

Form 5500-SF

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

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

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

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

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: [X] a single-employer plan [ ] a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.)
B This return/report is [ ] the first return/report [ ] the final return/report [ ] an amended return/report [ ] a short plan year return/report (less than 12 months)
C Check box if filing under: [ ] Form 5558 [ ] automatic extension [ ] DFVC program [ ] special extension (enter description)
D If the plan is a collectively-bargained plan, check here [ ]
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan: FULFILLMENT SERVICES, INC. CASH BALANCE PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 01/01/2023
2a Plan sponsor's name (employer, if for a single-employer plan): FULFILLMENT SERVICES, INC.
2b Employer Identification Number (EIN): 04-3395484
2c Sponsor's telephone number: 508-921-4480
2d Business code (see instructions): 423600
3a Plan administrator's name and address: [X] Same as Plan Sponsor.
3b Administrator's EIN
3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report.
4b EIN
4d PN
5a Total number of participants at the beginning of the plan year: 11
5b Total number of participants at the end of the plan year: 14
5c(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)
5c(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)
5d(1) Total number of active participants at the beginning of the plan year: 11
5d(2) Total number of active participants at the end of the plan year: 14
5e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested: 0

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established. Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature, Date, Name. Rows for plan administrator and employer/plan sponsor.

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) .....  Yes  No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) .....  Yes  No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? .....  Yes  No  Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 545471. (See instructions.)

| <b>Part III Financial Information</b>  |              |                              |                        |
|--|--------------|------------------------------|------------------------|
| <b>7</b> Plan Assets and Liabilities   |              | <b>(a) Beginning of Year</b> | <b>(b) End of Year</b> |
| <b>a</b> Total plan assets .....   | <b>7a</b>    | 267355                       | 567368                 |
| <b>b</b> Total plan liabilities .....  | <b>7b</b>    | 0                            | 0                      |
| <b>c</b> Net plan assets (subtract line 7b from line 7a) .....                                       | <b>7c</b>    | 267355                       | 567368                 |
| <b>8</b> Income, Expenses, and Transfers for this Plan Year  |              | <b>(a) Amount</b>            | <b>(b) Total</b>       |
| <b>a</b> Contributions received or receivable from:  |              |                              |                        |
| <b>(1)</b> Employers .....   | <b>8a(1)</b> | 287899                       |                        |
| <b>(2)</b> Participants .....  | <b>8a(2)</b> |                              |                        |
| <b>(3)</b> Others (including rollovers) .....  | <b>8a(3)</b> |                              |                        |
| <b>b</b> Other income (loss) .....   | <b>8b</b>    | 13536                        |                        |
| <b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b) .....                                  | <b>8c</b>    |                              | 301435                 |
| <b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) ..... | <b>8d</b>    |                              |                        |
| <b>e</b> Certain deemed and/or corrective distributions (see instructions) .                         | <b>8e</b>    |                              |                        |
| <b>f</b> Administrative service providers (salaries, fees, commissions) .....                        | <b>8f</b>    |                              |                        |
| <b>g</b> Other expenses .....  | <b>8g</b>    | 1422                         |                        |
| <b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g) .....   | <b>8h</b>    |                              | 1422                   |
| <b>i</b> Net income (loss) (subtract line 8h from line 8c) .....                                     | <b>8i</b>    |                              | 300013                 |
| <b>j</b> Transfers to (from) the plan (see instructions) .....                                       | <b>8j</b>    |                              |                        |

| <b>Part IV Plan Characteristics</b> |   |
|-------------------------------------|---|
| <b>9a</b>                           | If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:<br><u>1C 3D</u> |
| <b>b</b>                            | If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:                 |

| <b>Part V Compliance Questions</b>  |            |            |           |               |
|---|------------|------------|-----------|---------------|
| <b>10</b> During the plan year:   |            | <b>Yes</b> | <b>No</b> | <b>Amount</b> |
| <b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program) ..... | <b>10a</b> |            | X         |               |
| <b>b</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.) .....  | <b>10b</b> |            | X         |               |
| <b>c</b> Was the plan covered by a fidelity bond? .....   | <b>10c</b> | X          |           | 385000        |
| <b>d</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty? .....   | <b>10d</b> |            | X         |               |
| <b>e</b> Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.) .....   | <b>10e</b> |            | X         |               |
| <b>f</b> Has the plan failed to provide any benefit when due under the plan? .....  | <b>10f</b> |            | X         |               |
| <b>g</b> Did the plan have any participant loans? (If "Yes," enter amount as of year-end.) .....  | <b>10g</b> |            | X         |               |
| <b>h</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.) .....  | <b>10h</b> |            |           |               |
| <b>i</b> If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3 .....   | <b>10i</b> |            |           |               |

**Part VI Pension Funding Compliance**

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

**a** Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 ..... **11a** 0

**b PBGC missed contribution reporting requirements.** If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:  
 Yes.  
 No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.  
 No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.  
 No. Other. Provide explanation \_\_\_\_\_

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

**a** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. .... Month Day Year

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

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

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

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

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

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

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

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

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

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

| 13c(1) Name of plan(s): | 13c(2) EIN(s) | 13c(3) PN(s) |
|-------------------------|---------------|--------------|
|                         |               |              |

**Part VIII IRS Compliance Questions**

**14a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?  Yes  No

**14b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).  
 Design-based safe harbor method  
 "Prior year" ADP test  
 "Current year" ADP test  
 N/A

**15** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 02 / 28 / 2023 (MM/DD/YYYY) and the Opinion Letter serial number Q705319A.

|   |  |  |
|---|--|--|
| <b>SCHEDULE SB</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Single-Employer Defined Benefit Plan</b><br><b>Actuarial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br><br><b>▶ File as an attachment to Form 5500 or 5500-SF.</b> | <small>OMB No. 1210-0110</small><br><br><b>2024</b><br><br><b>This Form is Open to Public Inspection</b> |
|---|--|--|

