor's Report

As of and for the Years Ended
December 31, 2023 and 2022

SLM STAFFING 401(k) PLAN
FINANCIAL STATEMENTS
AND
INDEPENDENT AUDITOR’S REPORT
AS OF AND FOR THE YEARS ENDED
DECEMBER 31, 2023 AND 2022

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INDEPENDENT AUDITOR'S REPORT

To the Board of Trustees and Plan Administrator
SLM Staffing 401(k) Plan
Coconut Creek, Florida

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

We have performed audits of the accompanying financial statements of SLM Staffing 401(k) 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). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements (the financial statements).

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

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

Opinion

In our opinion, based on our audits and 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 to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

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To the Board of Trustees and Plan Administrator
SLM Staffing 401(k) Plan
Coconut Creek, Florida

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

Responsibilities of Management for the Financial Statements

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

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

To the Board of Trustees and Plan Administrator
SLM Staffing 401(k) Plan
Coconut Creek, Florida

INDEPENDENT AUDITOR'S REPORT

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.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedules Required by ERISA

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

To the Board of Trustees and Plan Administrator
SLM Staffing 401(k) Plan
Coconut Creek, Florida

INDEPENDENT AUDITOR'S REPORT

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 is 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 their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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



January 24, 2025
Winter Park, Florida

SLM STAFFING 401(k) PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2023 AND 2022

	2023	2022
Assets		
Investments, at Fair Value:		
Mutual Funds	\$ 3,439,500	\$ 3,211,270
Common/Collective Trust	652,561	745,069
Total Investments, at Fair Value	4,092,061	3,956,339
Receivables:		
Employer Contributions Receivables	13,086	-
Participant Contributions Receivables	38,424	-
Notes Receivable from Participants	113,661	119,273
Total Receivables	165,171	119,273
Net Assets Available for Benefits	\$ 4,257,232	\$ 4,075,612

The accompanying notes to the financial statements
are an integral part of these statements.

SLM STAFFING 401(k) PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEARS ENDED DECEMBER 31, 2023 AND 2022

	2023	2022
Additions		
Net Investment Income:		
Net Appreciation in Fair Value of Investments	\$ 479,800	\$ -
Dividend Income	75,206	66,816
Total Net Investment Income	555,006	66,816
Other Income:		
Other Income	2,626	4,123
Interest Income on Notes Receivable from Participants	7,014	5,810
Total Other Income	9,640	9,933
Contributions:		
Participants	489,378	583,826
Employer	72,850	140,557
Rollovers	262	-
Total Contributions	562,490	724,383
Total Additions	1,127,136	801,132
Deductions		
Net Depreciation in Fair Value of Investments	-	810,742
Benefits Paid to Participants	876,224	1,057,282
Administrative Expenses	69,292	59,045
Total Deductions	945,516	1,927,069
Net Increase (Decrease) in Net Assets Available for Benefits	181,620	(1,125,937)
Net Assets Available for Benefits, Beginning of Year	4,075,612	5,201,549
Net Assets Available for Benefits, End of Year	\$ 4,257,232	\$ 4,075,612

The accompanying notes to the financial statements
are an integral part of these statements.

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Note 1 - Description of Plan

The following description of the SLM Staffing 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan, established on January 1, 2008, and most recently restated and amended July 31, 2022, is a defined contribution plan covering all eligible employees of SLM Staffing, LLC (the Company or Employer), as defined. The Plan is intended to satisfy all of the requirements for a qualified retirement plan under the provisions of the Internal Revenue Code (IRC). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Eligibility

All employees of the Company, as defined in the Plan agreement, are eligible to make salary deferrals and receive Company contributions upon attainment of the age of twenty-one and completion of six months of service.

Contributions

Participants may contribute pre-tax deferrals up to 100% of their eligible annual compensation, as defined in the Plan agreement, up to a certain statutory maximum which is set by law each year. The Plan provides for an automatic enrollment of eligible participants at a deferral rate of 3% of eligible compensation, unless the participant elects a contrary salary deferral election. Thereafter, employee contributions will automatically increase every year by 1% until the deferral rate equals 6%. The participant may also elect a permissive withdrawal of amounts that are automatically contributed to the Plan, provided the participant requests a withdrawal of amounts no later than 90 days following a participant's initial automatic deferral. The Plan allows for certain additional catch-up contributions for employees over age limits defined in the IRC. Participants may also contribute amounts representing distributions from other qualified plans (rollovers). The Company provides a matching contribution equal to 35% of the first 10% of eligible compensation that a participant contributes to the Plan. The Company may also elect to make a discretionary qualified non-elective contribution each year. For the years ended December 31, 2023 and 2022, the Company did not elect to make a discretionary qualified non-elective contribution.

