

<p style="text-align: center;">Form 5500</p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: x-small;">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).</p> <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; text-align: center;">2024</p> <hr/> <p style="text-align: center;">This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A This return/report is for: a multiemployer plan a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

B This return/report is: the first return/report the final return/report

an amended return/report a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here.

D Check box if filing under: Form 5558 automatic extension the DFVC program

special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>EURARK LLC 401(K) PROFIT SHARING PLAN & TRUST</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>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) <u>EURARK LLC</u></p> <p><u>50 INDUSTRIAL DR</u> <u>BATESVILLE, AR 72501-8977</u></p>	<p>1c Effective date of plan <u>07/01/2006</u></p> <p>2b Employer Identification Number (EIN) <u>36-4434859</u></p> <p>2c Plan Sponsor's telephone number <u>870-698-2311</u></p> <p>2d Business code (see instructions) <u>541910</u></p>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	07/17/2025	ANTHONY M WARD ESQ.
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor ERISA FIDUCIARY SERVICES, INC. 1373 VETERANS HIGHWAY SUITE 10 HAUPPAUGE, NY 11788	3b Administrator's EIN 47-1637791 3c Administrator's telephone number 631-249-0500
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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
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5 Total number of participants at the beginning of the plan year	5	155
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6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).		
a(1) Total number of active participants at the beginning of the plan year	6a(1)	143
a(2) Total number of active participants at the end of the plan year	6a(2)	145
b Retired or separated participants receiving benefits.....	6b	1
c Other retired or separated participants entitled to future benefits	6c	24
d Subtotal. Add lines 6a(2) , 6b , and 6c	6d	170
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	6e	0
f Total. Add lines 6d and 6e	6f	170
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	6g(1)	127
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g(2)	138
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	0

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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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 2T 3D

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

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

<p>a Pension Schedules</p> <p>(1) <input checked="" type="checkbox"/> R (Retirement Plan Information)</p> <p>(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary</p> <p>(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary</p> <p>(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____</p> <p>(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)</p>	<p>b General Schedules</p> <p>(1) <input checked="" type="checkbox"/> H (Financial Information)</p> <p>(2) <input type="checkbox"/> I (Financial Information – Small Plan)</p> <p>(3) <input type="checkbox"/> A (Insurance Information) – Number Attached <u>0</u></p> <p>(4) <input checked="" type="checkbox"/> C (Service Provider Information)</p> <p>(5) <input type="checkbox"/> D (DFE/Participating Plan Information)</p> <p>(6) <input type="checkbox"/> G (Financial Transaction Schedules)</p>
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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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan EURARK LLC 401(K) PROFIT SHARING PLAN & TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 EURARK LLC	D Employer Identification Number (EIN) 36-4434859	

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

PAYCHEX SECURITIES CORPORATION	225 KENNETH DRIVE ROCHESTER, NY 14623
16-1486352	

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

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

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

CFM ADVISORS INC

1373 VETERANS HWY. SUITE 10
HAUPPAUGE, NY 11788

11-3237905

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	ADVISOR	8457	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

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

PAYCHEX, INC.

911 PANORAMA TRAIL S
ROCHESTER, NY 14625

16-1124166

(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 15	RECORDKEEPER	24093	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE 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.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan EURARK LLC 401(K) PROFIT SHARING PLAN & TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 EURARK LLC	D Employer Identification Number (EIN) 36-4434859

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	870561	1876616
(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)	191826	214791
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	13315958	16037682
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	0

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	14378345	18129089
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	14378345	18129089

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)	313771	
(B) Participants.....	2a(1)(B)	669628	
(C) Others (including rollovers).....	2a(1)(C)	69844	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1053243
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	69732	
(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)	15221	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		84953
(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)	877324	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		877324
(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)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2168020
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		4183540

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	394850	
(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)		394850
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	28629	
(3) Recordkeeping fees	2i(3)	0	
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	8457	
(6) Bank or trust company trustee/custodial fees	2i(6)	860	
(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)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		37946
j Total expenses. Add all expense amounts in column (b) and enter total	2j		432796

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3750744
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: **WELCH, COUCH & COMPANY PA**

(2) EIN: **71-0623618**

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	
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		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		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.		X	

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> 2024 This Form is Open to Public Inspection.
--	---	---

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>EURARK LLC 401(K) PROFIT SHARING PLAN & TRUST</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>EURARK LLC</u>	D Employer Identification Number (EIN) <u>36-4434859</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	
---	--

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): 27-3169253

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 08 / 31 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q704150A.

**EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST
EIN: 36-4434859 PN: 001**

**Financial Statements and
Supplemental Schedule**

**As of December 31, 2024 and 2023 and
for the Year Ended December 31, 2024
With Independent Auditor's Report**

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

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Welch, Couch & Company, PA

Certified Public Accountants

Jeff D. Welch, CPA, JD | Rachel M. Pennywitt, CPA
M. Garrett McSpadden, CPA | Allen E. Brinkman, CPA

Members of American Institute of Certified Public Accountants

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Trustees of
EURARK, LLC 401(k) Profit Sharing Plan and Trust
Batesville, Arkansas

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

We have performed audits of the accompanying financial statements of EURARK, LLC 401(k) Profit Sharing Plan and Trust, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of EURARK, LLC 401(k) Profit Sharing Plan and Trust'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, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the 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).

Batesville: PO Box 2094 | Batesville, AR 72503 | P: 870.793.5231 | F: 870.793.7788

Salem: PO Box 647 | Salem, AR 72576 | P: 870.895.3212 | F: 870.895.2998

West Plains: 1386 Bill Virdon Blvd. | West Plains, MO 65775 | P: 417.256.6624 | F: 417.256.1171

Little Rock: 1501 N. University, Suite 268 | Little Rock, AR 72207 | P: 501.468.0089 | F: 501.557.3929

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 EURARK, LLC 401(k) Profit Sharing Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about EURARK, LLC 401(k) Profit Sharing Plan and Trust's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- 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 EURARK, LLC 401(k) Profit Sharing Plan and Trust'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 EURARK, LLC 401(k) Profit Sharing Plan and Trust's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

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

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

In our opinion—

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

Welch, Couch & Company, PA
Welch, Couch & Company, PA
 Certified Public Accountants

Batesville, Arkansas
 June 19, 2025

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Assets		
Investments, at fair value (see Notes 2, 3 and 4)	<u>\$ 17,914,298</u>	<u>\$ 14,186,519</u>
Receivables		
Employer contributions	8,291	7,937
Participants' contributions	13,847	14,250
Notes receivable from participants	<u>214,791</u>	<u>191,826</u>
Total receivables	<u>236,929</u>	<u>214,013</u>
Total assets	<u>18,151,227</u>	<u>14,400,532</u>
Net assets available for benefits	<u><u>\$ 18,151,227</u></u>	<u><u>\$ 14,400,532</u></u>

The notes to the financial statements are an integral part of this statement.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

	<u>2024</u>
Additions	
Additions to net assets attributed to:	
Investment income :	
Net appreciation in fair value of investments	\$ 2,168,020
Interest and dividends	947,056
Net investment income	<u>3,115,076</u>
Contributions	
Employer	314,125
Participants	669,225
Rollovers	69,844
Total contributions	<u>1,053,194</u>
Interest income on notes receivable from participants	<u>15,221</u>
Total additions	<u>4,183,491</u>
Deductions	
Deductions from net assets attributed to:	
Benefits paid directly to participants	394,850
Administrative expenses	37,946
Total deductions	<u>432,796</u>
Net increase in net assets available for benefits	3,750,695
Net assets available for benefits, beginning of year	<u>14,400,532</u>
Net assets available for benefits, end of year	<u><u>\$ 18,151,227</u></u>

The notes to the financial statements are an integral part of this statement.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 1 – Description of Plan

The following description of EURARK, LLC 401(k) Profit Sharing Plan and Trust (the Plan) provides only general information. For a more complete description of the plan's provisions, participants should refer to the plan document and *Summary Plan Description*, which are available from the plan administrator.

- A) **General.** The plan is a defined contribution plan sponsored by EURARK, LLC (Company) originally effective July 1, 2006, and restated most recently with an effective date of January 1, 2024, for the benefit of employees of EURARK, LLC and related employer Puravet Pet Products, Inc. who have at least three months of service as defined by the plan and are age 21 or older. The board of directors of EURARK, LLC controls and manages the operations and administration of the Plan. The board reviews the plan performance and investment options periodically. The plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).
- B) **Contributions.** Each year, participants may contribute up to 60% of pretax annual compensation, as defined by the plan, to a maximum amount allowed by law of \$23,000 and \$22,500 for 2024 and 2023, respectively. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions of \$7,500 for 2024 and 2023. Participants may also contribute amounts representing distributions from other qualified defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the plan. The Company makes a nondiscretionary safe harbor matching contribution equal to 100% of the first 3% of eligible compensation and 50% of the next 2% of eligible compensation. Additional discretionary profit-sharing contributions may be made at the option of the Company's board of directors. Contributions are subject to certain limitations.
- C) **Participant accounts.** Each participant's account is credited with the participant's contributions, the Company's contributions, and plan earnings and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefits to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.
- D) **Vesting.** Participants are immediately vested in their contributions and any Company safe harbor matching contributions plus earnings thereon. Vesting in the Company's discretionary contributions portion of their accounts plus any earnings thereon is based on years of continuous service. A participant is fully vested after six years of continuous service. A participant will also become fully vested upon death, disability, or at age 65. The nonvested balance is forfeited upon termination of service. Forfeitures are retained in the plan and will first be used to pay administrative expenses. Any remaining amounts will be used to reduce future employer contributions under the plan.
- E) **Payment of benefits.** On termination of service due to death, disability, or retirement, a participant 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 direct rollover to another qualified plan. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.
- F) **Hardship withdrawals.** Participants may withdraw, at any time, upon substantial financial hardship (as defined by the plan), any portion of the balance in their account, which is attributable to their voluntary tax-deferred contributions and earnings. The minimum hardship withdrawal under the plan is \$500.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 1 – Description of Plan (Cont.)