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

▶ **Round off amounts to nearest dollar.**  
▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|   |   |            |
|---|---|------------|
| <b>A</b> Name of plan<br><u>FULFILLMENT SERVICES, INC. CASH BALANCE PLAN</u>  | <b>B</b> Three-digit plan number (PN) ▶   | <u>002</u> |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br><u>FULFILLMENT SERVICES, INC.</u>                             | <b>D</b> Employer Identification Number (EIN)<br><u>04-3395484</u>  |            |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | <b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500 |            |

**Part I Basic Information**

|   |                            |                           |                          |  |
|---|----------------------------|---------------------------|--------------------------|--|
| <b>1</b> Enter the valuation date:  | Month <u>01</u>            | Day <u>01</u>             | Year <u>2024</u>         |  |
| <b>2</b> Assets:  |                            |                           |                          |  |
| <b>a</b> Market value .....   | <b>2a</b>                  | <u>261689</u>             |                          |  |
| <b>b</b> Actuarial value .....  | <b>2b</b>                  | <u>261689</u>             |                          |  |
| <b>3</b> Funding target/participant count breakdown   | (1) Number of participants | (2) Vested Funding Target | (3) Total Funding Target |  |
| <b>a</b> For retired participants and beneficiaries receiving payment .....   | <u>0</u>                   | <u>0</u>                  | <u>0</u>                 |  |
| <b>b</b> For terminated vested participants .....   | <u>0</u>                   | <u>0</u>                  | <u>0</u>                 |  |
| <b>c</b> For active participants .....  | <u>11</u>                  | <u>0</u>                  | <u>265963</u>            |  |
| <b>d</b> Total .....  | <u>11</u>                  | <u>0</u>                  | <u>265963</u>            |  |
| <b>4</b> If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>   |                            |                           |                          |  |
| <b>a</b> Funding target disregarding prescribed at-risk assumptions .....   | <b>4a</b>                  |                           |                          |  |
| <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor ..... | <b>4b</b>                  |                           |                          |  |
| <b>5</b> Effective interest rate .....  | <b>5</b>                   | <u>4.97 %</u>             |                          |  |
| <b>6</b> Target normal cost   |                            |                           |                          |  |
| <b>a</b> Present value of current plan year accruals .....  | <b>6a</b>                  | <u>263682</u>             |                          |  |
| <b>b</b> Expected plan-related expenses .....   | <b>6b</b>                  | <u>0</u>                  |                          |  |
| <b>c</b> Target normal cost .....   | <b>6c</b>                  | <u>263682</u>             |                          |  |

**Statement by Enrolled Actuary**  
To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                  |   |  |  |
|------------------|---|--|--|
| <b>SIGN HERE</b> |   | <u>07/03/2025</u>                      |  |
|                  | Signature of actuary                                | Date                                   |  |
|                  | <u>DAVID PRATT WARD, ASA, EA, MAAA</u>              | <u>23-04388</u>                        |  |
|                  | Type or print name of actuary                       | Most recent enrollment number          |  |
|                  | <u>THE ANGELL PENSION GROUP, INC.</u>               | <u>401-438-9250</u>                    |  |
|                  | Firm name   | Telephone number (including area code) |  |
|                  | <u>88 BOYD AVENUE<br/>EAST PROVIDENCE, RI 02914</u> |  |  |
|                  | Address of the firm                                 |  |  |

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions

| <b>Part II Beginning of Year Carryover and Prefunding Balances</b> |  | (a) Carryover balance | (b) Prefunding balance |
|--|--|-----------------------|------------------------|
| <b>7</b>   | Balance at beginning of prior year after applicable adjustments (line 13 from prior year) .....  | 0                     | 0                      |
| <b>8</b>   | Portion elected for use to offset prior year's funding requirement (line 35 from prior year) .....   | 0                     | 0                      |
| <b>9</b>   | Amount remaining (line 7 minus line 8) .....   | 0                     | 0                      |
| <b>10</b>  | Interest on line 9 using prior year's actual return of <u>0.00</u> % .....   | 0                     | 0                      |
| <b>11</b>  | Prior year's excess contributions to be added to prefunding balance:   |                       |                        |
| <b>a</b>   | Present value of excess contributions (line 38a from prior year) .....   |                       | 3416                   |
| <b>b(1)</b>  | Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.12</u> % ..... |                       | 175                    |
| <b>b(2)</b>  | Interest on line 38b from prior year Schedule SB, using prior year's actual return .....   |                       |                        |
| <b>c</b>   | Total available at beginning of current plan year to add to prefunding balance .....   |                       | 3591                   |
| <b>d</b>   | Portion of (c) to be added to prefunding balance .....   |                       | 0                      |
| <b>12</b>  | Other reductions in balances due to elections or deemed elections .....  | 0                     | 0                      |
| <b>13</b>  | Balance at beginning of current year (line 9 + line 10 + line 11d – line 12) .....   | 0                     | 0                      |

| <b>Part III Funding Percentages</b> |  |           |          |
|-------------------------------------|--|-----------|----------|
| <b>14</b>                           | Funding target attainment percentage .....   | <b>14</b> | 98.39 %  |
| <b>15</b>                           | Adjusted funding target attainment percentage .....  | <b>15</b> | 98.39 %  |
| <b>16</b>                           | Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement ..... | <b>16</b> | 100.00 % |
| <b>17</b>                           | If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage .....  | <b>17</b> | %        |

| <b>Part IV Contributions and Liquidity Shortfalls</b> |                                | <b>18 Contributions made to the plan for the plan year by employer(s) and employees:</b> |                       |                                |                              |              |   |
|---|--------------------------------|--|-----------------------|--------------------------------|------------------------------|--------------|---|
| (a) Date (MM-DD-YYYY)                                 | (b) Amount paid by employer(s) | (c) Amount paid by employees   | (a) Date (MM-DD-YYYY) | (b) Amount paid by employer(s) | (c) Amount paid by employees |              |   |
| 01/09/2025  | 37899                          | 0  |                       |                                |                              |              |   |
| 01/10/2025  | 250000                         | 0  |                       |                                |                              |              |   |
|   |                                |  |                       |                                |                              |              |   |
|   |                                |  |                       |                                |                              |              |   |
|   |                                |  |                       |                                |                              |              |   |
|   |                                |  |                       |                                |                              |              |   |
|   |                                |  | <b>Totals ▶</b>       | <b>18(b)</b>                   | 287899                       | <b>18(c)</b> | 0 |