Participant Accounts

Each participant's account is credited with the participant's elective deferrals, Employer contributions, and allocations of the Plan's earnings, and charged with benefits payments and an allocation of the Plan's losses and administrative expenses. Plan earnings and losses are allocated based on account balances while contributions are credited based upon elective deferrals and compensation, as defined. Transaction fees are charged directly to the accounts of the participants who incur those fees. Administrative expenses are allocated to participants proportionally based on the value of their account balances. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

Participants direct the investment of their accounts into various options offered by the Plan. Participants may change their investments periodically, as permitted by the Plan sponsor.

SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

Vesting

Participants are immediately vested in their elective deferral contributions, rollover contributions and employer discretionary qualified non-elective contributions plus actual earnings thereon. Company matching contributions plus actual earnings thereon vest over a period of five years as follows:

1 Year	20%
2 Year	40%
3 Year	60%
4 Year	80%
5 Year	100%

A participant will also be 100% vested in Company matching contributions upon death or disability or attainment of normal retirement age, as defined.

Forfeitures

Any non-vested amounts remaining after the distribution of a terminated participant's vested account balance are forfeited. Amounts forfeited by participants may be used to pay Plan expenses or to reduce Company contributions. During the year ended December 31, 2023, forfeitures of \$145 were used to pay Plan expenses and forfeitures of \$86,376 were used to reduce Company contributions. During the year ended December 31, 2022, forfeitures of \$29 were used to pay Plan expenses and forfeitures of \$51,110 were used to reduce Company contributions. At December 31, 2023 and 2022, there were \$349 and \$11,360 of unallocated forfeitures, respectively.

Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of a participant's vested account balance. Participants may have one loan outstanding at a time. The loans are secured by the balance in the participant's account and bear interest at the prime rate plus 1%. The period for loan repayment cannot exceed five years from the date of the loan unless it was used to purchase a principal residence, in which case it may not exceed 25 years. Principal and interest are paid ratably through payroll deductions.

Payment of Benefits

Upon termination of service due to death, disability, retirement, or termination of employment, a participant with a vested balance greater than \$5,000 may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or a series of installments over time. If the amount of the participant's vested balance is \$5,000 or less, the Plan will automatically roll the vested account to an individual retirement account (IRA) in a direct rollover if the vested account is more than \$1,000 and the participant did not elect a lump-sum payment or rollover into another qualified plan or IRA. If the amount of the participant's vested balance is \$1,000 or less, it will be distributed in a lump-sum. Participants attaining the age of 59 ½ may request an in-service distribution.

Administrative Expenses

The Plan's administrative expenses are paid by either the Plan or the Company, as provided by the Plan agreement. Expenses that are paid by the Company are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan are included in administrative expenses and certain investment-related expenses are included in net appreciation (depreciation) in fair value of investments in the accompanying statements of changes in net assets available for benefits.

SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS

Transaction fees for distributions are charged directly to the accounts of the participants who incur those fees. Any costs associated with the investment of a participant's account are charged to that participant.

Note 2 - Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared under the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

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

Notes Receivable from Participants

Notes receivable from participants are reported at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, as repayments of principal and interest are received through payroll deductions and the notes are collateralized by the participant's account balances. Delinquent notes receivable from participants are recorded as distributions based on terms of the Plan agreement.

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

The Plan has evaluated subsequent events through January 24, 2025, which is the date the financial statements were available to be issued. No material events have occurred since December 31, 2023, that require recognition or disclosure in the financial statements, except as follows:

- Effective January 1, 2024, the Plan was amended to allow participants to make after-tax Roth deferral contributions. In addition, rollover contributions are no longer limited to certain qualified sources.
- During 2024, the Company closed one of its properties and had a change in ownership for certain of its other properties, the effects of which may have resulted in a partial plan termination if more than 20% of the total Plan participants were terminated due to these events. If a partial plan termination occurs, affected participants will become 100% vested in Company contributions. The Company is in the process of determining whether these actions resulted in a partial plan termination.

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

- On November 26, 2024, the Company approved a formal plan of termination for the Plan, effective on January 1, 2025. Upon the effective date of the Plan termination, participants will become 100% vested in Company contributions.

Note 3 - Information Certified by Principal Trust Company

The following is a summary of the Plan’s financial information and data included in the Plan’s financial statements and supplemental schedule of assets (held at end of year), which was certified by Principal Trust Company, the trustee, as of December 31, 2023 and 2022, and for the years then ended, as complete and accurate, as permitted by 29 CFR 2520.103 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

	2023	2022
Investments, at Fair Value	\$ 4,092,061	\$ 3,956,339
Notes Receivable from Participants	\$ 113,661	\$ 119,273
	2023	2022
Net Appreciation (Depreciation) in Fair Value of Investments	\$ 479,800	\$ (810,742)
Dividend Income	\$ 75,206	\$ 66,816
Interest Income on Notes Receivable from Participants	\$ 7,014	\$ 5,810

The Plan’s independent accountants did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental schedule of assets (held at end of year).