- G) **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 their account balance, whichever is less. The loans are secured by the balance in the participant's account and bear interest at rates commensurate with local prevailing rates as determined at least annually by the plan administrator. The interest rate shall remain fixed throughout the duration of the loan. All loans must be repaid in level payments through after-tax payroll deductions on at least a quarterly basis over a five-year period unless it is for the purchase of a principal residence in which case the loan repayment period may not extend beyond 10 years of the date of the loan. Participants are allowed only one outstanding loan at any given time.
- H) **Forfeited accounts.** At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$192 and \$169, respectively. These accounts will be first used to offset any administrative fees. No forfeitures were utilized in 2024 or 2023 to pay plan expenses or to offset employer matching contributions.
- I) **Administrative Expenses.** Fees paid by the plan for investment management and record keeping services amounted to \$37,946 for the year ended December 31, 2024.
- J) **Investment Options.** Upon enrollment in the plan, participants may direct their contributions to any of its 65 investment options offered under the plan, which are managed by Mid-Atlantic Trust. Participants may change their investment options at any time.

Note 2 – Summary of Accounting Policies

Basis of Accounting

The accompanying financial statements are presented on 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 conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates. Any adjustments applied to estimated amounts are recognized in the year in which such adjustments are determined.

Investment Valuation and Income Recognition

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

The fair values of the registered investment company accounts (mutual funds) are computed using closing prices on nationally recognized stock exchanges or over-the-counter markets. Fair value of the mutual funds equals the number of shares of the mutual fund multiplied by the closing net asset value per share quoted for that mutual fund.

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

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 2 – Summary of Accounting Policies (Cont.)

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed as incurred. No allowance for credit losses has been recorded as of December 31, 2024 or 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Payment of Benefits

Benefit payments to participants are recorded when paid.

Operating Expenses

Expenses of maintaining the plan may be paid by the plan or by the plan sponsor at its discretion. Fees related to the administration of notes receivable from participants are charged directly to participant accounts. Investment-related expenses are included in net appreciation (depreciation) of fair value of investments.

Subsequent Events

The plan administrator has evaluated events through June 19, 2025, the date the financial statements were available to be issued. The plan administrator is not aware of any subsequent events that would require recognition or disclosure in the financial statements.

Note 3 – Investments

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA and certified that the plan qualifies for a Section 103(a)(3)(C) audit. Accordingly, as permitted under such election, the following investment information was certified by the plan trustee, Mid Atlantic Trust Company and was not subjected to any auditing procedures performed by the independent public accountants:

- A) Total investments as shown in the accompanying statements of net assets available for benefits of \$17,914,298 as of December 31, 2024, and \$14,186,519 as of December 31, 2023.
- B) Net investment income as shown in the accompanying statement of changes in net assets available for benefits of \$3,115,076 for the year ended December 31, 2024.
- C) All investment-related information in the accompanying supplemental Schedule H, Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2024.

Participants direct the custodian regarding the investment of amounts held in their accounts.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 4 – Fair Value Measurements

Financial Accounting Standards Board (FASB) *Accounting Standards Codification (ASC) 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 under FASB ASC 820 are described as follows:

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

Level 2 – Inputs to the valuation methodology include

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

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

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

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. The inputs used for valuing assets are not an indication of the risk associated with investing in those assets.

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, 2024 and 2023.

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

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 4 – Fair Value Measurements (Cont.)