**19** Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

|   |            |        |
|---|------------|--------|
| <b>a</b> Contributions allocated toward unpaid minimum required contributions from prior years .....                    | <b>19a</b> | 0      |
| <b>b</b> Contributions made to avoid restrictions adjusted to valuation date .....                                      | <b>19b</b> | 0      |
| <b>c</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date ..... | <b>19c</b> | 273946 |

**20** Quarterly contributions and liquidity shortfalls:

**a** Did the plan have a "funding shortfall" for the prior year? .....  Yes  No

**b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? .....  Yes  No

**c** If line 20a is "Yes," see instructions and complete the following table as applicable:

| Liquidity shortfall as of end of quarter of this plan year |         |         |         |
|--|---------|---------|---------|
| (1) 1st  | (2) 2nd | (3) 3rd | (4) 4th |
|  |         |         |         |

|   |   |  |                                     |   |
|---|---|--|-------------------------------------|---|
| <b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b> |   |  |                                     |   |
| <b>21</b> Discount rate:  |   |  |                                     |   |
| <b>a</b> Segment rates:   | 1st segment:<br>4.75 %                                    | 2nd segment:<br>4.96 %                         | 3rd segment:<br>5.59 %              | <input type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code) .....                                      |   |  |                                     | <b>21b</b> 0  |
| <b>22</b> Weighted average retirement age .....                                   |   |  |                                     | <b>22</b> 65  |
| <b>23</b> Mortality table(s) (see instructions)                                   | <input checked="" type="checkbox"/> Prescribed - combined | <input type="checkbox"/> Prescribed - separate | <input type="checkbox"/> Substitute |   |

|   |  |  |  |   |
|---|--|--|--|---|
| <b>Part VI Miscellaneous Items</b>  |  |  |  |   |
| <b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |  |  |  |   |
| <b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment..... <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No                                      |  |  |  |   |
| <b>26</b> Demographic and benefit information   |  |  |  |   |
| <b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....   |  |  |  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...  |  |  |  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....   |  |  |  | <b>27</b>   |

|   |  |  |  |             |
|---|--|--|--|-------------|
| <b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>   |  |  |  |             |
| <b>28</b> Unpaid minimum required contributions for all prior years .....   |  |  |  | <b>28</b> 0 |
| <b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... |  |  |  | <b>29</b> 0 |
| <b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....                                    |  |  |  | <b>30</b> 0 |

|  |                     |                    |               |                   |
|--|---------------------|--------------------|---------------|-------------------|
| <b>Part VIII Minimum Required Contribution For Current Year</b>  |                     |                    |               |                   |
| <b>31</b> Target normal cost and excess assets (see instructions):   |                     |                    |               |                   |
| <b>a</b> Target normal cost (line 6c) .....  |                     |                    |               | <b>31a</b> 263682 |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....   |                     |                    |               | <b>31b</b> 0      |
| <b>32</b> Amortization installments:   | Outstanding Balance |                    | Installment   |                   |
| <b>a</b> Net shortfall amortization installment .....  | 4274                |                    | 391           |                   |
| <b>b</b> Waiver amortization installment.....  | 0                   |                    | 0             |                   |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... |                     |                    |               | <b>33</b>         |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....  |                     |                    |               | <b>34</b> 264073  |
|  | Carryover balance   | Prefunding balance | Total balance |                   |
| <b>35</b> Balances elected for use to offset funding requirement .....   | 0                   | 0                  | 0             |                   |
| <b>36</b> Additional cash requirement (line 34 minus line 35) .....  |                     |                    |               | <b>36</b> 264073  |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) .....  |                     |                    |               | <b>37</b> 273946  |
| <b>38</b> Present value of excess contributions for current year (see instructions)  |                     |                    |               |                   |
| <b>a</b> Total (excess, if any, of line 37 over line 36)   |                     |                    |               | <b>38a</b> 9873   |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances.....   |                     |                    |               | <b>38b</b> 0      |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) .....  |                     |                    |               | <b>39</b> 0       |
| <b>40</b> Unpaid minimum required contributions for all years .....  |                     |                    |               | <b>40</b> 0       |

|   |  |  |  |  |
|---|--|--|--|--|
| <b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>   |  |  |  |  |
| <b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021 |  |  |  |  |