Note 4 - Fair Value Measurements

The Financial Accounting Standards Board (FASB) *Accounting Standards Codification* No. 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework 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 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy are described below:

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

Level 2 – Inputs to the valuation methodology include: (1) quoted market prices for similar assets or liabilities in active markets, (2) quoted prices for identical or similar assets or liabilities in inactive markets, (3) inputs other than quoted prices that are observable for the asset or liability, and (4) inputs that are derived principally from, or corroborated by, observable market data by correlation of 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.

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

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

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

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

Mutual Funds: Valued as determined by quoted market price, which represents the net asset value of shares held by the Plan at year-end. The mutual funds held by the Plan are deemed to be actively traded.

Common/Collective Trust: The Plan invests in the Galliard Stable Return Fund PN which is composed primarily of fully benefit-responsive investment contracts. The fund is valued at the net asset value of units of the bank collective trust. The net asset value, as provided by the issuer of the fund, is based on the fair values of the underlying investments held by the fund less its liabilities and is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. Redemptions in the fund occur at net asset value following a 12-month notice period. There are no unfunded purchase commitments. The fund files a U.S. Department of Labor Form 5500, Annual Return/Report of Employee Benefit Plan, as a direct filing entity. Accordingly, certain disclosure requirements under FASB Accounting Standards Update 2015-12 with respect to investment strategies for investments measured using the net asset value practical expedient are not required in this report.

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

The following tables set forth by level, within the fair value hierarchy, the Plan’s assets at fair value:

<u>Description</u>	<u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u>	<u>Significant Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>	<u>Total</u>
<u>December 31, 2023</u>				
Description				
Mutual Funds	\$ 3,439,500	\$ -	\$ -	\$ 3,439,500
Common/Collective Trust *				652,561
Total Investments, at Fair Value				<u>\$ 4,092,061</u>

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

<u>Description</u>	<u>Quoted Prices in Active Markets for Identical Assets (Level 1)</u>	<u>Significant Observable Inputs (Level 2)</u>	<u>Significant Unobservable Inputs (Level 3)</u>	<u>Total</u>
<u>December 31, 2022</u>				
Description				
Mutual Funds	\$ 3,211,270	\$ -	\$ -	\$ 3,211,270
Common/Collective Trust *				745,069
Total Investments, at Fair Value				<u>\$ 3,956,339</u>

*Investments that are measured at fair value using the net asset value per share (or its equivalent) practical expediate have not been included in the fair value hierarchy. The net asset values presented in this table are intended to reconcile the fair value hierarchy to the amounts presented in the statements of net assets available for benefits.

Note 5 - Risks and Uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near-term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Note 6 - Party-in-Interest Transactions

During the year ended December 31, 2023, the Plan paid administrator fees of \$59,473 to Principal Life Insurance Company (Principal) and fees of \$9,819 to the Plan's investment advisor. During the year ended December 31, 2022, the Plan paid administrator fees of \$59,045 to Principal. Notes receivable from participants also qualify as exempt party-in-interest transactions.

Note 7 - Tax Status

The Plan adopted a non-standardized defined contribution pre-approved plan, which received a favorable opinion letter from the Internal Revenue Service (IRS) dated June 30, 2020. The opinion letter stated that the Plan is designed in accordance with applicable sections of the IRC. The Plan has been restated and amended since receiving the ruling. However, the Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included 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 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, there are no uncertain position taken. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**SLM STAFFING, LLC 401(k) PLAN
NOTES TO FINANCIAL STATEMENTS**

Note 8 - Plan Termination

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of the Plan's termination, participants will be 100% vested in their employer contributions.

Note 9 - Non-Exempt Transactions

During the Plan years ended December 31, 2023, 2022, and 2021, the Company did not remit certain employee deferrals and loan repayments within the appropriate time period prescribed by the Department of Labor. These transactions constitute prohibited transactions as defined by ERISA. The Company made corrections, including restoration of lost earnings, to certain 2021 late contributions and loan repayments in August 2024. The Company is in the process of taking the appropriate steps to correct the remaining late remittances.