The following table sets forth the plan's assets by level within the fair value hierarchy as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Registered Investment Companies				
Money Market Fund	\$ 1,876,616	-	-	\$ 1,876,616
Other Registered Investment Companies	16,037,682	-	-	16,037,682
Total Registered Investment Companies	<u>17,914,298</u>	<u>-</u>	<u>-</u>	<u>17,914,298</u>
Total investments at fair value	<u>\$ 17,914,298</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 17,914,298</u>

Assets at Fair Value as of December 31, 2023

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Registered Investment Companies				
Money Market Fund	\$ 870,561	-	-	\$ 870,561
Other Registered Investment Companies	13,315,958	-	-	13,315,958
Total Registered Investment Companies	<u>14,186,519</u>	<u>-</u>	<u>-</u>	<u>14,186,519</u>
Total investments at fair value	<u>\$ 14,186,519</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 14,186,519</u>

Note 5 – Plan Termination

Although it has not expressed an intention to do so, 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 plan termination, participants would become 100% vested in their accounts for any discretionary Company contributions.

Note 6 – Plan Tax Status

The plan sponsor has adopted a non-standardized pre-approved money purchase pension plan as offered by Paychex, Inc. The plan has received an opinion letter from the Internal Revenue Service (IRS) dated August 31, 2020, stating that the form of the plan is qualified under Section 401(a) of the Internal Revenue Code (the Code). The plan sponsor has determined that it is eligible to and has chosen to rely on the current IRS prototype plan opinion letter. Once qualified, the plan is required to operate in conformity with the Code to maintain its qualification. The plan sponsor has indicated that it will take the necessary steps, if any; to maintain the plan's qualified status. The plan was most recently restated January 1, 2024. The plan sponsor believes that the plan as amended and restated, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by applicable taxing authorities. As of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The plan's federal Form 5500 is generally open to examination by relevant taxing authorities for a period of three years from the later of the date the return was filed or the return was due (including all approved extensions). There were no tax audits in process at December 31, 2024 or 2023.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 7 – 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 8 – Party-in-Interest Transactions

Notes receivable from participants qualify as party-in-interest transactions. The plan sponsor, who also serves as the plan administrator and employer, absorbs certain administrative costs of the plan. Plan management believes the plan has no agreements or transactions with parties-in-interest that are prohibited transactions under ERISA section 3(14).

Note 9 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements as of December 31, 2024 and 2023 to net assets per form 5500:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per financial statements	\$ 18,151,227	\$ 14,400,532
Contributions receivable	<u>(22,138)</u>	<u>(22,187)</u>
Net assets per form 5500	<u>\$ 18,129,089</u>	<u>\$ 14,378,345</u>

The following is a reconciliation of total additions per the financial statement at December 31, 2024, to total income per form 5500:

	<u>2024</u>
Total additions per the financial statement	\$ 4,183,491
Change in contributions receivable	<u>49</u>
Total income per form 5500	<u>\$ 4,183,540</u>

The following is a reconciliation of the net increase in net assets available for benefits per the financial statement at December 31, 2024, to net income per form 5500:

	<u>2024</u>
Net increase of net assets available for benefits	\$ 3,750,695
Change in contributions receivable	<u>49</u>
Net income per form 5500	<u>\$ 3,750,744</u>