Plan Name: Fulfillment Services, Inc. Cash Balance Plan

EIN: 04-3395484

Plan Number: 002

Schedule SB, Line 26a -- Schedule of Active Participant Data

YEARS OF CREDITED SERVICE

| Attained Age | Under 1 |            | 1 to 4 |            | 5 to 9 |            | 10 to 14 |            | 15 to 19 |            | 20 to 24 |            | 25 to 29 |            | 30 to 34 |            | 35 to 39 |            | 40 & up |            |
|--------------|---------|------------|--------|------------|--------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|----------|------------|---------|------------|
|              | No.     | Avg. Comp* | No.    | Avg. Comp* | No.    | Avg. Comp* | No.      | Avg. Comp* | No.      | Avg. Comp* | No.      | Avg. Comp* | No.      | Avg. Comp* | No.      | Avg. Comp* | No.      | Avg. Comp* | No.     | Avg. Comp* |
| Under 25     | 0       |            | 2      |            | 0      |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 25 to 29     | 0       |            | 0      |            | 0      |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 30 to 34     | 0       |            | 1      |            | 0      |            | 1        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 35 to 39     | 0       |            | 0      |            | 0      |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 40 to 44     | 0       |            | 1      |            | 0      |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 45 to 49     | 0       |            | 0      |            | 0      |            | 0        |            | 0        |            | 1        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 50 to 54     | 0       |            | 0      |            | 1      |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 55 to 59     | 0       |            | 0      |            | 0      |            | 0        |            | 2        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 60 to 64     | 0       |            | 0      |            | 1      |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| 65 to 69     | 0       |            | 0      |            | 0      |            | 0        |            | 0        |            | 0        |            | 0        |            | 1        |            | 0        |            | 0       |            |
| 70 & up      | 0       |            | 0      |            | 0      |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0        |            | 0       |            |
| Total        | 0       |            | 4      |            | 2      |            | 1        |            | 2        |            | 1        |            | 0        |            | 1        |            | 0        |            | 0       |            |

## SECTION XII ACTUARIAL COST METHODS

### **Traditional Unit Credit (TUC)**

The actuarial cost method used in the development of the minimum contribution was the unit credit cost method.

The normal cost is the sum of all the individual normal costs for each participant. For active participants, the individual normal cost is the present value of the benefit earned during the year being valued. For active participants whose credited service equals or exceeds the plan maximum, if any, and for non-active participants, the normal cost is zero.

The actuarial accrued liability is the sum of the individual accrued liabilities for all participants. The individual accrued liability for an active participant is the present value of the accrued benefit as of the valuation date. The unfunded liability is the actuarial accrued liability less the valuation assets.

The total annual cost of the plan is the normal cost plus an amount to amortize the shortfall amount.

### **Projected Unit Credit (PUC)**

The actuarial cost method used in the development of the maximum contribution was the projected unit credit cost method.

Under this method, the normal cost is the sum of the individual normal costs for all participants. For an active participant, the individual normal cost is the present value at the current age of the projected benefit at the assumed retirement age, based on the actuarial assumptions, divided by the participant's expected years of credited service at that age. For a non-active participant, the normal cost is zero.

The actuarial accrued liability is the sum of the individual accrued liabilities for all plan participants. For an active participant, the individual accrued liability is the product of the normal cost and the total years of credited service at the current age. For non-active participants, the individual accrued liability is the present value at the current age of future benefits. The unfunded actuarial accrued liability equals the actuarial accrued liability less the valuation assets.

**SECTION XIII**  
**ACTUARIAL METHODS AND ASSUMPTIONS**

A summary of the actuarial assumptions used in the valuation is presented below:

Valuation Assets - The Actuarial Value of Assets equals the Market Value of Assets

IRS Required Discount Rates

Minimum Required Contribution (as adjusted for MAP-21/HATFA/ARPA)

|  |       |
|--|-------|
| 1. Segment Rate 1 for Years 1 Through 5  | 4.75% |
| 2. Segment Rate 2 for Years 6 Through 20 | 4.96% |
| 3. Segment Rate 3 for Years After 20     | 5.59% |

Maximum Deductible Contribution

|  |       |
|--|-------|
| 1. Segment Rate 1 for Years 1 Through 5  | 4.37% |
| 2. Segment Rate 2 for Years 6 Through 20 | 4.96% |
| 3. Segment Rate 3 for Years After 20     | 4.95% |

Plan Effective Interest Rate

4.97%

Financial Accounting Standards Board ASC 960 Discount Rates and Mortality

Discount Rates

Minimum Contribution Rates (above)

Mortality Tables

|  |                          |
|--|--------------------------|
| 1. Employee Mortality - Male           | NOT USED                 |
| Employee Mortality - Female            | NOT USED                 |
| 2. Healthy Annuitant Mortality - Male  | 2024 IRS Combined Male   |
| Healthy Annuitant Mortality - Female   | 2024 IRS Combined Female |
| 3. Disabled Annuitant Mortality - Male | NOT USED                 |
| Disabled Annuitant Mortality - Female  | NOT USED                 |
| 4. Beneficiary Mortality - Male        | NOT USED                 |
| Beneficiary Mortality - Female         | NOT USED                 |

Salary Scale Direct Owners were assumed to earn the 401(a)(17) compensation for the valuation year.

Taxable Wage Base Increase Assumption No TWB increase was assumed in the valuation.

Social Security CPI Assumption No CPI increase was assumed in the valuation.

Plan Benefit COLA Assumption No COLA increase was assumed in the valuation.

**SECTION XIII**  
**ACTUARIAL METHODS AND ASSUMPTIONS (cont'd)**

Retirement Rates Employees were assumed to retire at Normal Retirement Age. Participants over Normal Retirement Age are assumed to retire on the last day of the plan year.

Termination Rates Termination Rates were not assumed in the valuation.

Disability Rates Disability Rates were not assumed in the valuation.

Pre-Retirement Mortality Rates: No Pre-Retirement Mortality was assumed in the valuation.

Post-Retirement Mortality Rates: Post-Retirement Mortality was assumed in the valuation.

Male: 2024 IRS Combined Male

Female: 2024 IRS Combined Female

The following are sample post-retirement mortality rates for various ages:

|     | <b>Male</b> | <b>Female</b> |
|-----|-------------|---------------|
| 55  | 0.002060    | 0.001380      |
| 60  | 0.004580    | 0.002990      |
| 65  | 0.008610    | 0.006190      |
| 70  | 0.014190    | 0.010820      |
| 75  | 0.024330    | 0.019750      |
| 80  | 0.044420    | 0.037150      |
| 85  | 0.081260    | 0.065270      |
| 90  | 0.147330    | 0.117900      |
| 95  | 0.233190    | 0.190200      |
| 100 | 0.327880    | 0.278620      |
| 105 | 0.421910    | 0.375760      |
| 110 | 0.494480    | 0.462820      |

Administrative Expenses The administrative expense is assumed to be the same amount as was paid from the plan in the year, which is \$ 0.