Note 10 - Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	<u>December 31, 2023</u>	<u>December 31, 2022</u>
Net Assets Available for Benefits per the Financial Statements	\$ 4,257,232	\$ 4,075,612
Employer Contributions Receivable	(11,841)	-
Participant Contributions Receivable	(34,648)	-
Fair Value Adjustment – Common/Collective Trust	(29,713)	(44,432)
Net Assets Available for Benefits per Form 5500	<u>\$ 4,181,030</u>	<u>\$ 4,031,180</u>

The following is a reconciliation of net increase (decrease) in net assets available for benefits per the financial statements to Form 5500:

For the Year Ended December 31,	<u>2023</u>	<u>2022</u>
Net Increase (Decrease) in Net Assets Available For Benefits Per the Financial Statements	\$ 181,620	\$ (1,125,937)
Employer Contributions Receivable – 2023	(11,841)	-
Participant Contributions Receivable – 2023	(34,648)	-
Change in Fair Value Adjustment - Common/Collective Trust	14,719	(57,191)
Net Increase (Decrease) in Net Assets Available For Benefits Per Form 5500	<u>\$ 149,850</u>	<u>\$ (1,183,128)</u>

SUPPLEMENTAL SCHEDULES

SLM STAFFING 401(k) PLAN
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
EMPLOYER IDENTIFICATION NUMBER (EIN) #56-2368663; PLAN #001
YEAR ENDED DECEMBER 31, 2023

**Total That Constitutes Non-Exempt
Prohibited Transactions**

Check Here if Late Participant Loan Repayments are Included: <input checked="" type="checkbox"/>	Participant Contributions Transferred Late to Plan	Contributions Not Corrected	Contributions Corrected Outside VFCP*	Contributions Pending Correction in VFCP*	Total Fully Corrected Under VFCP and PTE 2002- 51
2021	\$ 1,918	\$ 1,918	\$ -	\$ -	\$ -
2022	\$ 31,250	\$ 31,250	\$ -	\$ -	\$ -
2023	\$ 63,514	\$ 63,514	\$ -	\$ -	\$ -

* Voluntary Fiduciary Correction Program (DOL)

SLM STAFFING 401(k) PLAN
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
EMPLOYER IDENTIFICATION NUMBER (EIN) #56-2368663; PLAN #001
DECEMBER 31, 2023

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
		<u>Mutual Funds</u>		
	JP Morgan Funds	JP Morgan SmartRtmt 2040 R5 Fd	<i>a</i>	\$ 469,617
	JP Morgan Funds	JP Morgan SmartRtmt 2030 R5 Fd	<i>a</i>	381,078
	JP Morgan Funds	JP Morgan SmartRtmt 2035 R5 Fd	<i>a</i>	356,974
	Vanguard Group	Vanguard Value Index Adm Fund	<i>a</i>	243,607
	Vanguard Group	Vanguard Growth Index Adm Fund	<i>a</i>	231,342
	Vanguard Group	Vgd Ttl Intl Stk Idx Adm Fd	<i>a</i>	207,210
	BlackRock	BlackRock Global Alloc Inst Fd	<i>a</i>	206,838
	JP Morgan Funds	JP Morgan SmartRtmt 2055 R5 Fd	<i>a</i>	179,133
	JP Morgan Funds	JP Morgan SmartRtmt 2025 R5 Fd	<i>a</i>	156,823
	JP Morgan Funds	JP Morgan SmartRtmt 2050 R5 Fd	<i>a</i>	141,193
	JP Morgan Funds	JP Morgan SmartRtmt 2045 R5 Fd	<i>a</i>	139,304
	Metropolitan Life Insurance Co	Metro West Ttl Rtn Bd I Fund	<i>a</i>	113,091
	JP Morgan Funds	JP Morgan SmartRtmt 2060 R5 Fd	<i>a</i>	109,251
	Vanguard Group	Vanguard Mid Cap Index Adm Fd	<i>a</i>	101,387
	Vanguard Group	Vanguard 500 Index Admiral Fd	<i>a</i>	79,225
	Columbia Funds	Columbia Balanced I3 Fund	<i>a</i>	71,583
	Vanguard Group	Vanguard Sm Cap Index Adm Fund	<i>a</i>	58,187
	JP Morgan Funds	JP Morgan SmartRtmt 2020 R5 Fd	<i>a</i>	57,151
	JP Morgan Funds	JP Morgan SmtRtmt Inc R5 Fd	<i>a</i>	47,383
	Lord Abbett	Lord Abbett Sht Drtn Inc I Fnd	<i>a</i>	39,418
	Delaware Investments	Delaware Sm Cap Core Instl Fd	<i>a</i>	23,310
	Vanguard Group	Vanguard RE Index Adm Fund	<i>a</i>	16,895
	JP Morgan Funds	JP Morgan SmartRtmt 2065 R5 Fd	<i>a</i>	9,500
				<u>3,439,500</u>
		<u>Common/Collective Trust</u>		
	SEI Trust Company	Galliard Stable Return Fund PN	<i>a</i>	<u>652,561</u>
		<u>Participant Loans</u>		
*	Notes Receivable from Participants	Interest rates ranging from 4.25% to 9.50% with various maturity dates	-	<u>113,661</u>
		Total		<u><u>\$ 4,205,722</u></u>

* Transaction with party-in-interest.

a - The cost of participant-directed investments is not required to be disclosed.

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