SUPPLEMENTAL SCHEDULE

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

EIN: 36-4334859 PN: 001

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

December 31, 2024

(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
	Fidelity Government Money Market	Money Market	**	\$ 1,876,615
	AFA US Targeted Value	Mutual Fund	**	157
	Fidelity Blue Chip Growth	Mutual Fund	**	3,576,805
	Fidelity Dividend Growth	Mutual Fund	**	469,187
	Fidelity Equity Dividend	Mutual Fund	**	291,001
	Fidelity Equity Income	Mutual Fund	**	36,765
	Fidelity Ext Market Index	Mutual Fund	**	161,129
	Fidelity Freedom Index 2010	Mutual Fund	**	642
	Fidelity Freedom Index 2015	Mutual Fund	**	4,329
	Fidelity Freedom Index 2020	Mutual Fund	**	110,099
	Fidelity Freedom Index 2025	Mutual Fund	**	444,410
	Fidelity Freedom Index 2030	Mutual Fund	**	235,720
	Fidelity Freedom Index 2035	Mutual Fund	**	100,163
	Fidelity Freedom Index 2040	Mutual Fund	**	239,301
	Fidelity Freedom Index 2045	Mutual Fund	**	318,167
	Fidelity Freedom Index 2050	Mutual Fund	**	195,883
	Fidelity Freedom Index 2055	Mutual Fund	**	76,449
	Fidelity Freedom Index 2060	Mutual Fund	**	49,976
	Fidelity Freedom Index 2065	Mutual Fund	**	17,649
	Fidelity Freedom Index Income	Mutual Fund	**	18,681
	Fidelity Growth Company	Mutual Fund	**	709,154
	Fidelity Growth Strategies	Mutual Fund	**	277,845
	Fidelity Intermediate Bond	Mutual Fund	**	3
	Fidelity International Index	Mutual Fund	**	69,622
	Fidelity Investment Grade Bond	Mutual Fund	**	570,629
	Fidelity Large Cap Stock	Mutual Fund	**	553,459
	Fidelity Low Priced Stock	Mutual Fund	**	570,647
	Fidelity Mid Cap Stock	Mutual Fund	**	1,035,061
	Fidelity OTC Portfolio	Mutual Fund	**	2,123,013
	Fidelity Overseas	Mutual Fund	**	411,539
	Fidelity Puritan	Mutual Fund	**	123,319
	Fidelity Real Estate Investment	Mutual Fund	**	106,714
	Fidelity Select Consumer Discretionary	Mutual Fund	**	102,034
	Fidelity Select Consumer Staples	Mutual Fund	**	34,586
	Fidelity Select Energy Port	Mutual Fund	**	389,359
	Fidelity Select Financial Svc	Mutual Fund	**	6,039
	Fidelity Select Healthcare Services	Mutual Fund	**	41,622
	Fidelity Select Utilities Port	Mutual Fund	**	10,377
	Fidelity Short Term Bond	Mutual Fund	**	148,366
	Fidelity Small Cap Index	Mutual Fund	**	131,856
	Fidelity Total Market Index	Mutual Fund	**	1,329,889
	Fidelity US Bond Ind	Mutual Fund	**	126,315
	Fidelity Value Strategies	Mutual Fund	**	343,031
	Vanguard Information Technology	Mutual Fund	**	476,691
	Total Registered Investment Companies			\$ 17,914,298
*	Participant loans	Loans ranging from 0-5 years maturing with interest rates of 4.25% to 9.5%		214,791
	Total			\$ 18,129,089

* Represents a party in interest (exempt transaction).

** Column (d) is not applicable for participant directed investments.

Except for participant loans, the above information has been certified by Mid Atlantic Trust Company as complete and accurate.

**EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST
EIN: 36-4434859 PN: 001**

**Financial Statements and
Supplemental Schedule**

**As of December 31, 2024 and 2023 and
for the Year Ended December 31, 2024
With Independent Auditor's Report**

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

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Welch, Couch & Company, PA

Certified Public Accountants

Jeff D. Welch, CPA, JD | Rachel M. Pennywitt, CPA
M. Garrett McSpadden, CPA | Allen E. Brinkman, CPA

Members of American Institute of Certified Public Accountants

INDEPENDENT AUDITOR'S REPORT

To the Plan Administrator and Trustees of
EURARK, LLC 401(k) Profit Sharing Plan and Trust
Batesville, Arkansas

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

We have performed audits of the accompanying financial statements of EURARK, LLC 401(k) Profit Sharing Plan and Trust, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of EURARK, LLC 401(k) Profit Sharing Plan and Trust'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, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the 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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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 EURARK, LLC 401(k) Profit Sharing Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about EURARK, LLC 401(k) Profit Sharing Plan and Trust's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- 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 EURARK, LLC 401(k) Profit Sharing Plan and Trust'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 EURARK, LLC 401(k) Profit Sharing Plan and Trust's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter - Supplemental Schedule Required by ERISA

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

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

In our opinion—

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

Welch, Couch & Company, PA
Welch, Couch & Company, PA
 Certified Public Accountants

Batesville, Arkansas
 June 19, 2025

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST
Statements of Net Assets Available for Benefits
December 31, 2024 and 2023

Assets	<u>2024</u>	<u>2023</u>
Investments, at fair value (see Notes 2, 3 and 4)	<u>\$ 17,914,298</u>	<u>\$ 14,186,519</u>
Receivables		
Employer contributions	8,291	7,937
Participants' contributions	13,847	14,250
Notes receivable from participants	<u>214,791</u>	<u>191,826</u>
Total receivables	<u>236,929</u>	<u>214,013</u>
Total assets	<u>18,151,227</u>	<u>14,400,532</u>
Net assets available for benefits	<u>\$ 18,151,227</u>	<u>\$ 14,400,532</u>

The notes to the financial statements are an integral part of this statement.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST
Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024