Percent Married 100.00% of males and 100.00% of females are assumed to be married.

Age of Spouse The female spouse is assumed to be 3 year(s) younger than the male spouse.

Normal Form of Payment 100% of plan participants were assumed to elect a lump sum form of payment upon termination or retirement.

SELECTION OF ACTUARIAL ASSUMPTIONS

| Assumption   |  | Entity Who Selects Assumption  | Basis for Assumption Selection   | Change in Assumption  |
|--|--|--|--|---|
| Segment Interest Rates for Minimum Contribution                | Segment 1: 4.75%<br>Segment 2: 4.96%<br>Segment 3: 5.59% | Prescribed by Internal Revenue Service (IRC Sec. 430(h)(2)(C))   | The Funding Target Liability for Minimum Contribution is determined using three 24-month average interest rates ("segment rates"), each of which applies to cash flows during specified periods. The Plan Sponsor has elected a 0 month look back for determining these rates each Plan Year. These segment rates are subject to a 5% floor and adjusted by the applicable percentage of the 25-year average segment rates.  | The segment 1, segment 2 and segment 3 interest rates changed from 4.75%, 5.00%, and 5.74%, respectively as of the prior measurement date, January 1, 2023, to reflect the current prescribed rates. This change increased the Funding Target Liability for Minimum Contribution as of the current measurement date, January 1, 2024, by 0.19%.   |
| Segment Interest Rates for Maximum Contribution                | Segment 1: 4.37%<br>Segment 2: 4.96%<br>Segment 3: 4.95% | Prescribed by Internal Revenue Service (IRC Sec. 404(o)(6))  | The Funding Target Liability for Maximum Contribution is determined using three 24-month average interest rates ("segment rates"), each of which applies to cash flows during specified periods. The Plan Sponsor has elected a 0 month look back for determining these rates each Plan Year.  | The segment 1, segment 2 and segment 3 interest rates changed from 2.13%, 3.62%, and 3.93%, respectively as of the prior measurement date, January 1, 2023, to reflect the current prescribed rates. This change decreased the Funding Target Liability for Maximum Contribution as of the current measurement date, January 1, 2024, by 9.51%.   |
| ASC 960 Interest Rate  | Segment 1: 4.75%<br>Segment 2: 4.96%<br>Segment 3: 5.59% | Fulfillment Services, Inc.   | The interest rate is set equal to the segment rates used to determine the Funding Target liability for the Minimum contribution.   | The ASC 960 segment 1, segment 2 and segment 3 interest rates changed from 4.75%, 5.00%, and 5.74%, respectively as of the prior measurement date, January 1, 2023, to reflect the current prescribed rates. This change increased the Actuarial Present Value of Accrued Benefits as of the current measurement date, January 1, 2024, by 0.19%. |
| Pre-Retirement Mortality for Minimum and Maximum Calculations  | N/A  | The Angell Pension Group, Inc.   | The incidence of pre-retirement mortality under the plan is negligible.  | None  |
| Post-Retirement Mortality for Minimum and Maximum Calculations | 2024 IRS Optional Combined (M/F)                         | Prescribed by Internal Revenue Service (IRC Sec. 430(h)(3) for Minimum and IRC Sec. 404(o)(6) for Maximum) | The IRS prescribes by regulation mortality tables to be used in determining minimum and maximum contributions. Those tables are based on the actual experience of pension plans and projected trends in that experience. Current prescribed tables are based on the Pri 2012 Mortality Tables Report, adjusted for mortality improvement using Projection MP-2021. Sponsors of small plans are permitted to use a combined table that applies the same mortality rates to both annuitants and nonannuitants. | The mortality tables changed from the 2023 IRS Optional Combined (M/F) tables as of the prior measurement date, January 1, 2023, to reflect the current prescribed tables. This change had no impact on the Funding Target Liability for Minimum and Maximum Contribution as of the current measurement date, January 1, 2024.                    |
| Pre-Retirement Mortality for ASC 960                           | N/A  | Fulfillment Services, Inc.   | The incidence of pre-retirement mortality under the plan is negligible.  | None  |

SELECTION OF ACTUARIAL ASSUMPTIONS

| Assumption                              |  | Entity Who Selects Assumption  | Basis for Assumption Selection  | Change in Assumption  |
|---|--|--------------------------------|---|---|
| Post-Retirement Mortality for ASC 960   | 2024 IRS Optional Combined (M/F)   | Fulfillment Services, Inc.     | The mortality assumption is set equal to the mortality table used to determine the Funding Target liability for the Minimum contribution.   | The mortality tables changed from the 2023 IRS Optional Combined (M/F) tables as of the prior measurement date, January 1, 2023. The change was made to reflect the best estimate of future experience under the plan. This change, together with the change in pre-retirement mortality, had no impact on the Actuarial Present Value of Accrued Benefits as of the current measurement date, January 1, 2024. |
| Retirement Rates                        | Active and inactive participants are assumed to retire at Normal Retirement Age.         | The Angell Pension Group, Inc. | This assumption was set based on general experiences from similarly situated plans.   | None  |
| Administrative Expenses                 | Equals the amount of Plan-related expenses paid from Plan assets in the prior Plan year. | The Angell Pension Group, Inc. | Internal Revenue Service regulations require the Target Normal Cost to be increased by the amount of Plan-related expenses expected to be paid from Plan assets during the Plan year. Our best estimate of these expenses is the actual amount of Plan-related expenses paid from Plan assets in the prior Plan year. | None  |
| IRC 415 and 401(a)(17) Limit Projection | N/A  | N/A                            | Projected increases to benefit and pay limits are not applicable under the Actuarial Funding Method used for the Funding Target Liability and the ASC 960 Actuarial Present Value of Accrued Benefits.  | None  |
| Form of Payment                         | Lump Sum (Hypothetical Account Balance)  | The Angell Pension Group, Inc. | This assumption was set based on general experience from similarly situated plans.  | None  |
| Percent Married                         | 100% of males and 100% of females are assumed to be married.                             | The Angell Pension Group, Inc. | This assumption was set based on general experience from similarly situated plans.  | None  |
| Age of Spouse                           | The female spouse is assumed to be 3 years younger than the male spouse.                 | The Angell Pension Group, Inc. | This assumption was set based on general experience from similarly situated plans.  | None  |

**Form 5500-SF**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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

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

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

OMB Nos. 1210-0110  
1210-0089

**2024**

**This Form is Open to Public Inspection**

**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 single-employer plan  a multiple-employer plan (not multiemployer) (Pension Plan filers checking this box must attach Schedule MEP. Other plans must attach a list of participating employer information in accordance with the form instructions.)

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

**C** Check box if filing under:  Form 5558  automatic extension  DFVC program  
 special extension (enter description)

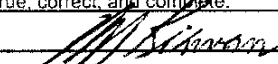
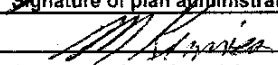
**D** If the plan is a collectively-bargained plan, check here

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

**Part II Basic Plan Information—enter all requested information**

|   |  |
|---|--|
| <b>1a</b> Name of plan<br>Fulfillment Services, Inc. Cash Balance Plan  | <b>1b</b> Three-digit plan number (PN) ▶ 002                 |
| <b>2a</b> Plan sponsor's name (employer, if for a single-employer plan)<br>Mailing address (include room, apt., suite no. and street, or P.O. Box)<br>City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)<br>Fulfillment Services, Inc.<br><br>4 Walpole Park South, Unit 5<br><br>Walpole MA 02081 | <b>1c</b> Effective date of plan<br>01/01/2023               |
|   | <b>2b</b> Employer Identification Number (EIN)<br>04-3395484 |
|   | <b>2c</b> Sponsor's telephone number<br>508-921-4480         |
|   | <b>2d</b> Business code (see instructions)<br>423600         |
| <b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor.   | <b>3b</b> Administrator's EIN                                |
|   | <b>3c</b> Administrator's telephone number                   |
| <b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report.<br><b>a</b> Sponsor's name<br><b>c</b> Plan Name  | <b>4b</b> EIN<br><b>4d</b> PN                                |
| <b>5a</b> Total number of participants at the beginning of the plan year  | <b>5a</b> 11   |
| <b>b</b> Total number of participants at the end of the plan year   | <b>5b</b> 14   |
| <b>c(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)  | <b>5c(1)</b>   |
| <b>c(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)  | <b>5c(2)</b>   |
| <b>d(1)</b> Total number of active participants at the beginning of the plan year   | <b>5d(1)</b> 11  |
| <b>d(2)</b> Total number of active participants at the end of the plan year   | <b>5d(2)</b> 14  |
| <b>e</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested  | <b>5e</b> 0  |

**Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.**  
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

|                  |   |               |  |
|------------------|---|---------------|--|
| <b>SIGN HERE</b> |  | <u>7/8/25</u> | MIKE KIRWAN  |
|                  | Signature of plan administrator   | Date          | Enter name of individual signing as plan administrator       |
| <b>SIGN HERE</b> |  | <u>7/8/25</u> | MIKE KIRWAN  |
|                  | Signature of employer/plan sponsor  | Date          | Enter name of individual signing as employer or plan sponsor |

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.)  Yes  No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.)  Yes  No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)?  Yes  No  Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 545471. (See instructions.)

**Part III Financial Information**

| 7 Plan Assets and Liabilities  |              | (a) Beginning of Year | (b) End of Year |
|--|--------------|-----------------------|-----------------|
| <b>a</b> Total plan assets   | <b>7a</b>    | 267,355               | 567,368         |
| <b>b</b> Total plan liabilities  | <b>7b</b>    | 0                     | 0               |
| <b>c</b> Net plan assets (subtract line 7b from line 7a)                                       | <b>7c</b>    | 267,355               | 567,368         |
| 8 Income, Expenses, and Transfers for this Plan Year   |              | (a) Amount            | (b) Total       |
| <b>a</b> Contributions received or receivable from:  |              |                       |                 |
| (1) Employers  | <b>8a(1)</b> | 287,899               |                 |
| (2) Participants   | <b>8a(2)</b> |                       |                 |
| (3) Others (including rollovers)   | <b>8a(3)</b> |                       |                 |
| <b>b</b> Other income (loss)   | <b>8b</b>    | 13,536                |                 |
| <b>c</b> Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)                                  | <b>8c</b>    |                       | 301,435         |
| <b>d</b> Benefits paid (including direct rollovers and insurance premiums to provide benefits) | <b>8d</b>    |                       |                 |
| <b>e</b> Certain deemed and/or corrective distributions (see instructions)                     | <b>8e</b>    |                       |                 |
| <b>f</b> Administrative service providers (salaries, fees, commissions)                        | <b>8f</b>    |                       |                 |
| <b>g</b> Other expenses  | <b>8g</b>    | 1,422                 |                 |
| <b>h</b> Total expenses (add lines 8d, 8e, 8f, and 8g)   | <b>8h</b>    |                       | 1,422           |
| <b>i</b> Net income (loss) (subtract line 8h from line 8c)                                     | <b>8i</b>    |                       | 300,013         |
| <b>j</b> Transfers to (from) the plan (see instructions)                                       | <b>8j</b>    |                       |                 |

**Part IV Plan Characteristics**

- 9a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:  
1C 3D
- b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

**Part V Compliance Questions**

| 10 During the plan year:  |            | Yes | No | Amount  |
|---|------------|-----|----|---------|
| <b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program) | <b>10a</b> |     | X  |         |
| <b>b</b> Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)  | <b>10b</b> |     | X  |         |
| <b>c</b> Was the plan covered by a fidelity bond?   | <b>10c</b> | X   |    | 385,000 |
| <b>d</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?   | <b>10d</b> |     | X  |         |
| <b>e</b> Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)   | <b>10e</b> |     | X  |         |
| <b>f</b> Has the plan failed to provide any benefit when due under the plan?  | <b>10f</b> |     | X  |         |
| <b>g</b> Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)  | <b>10g</b> |     | X  |         |
| <b>h</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)  | <b>10h</b> |     |    |         |
| <b>i</b> If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.  | <b>10i</b> |     |    |         |

**Part VI Pension Funding Compliance**

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

**a** Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 **11a** 0

**b PBGC missed contribution reporting requirements.** If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

Yes.