	<u>2024</u>
Additions	
Additions to net assets attributed to:	
Investment income :	
Net appreciation in fair value of investments	\$ 2,168,020
Interest and dividends	947,056
Net investment income	<u>3,115,076</u>
Contributions	
Employer	314,125
Participants	669,225
Rollovers	69,844
Total contributions	<u>1,053,194</u>
Interest income on notes receivable from participants	<u>15,221</u>
Total additions	<u>4,183,491</u>
Deductions	
Deductions from net assets attributed to:	
Benefits paid directly to participants	394,850
Administrative expenses	37,946
Total deductions	<u>432,796</u>
Net increase in net assets available for benefits	3,750,695
Net assets available for benefits, beginning of year	<u>14,400,532</u>
Net assets available for benefits, end of year	<u><u>\$ 18,151,227</u></u>

The notes to the financial statements are an integral part of this statement.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 1 – Description of Plan

The following description of EURARK, LLC 401(k) Profit Sharing Plan and Trust (the Plan) provides only general information. For a more complete description of the plan's provisions, participants should refer to the plan document and *Summary Plan Description*, which are available from the plan administrator.

- A) **General.** The plan is a defined contribution plan sponsored by EURARK, LLC (Company) originally effective July 1, 2006, and restated most recently with an effective date of January 1, 2024, for the benefit of employees of EURARK, LLC and related employer Puravet Pet Products, Inc. who have at least three months of service as defined by the plan and are age 21 or older. The board of directors of EURARK, LLC controls and manages the operations and administration of the Plan. The board reviews the plan performance and investment options periodically. The plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).
- B) **Contributions.** Each year, participants may contribute up to 60% of pretax annual compensation, as defined by the plan, to a maximum amount allowed by law of \$23,000 and \$22,500 for 2024 and 2023, respectively. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions of \$7,500 for 2024 and 2023. Participants may also contribute amounts representing distributions from other qualified defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the plan. The Company makes a nondiscretionary safe harbor matching contribution equal to 100% of the first 3% of eligible compensation and 50% of the next 2% of eligible compensation. Additional discretionary profit-sharing contributions may be made at the option of the Company's board of directors. Contributions are subject to certain limitations.
- C) **Participant accounts.** Each participant's account is credited with the participant's contributions, the Company's contributions, and plan earnings and is charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefits to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.
- D) **Vesting.** Participants are immediately vested in their contributions and any Company safe harbor matching contributions plus earnings thereon. Vesting in the Company's discretionary contributions portion of their accounts plus any earnings thereon is based on years of continuous service. A participant is fully vested after six years of continuous service. A participant will also become fully vested upon death, disability, or at age 65. The nonvested balance is forfeited upon termination of service. Forfeitures are retained in the plan and will first be used to pay administrative expenses. Any remaining amounts will be used to reduce future employer contributions under the plan.
- E) **Payment of benefits.** On termination of service due to death, disability, or retirement, a participant 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 direct rollover to another qualified plan. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.
- F) **Hardship withdrawals.** Participants may withdraw, at any time, upon substantial financial hardship (as defined by the plan), any portion of the balance in their account, which is attributable to their voluntary tax-deferred contributions and earnings. The minimum hardship withdrawal under the plan is \$500.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 1 – Description of Plan (Cont.)

- G) **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 their account balance, whichever is less. The loans are secured by the balance in the participant's account and bear interest at rates commensurate with local prevailing rates as determined at least annually by the plan administrator. The interest rate shall remain fixed throughout the duration of the loan. All loans must be repaid in level payments through after-tax payroll deductions on at least a quarterly basis over a five-year period unless it is for the purchase of a principal residence in which case the loan repayment period may not extend beyond 10 years of the date of the loan. Participants are allowed only one outstanding loan at any given time.
- H) **Forfeited accounts.** At December 31, 2024 and 2023, forfeited non-vested accounts totaled \$192 and \$169, respectively. These accounts will be first used to offset any administrative fees. No forfeitures were utilized in 2024 or 2023 to pay plan expenses or to offset employer matching contributions.
- I) **Administrative Expenses.** Fees paid by the plan for investment management and record keeping services amounted to \$37,946 for the year ended December 31, 2024.
- J) **Investment Options.** Upon enrollment in the plan, participants may direct their contributions to any of its 65 investment options offered under the plan, which are managed by Mid-Atlantic Trust. Participants may change their investment options at any time.

Note 2 – Summary of Accounting Policies

Basis of Accounting

The accompanying financial statements are presented on 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 conformity with accounting principles generally accepted in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates. Any adjustments applied to estimated amounts are recognized in the year in which such adjustments are determined.