No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

No. Other. Provide explanation \_\_\_\_\_

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

**a** If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions, and enter the date of the letter ruling granting the waiver. Month Day Year

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

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

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

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

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

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

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

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

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

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

| 13c(1) Name of plan(s): | 13c(2) EIN(s) | 13c(3) PN(s) |
|-------------------------|---------------|--------------|
|                         |               |              |
|                         |               |              |
|                         |               |              |

**Part VIII IRS Compliance Questions**

**14a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?  Yes  No

**14b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

Design-based safe harbor method

"Prior year" ADP test

"Current year" ADP test

N/A

**15** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 02/28/2023 (MM/DD/YYYY) and the Opinion Letter serial number Q705319a.

|   |  |  |
|---|--|--|
| <b>SCHEDULE SB</b><br><b>(Form 5500)</b><br><br><small>Department of the Treasury<br/>Internal Revenue Service</small><br><br><small>Department of Labor<br/>Employee Benefits Security Administration</small><br><br><small>Pension Benefit Guaranty Corporation</small> | <b>Single-Employer Defined Benefit Plan</b><br><b>Actuarial Information</b><br><br>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).<br><br><b>▶ File as an attachment to Form 5500 or 5500-SF.</b> | <small>OMB No. 1210-0110</small><br><br><b>2024</b><br><br><b>This Form is Open to Public Inspection</b> |
|---|--|--|

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

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

|   |   |     |
|---|---|-----|
| <b>A</b> Name of plan<br>Fulfillment Services, Inc. Cash Balance Plan   | <b>B</b> Three-digit plan number (PN) ▶   | 002 |
| <b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF<br>Fulfillment Services, Inc.                                    | <b>D</b> Employer Identification Number (EIN)<br>04-3395484   |     |
| <b>E</b> Type of plan: <input checked="" type="checkbox"/> Single <input type="checkbox"/> Multiple-A <input type="checkbox"/> Multiple-B | <b>F</b> Prior year plan size: <input checked="" type="checkbox"/> 100 or fewer <input type="checkbox"/> 101-500 <input type="checkbox"/> More than 500 |     |

|               |   |                            |                           |
|---------------|---|----------------------------|---------------------------|
| <b>Part I</b> | <b>Basic Information</b>  |                            |                           |
| <b>1</b>      | Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2024</u>  |                            |                           |
| <b>2</b>      | Assets:   |                            |                           |
|               | <b>a</b> Market value .....   | <b>2a</b>                  | 261,689                   |
|               | <b>b</b> Actuarial value .....  | <b>2b</b>                  | 261,689                   |
| <b>3</b>      | Funding target/participant count breakdown  | (1) Number of participants | (2) Vested Funding Target |
|               | <b>a</b> For retired participants and beneficiaries receiving payment .....   | 0                          | 0                         |
|               | <b>b</b> For terminated vested participants .....   | 0                          | 0                         |
|               | <b>c</b> For active participants .....  | 11                         | 0                         |
|               | <b>d</b> Total .....  | 11                         | 0                         |
| <b>4</b>      | If the plan is in at-risk status, check the box and complete lines (a) and (b)..... <input type="checkbox"/>  |                            |                           |
|               | <b>a</b> Funding target disregarding prescribed at-risk assumptions .....   | <b>4a</b>                  |                           |
|               | <b>b</b> Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor ..... | <b>4b</b>                  |                           |
| <b>5</b>      | Effective interest rate .....   | <b>5</b>                   | 4.97%                     |
| <b>6</b>      | Target normal cost  |                            |                           |
|               | <b>a</b> Present value of current plan year accruals .....  | <b>6a</b>                  | 263,682                   |
|               | <b>b</b> Expected plan-related expenses .....   | <b>6b</b>                  | 0                         |
|               | <b>c</b> Target normal cost .....   | <b>6c</b>                  | 263,682                   |

**Statement by Enrolled Actuary**

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

|                  |  |  |
|------------------|--|--|
| <b>SIGN HERE</b> | Signature of actuary<br><br>David Pratt Ward, ASA, EA, MAAA<br>Type or print name of actuary<br><br>THE ANGELL PENSION GROUP, INC.<br>Firm name<br><br>88 BOYD AVENUE<br><br>EAST PROVIDENCE RI 02914<br>Address of the firm | <u>7/03/2025</u><br>Date<br><br>2304388<br>Most recent enrollment number<br><br>401-438-9250<br>Telephone number (including area code) |
|------------------|--|--|