Investment Valuation and Income Recognition

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

The fair values of the registered investment company accounts (mutual funds) are computed using closing prices on nationally recognized stock exchanges or over-the-counter markets. Fair value of the mutual funds equals the number of shares of the mutual fund multiplied by the closing net asset value per share quoted for that mutual fund.

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

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 2 – Summary of Accounting Policies (Cont.)

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed as incurred. No allowance for credit losses has been recorded as of December 31, 2024 or 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

Payment of Benefits

Benefit payments to participants are recorded when paid.

Operating Expenses

Expenses of maintaining the plan may be paid by the plan or by the plan sponsor at its discretion. Fees related to the administration of notes receivable from participants are charged directly to participant accounts. Investment-related expenses are included in net appreciation (depreciation) of fair value of investments.

Subsequent Events

The plan administrator has evaluated events through June 19, 2025, the date the financial statements were available to be issued. The plan administrator is not aware of any subsequent events that would require recognition or disclosure in the financial statements.

Note 3 – Investments

The plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA and certified that the plan qualifies for a Section 103(a)(3)(C) audit. Accordingly, as permitted under such election, the following investment information was certified by the plan trustee, Mid Atlantic Trust Company and was not subjected to any auditing procedures performed by the independent public accountants:

- A) Total investments as shown in the accompanying statements of net assets available for benefits of \$17,914,298 as of December 31, 2024, and \$14,186,519 as of December 31, 2023.
- B) Net investment income as shown in the accompanying statement of changes in net assets available for benefits of \$3,115,076 for the year ended December 31, 2024.
- C) All investment-related information in the accompanying supplemental Schedule H, Line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2024.

Participants direct the custodian regarding the investment of amounts held in their accounts.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 4 – Fair Value Measurements

Financial Accounting Standards Board (FASB) *Accounting Standards Codification (ASC) 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 under FASB ASC 820 are described as follows:

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

Level 2 – Inputs to the valuation methodology include

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

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

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

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. The inputs used for valuing assets are not an indication of the risk associated with investing in those assets.

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, 2024 and 2023.

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

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 4 – Fair Value Measurements (Cont.)

The following table sets forth the plan's assets by level within the fair value hierarchy as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Registered Investment Companies				
Money Market Fund	\$ 1,876,616	-	-	\$ 1,876,616
Other Registered Investment Companies	16,037,682	-	-	16,037,682
Total Registered Investment Companies	<u>17,914,298</u>	<u>-</u>	<u>-</u>	<u>17,914,298</u>
Total investments at fair value	<u>\$ 17,914,298</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 17,914,298</u>

Assets at Fair Value as of December 31, 2023

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Registered Investment Companies				
Money Market Fund	\$ 870,561	-	-	\$ 870,561
Other Registered Investment Companies	13,315,958	-	-	13,315,958
Total Registered Investment Companies	<u>14,186,519</u>	<u>-</u>	<u>-</u>	<u>14,186,519</u>
Total investments at fair value	<u>\$ 14,186,519</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 14,186,519</u>

Note 5 – Plan Termination

Although it has not expressed an intention to do so, 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 plan termination, participants would become 100% vested in their accounts for any discretionary Company contributions.

Note 6 – Plan Tax Status

The plan sponsor has adopted a non-standardized pre-approved money purchase pension plan as offered by Paychex, Inc. The plan has received an opinion letter from the Internal Revenue Service (IRS) dated August 31, 2020, stating that the form of the plan is qualified under Section 401(a) of the Internal Revenue Code (the Code). The plan sponsor has determined that it is eligible to and has chosen to rely on the current IRS prototype plan opinion letter. Once qualified, the plan is required to operate in conformity with the Code to maintain its qualification. The plan sponsor has indicated that it will take the necessary steps, if any; to maintain the plan's qualified status. The plan was most recently restated January 1, 2024. The plan sponsor believes that the plan as amended and restated, is qualified and the related trust is tax exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more likely than not would not be sustained upon examination by applicable taxing authorities. As of December 31, 2024, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The plan's federal Form 5500 is generally open to examination by relevant taxing authorities for a period of three years from the later of the date the return was filed or the return was due (including all approved extensions). There were no tax audits in process at December 31, 2024 or 2023.

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

Notes to Financial Statements

December 31, 2024

Note 7 – 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 8 – Party-in-Interest Transactions

Notes receivable from participants qualify as party-in-interest transactions. The plan sponsor, who also serves as the plan administrator and employer, absorbs certain administrative costs of the plan. Plan management believes the plan has no agreements or transactions with parties-in-interest that are prohibited transactions under ERISA section 3(14).

Note 9 – Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements as of December 31, 2024 and 2023 to net assets per form 5500:

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per financial statements	\$ 18,151,227	\$ 14,400,532
Contributions receivable	<u>(22,138)</u>	<u>(22,187)</u>
Net assets per form 5500	<u>\$ 18,129,089</u>	<u>\$ 14,378,345</u>

The following is a reconciliation of total additions per the financial statement at December 31, 2024, to total income per form 5500:

	<u>2024</u>
Total additions per the financial statement	\$ 4,183,491
Change in contributions receivable	<u>49</u>
Total income per form 5500	<u>\$ 4,183,540</u>

The following is a reconciliation of the net increase in net assets available for benefits per the financial statement at December 31, 2024, to net income per form 5500:

	<u>2024</u>
Net increase of net assets available for benefits	\$ 3,750,695
Change in contributions receivable	<u>49</u>
Net income per form 5500	<u>\$ 3,750,744</u>

SUPPLEMENTAL SCHEDULE

EURARK, LLC 401(K) PROFIT SHARING PLAN AND TRUST

EIN: 36-4334859 PN: 001

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

December 31, 2024

(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
	Fidelity Government Money Market	Money Market	**	\$ 1,876,615
	AFA US Targeted Value	Mutual Fund	**	157
	Fidelity Blue Chip Growth	Mutual Fund	**	3,576,805
	Fidelity Dividend Growth	Mutual Fund	**	469,187
	Fidelity Equity Dividend	Mutual Fund	**	291,001
	Fidelity Equity Income	Mutual Fund	**	36,765
	Fidelity Ext Market Index	Mutual Fund	**	161,129
	Fidelity Freedom Index 2010	Mutual Fund	**	642
	Fidelity Freedom Index 2015	Mutual Fund	**	4,329
	Fidelity Freedom Index 2020	Mutual Fund	**	110,099
	Fidelity Freedom Index 2025	Mutual Fund	**	444,410
	Fidelity Freedom Index 2030	Mutual Fund	**	235,720
	Fidelity Freedom Index 2035	Mutual Fund	**	100,163
	Fidelity Freedom Index 2040	Mutual Fund	**	239,301
	Fidelity Freedom Index 2045	Mutual Fund	**	318,167
	Fidelity Freedom Index 2050	Mutual Fund	**	195,883
	Fidelity Freedom Index 2055	Mutual Fund	**	76,449
	Fidelity Freedom Index 2060	Mutual Fund	**	49,976
	Fidelity Freedom Index 2065	Mutual Fund	**	17,649
	Fidelity Freedom Index Income	Mutual Fund	**	18,681
	Fidelity Growth Company	Mutual Fund	**	709,154
	Fidelity Growth Strategies	Mutual Fund	**	277,845
	Fidelity Intermediate Bond	Mutual Fund	**	3
	Fidelity International Index	Mutual Fund	**	69,622
	Fidelity Investment Grade Bond	Mutual Fund	**	570,629
	Fidelity Large Cap Stock	Mutual Fund	**	553,459
	Fidelity Low Priced Stock	Mutual Fund	**	570,647
	Fidelity Mid Cap Stock	Mutual Fund	**	1,035,061
	Fidelity OTC Portfolio	Mutual Fund	**	2,123,013
	Fidelity Overseas	Mutual Fund	**	411,539
	Fidelity Puritan	Mutual Fund	**	123,319
	Fidelity Real Estate Investment	Mutual Fund	**	106,714
	Fidelity Select Consumer Discretionary	Mutual Fund	**	102,034
	Fidelity Select Consumer Staples	Mutual Fund	**	34,586
	Fidelity Select Energy Port	Mutual Fund	**	389,359
	Fidelity Select Financial Svc	Mutual Fund	**	6,039
	Fidelity Select Healthcare Services	Mutual Fund	**	41,622
	Fidelity Select Utilities Port	Mutual Fund	**	10,377
	Fidelity Short Term Bond	Mutual Fund	**	148,366
	Fidelity Small Cap Index	Mutual Fund	**	131,856
	Fidelity Total Market Index	Mutual Fund	**	1,329,889
	Fidelity US Bond Ind	Mutual Fund	**	126,315
	Fidelity Value Strategies	Mutual Fund	**	343,031
	Vanguard Information Technology	Mutual Fund	**	476,691
	Total Registered Investment Companies			\$ 17,914,298
*	Participant loans	Loans ranging from 0-5 years maturing with interest rates of 4.25% to 9.5%		214,791
	Total			\$ 18,129,089

* Represents a party in interest (exempt transaction).

** Column (d) is not applicable for participant directed investments.

Except for participant loans, the above information has been certified by Mid Atlantic Trust Company as complete and accurate.