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions



|   |  |                        |                       |   |
|---|--|------------------------|-----------------------|---|
| <b>Part V Assumptions Used to Determine Funding Target and Target Normal Cost</b> |  |                        |                       |   |
| <b>21</b> Discount rate:  |  |                        |                       |   |
| <b>a</b> Segment rates:   | 1st segment:<br>4.75 %   | 2nd segment:<br>4.96 % | 3rd segment:<br>5.59% | <input type="checkbox"/> N/A, full yield curve used |
| <b>b</b> Applicable month (enter code).....                                       |  |                        |                       | <b>21b</b> 0  |
| <b>22</b> Weighted average retirement age .....                                   |  |                        |                       | <b>22</b> 65  |
| <b>23</b> Mortality table(s) (see instructions)                                   | <input checked="" type="checkbox"/> Prescribed - combined <input type="checkbox"/> Prescribed - separate <input type="checkbox"/> Substitute |                        |                       |   |

|   |   |  |  |           |
|---|---|--|--|-----------|
| <b>Part VI Miscellaneous Items</b>  |   |  |  |           |
| <b>24</b> Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment..... | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |  |  |           |
| <b>25</b> Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....                                      | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |  |  |           |
| <b>26</b> Demographic and benefit information   |   |  |  |           |
| <b>a</b> Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....                             | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |  |  |           |
| <b>b</b> Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ...                      | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |  |  |           |
| <b>27</b> If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....                                   |   |  |  | <b>27</b> |

|   |  |  |  |             |
|---|--|--|--|-------------|
| <b>Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years</b>   |  |  |  |             |
| <b>28</b> Unpaid minimum required contributions for all prior years .....   |  |  |  | <b>28</b> 0 |
| <b>29</b> Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)..... |  |  |  | <b>29</b> 0 |
| <b>30</b> Remaining amount of unpaid minimum required contributions (line 28 minus line 29).....                                    |  |  |  | <b>30</b> 0 |

|  |                     |                    |               |                    |
|--|---------------------|--------------------|---------------|--------------------|
| <b>Part VIII Minimum Required Contribution For Current Year</b>  |                     |                    |               |                    |
| <b>31</b> Target normal cost and excess assets (see instructions):   |                     |                    |               |                    |
| <b>a</b> Target normal cost (line 6c).....   |                     |                    |               | <b>31a</b> 263,682 |
| <b>b</b> Excess assets, if applicable, but not greater than line 31a .....   |                     |                    |               | <b>31b</b> 0       |
| <b>32</b> Amortization installments:   | Outstanding Balance |                    | Installment   |                    |
| <b>a</b> Net shortfall amortization installment .....  | 4,274               |                    | 391           |                    |
| <b>b</b> Waiver amortization installment .....   | 0                   |                    | 0             |                    |
| <b>33</b> If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount ..... |                     |                    |               | <b>33</b>          |
| <b>34</b> Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....  |                     |                    |               | <b>34</b> 264,073  |
|  | Carryover balance   | Prefunding balance | Total balance |                    |
| <b>35</b> Balances elected for use to offset funding requirement .....   | 0                   | 0                  | 0             |                    |
| <b>36</b> Additional cash requirement (line 34 minus line 35).....   |                     |                    |               | <b>36</b> 264,073  |
| <b>37</b> Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c).....   |                     |                    |               | <b>37</b> 273,946  |
| <b>38</b> Present value of excess contributions for current year (see instructions)  |                     |                    |               |                    |
| <b>a</b> Total (excess, if any, of line 37 over line 36)   |                     |                    |               | <b>38a</b> 9,873   |
| <b>b</b> Portion included in line 38a attributable to use of prefunding and funding standard carryover balances .....  |                     |                    |               | <b>38b</b> 0       |
| <b>39</b> Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37).....   |                     |                    |               | <b>39</b> 0        |
| <b>40</b> Unpaid minimum required contributions for all years .....  |                     |                    |               | <b>40</b> 0        |

|   |  |  |  |  |
|---|--|--|--|--|
| <b>Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)</b>   |  |  |  |  |
| <b>41</b> If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. <input type="checkbox"/> 2019 <input type="checkbox"/> 2020 <input type="checkbox"/> 2021 |  |  |  |  |

As indicated on line 22 of the 2024 Schedule SB, the Weighted Average Retirement Age is 65. Under the 2024 Plan Year, the Weighted Average Retirement Age is the same as the Normal Retirement Age.

## APPENDIX A SUMMARY OF PLAN PROVISIONS

| <i>Plan Effective Date:</i>           | January 1, 2023  |                    |                    |               |                     |            |                    |
|---------------------------------------|--|--------------------|--------------------|---------------|---------------------|------------|--------------------|
| <i>Eligibility Requirements:</i>      | Age: 18<br>Service: 6 Months   |                    |                    |               |                     |            |                    |
| <i>Year of Benefit Service:</i>       | A 12-consecutive-month computation period in which an employee is credited with 1,000 or more hours of service. The computation period commences on January 1.   |                    |                    |               |                     |            |                    |
| <i>Plan Entry Date:</i>               | An Eligible Employee will enter the plan on the first of the month coinciding with or next following the completion of the eligibility requirements.<br><br>Plan excludes leased employees, residents of Puerto Rico, non-resident and HCEs who are not direct owners.   |                    |                    |               |                     |            |                    |
| <i>Normal Retirement Date:</i>        | The first day of the month coinciding with or next following the later of the attainment of a participant's 65th Birthday, or the fifth anniversary of their Date of Participation.  |                    |                    |               |                     |            |                    |
| <i>Compensation:</i>                  | The total compensation paid for the plan year, including deferrals under any 401(k) or Section 125 plans.<br><br>For plan years beginning after 12/31/2001, no more than \$200,000 of compensation will be considered for plan purposes. This limit of \$200,000 is subject to adjustment by the Secretary of the Treasury or his delegate. The limit for 2024 is \$345,000. |                    |                    |               |                     |            |                    |
| <i>Hypothetical Allocations:</i>      | <table><thead><tr><th><u>Description</u></th><th><u>Allocation*</u></th></tr></thead><tbody><tr><td>Direct Owners</td><td>72% of compensation</td></tr><tr><td>All Others</td><td>5% of compensation</td></tr></tbody></table><br>*Allocations are subject to limits imposed by Section 415 of the Internal Revenue Code.  | <u>Description</u> | <u>Allocation*</u> | Direct Owners | 72% of compensation | All Others | 5% of compensation |
| <u>Description</u>                    | <u>Allocation*</u>   |                    |                    |               |                     |            |                    |
| Direct Owners                         | 72% of compensation  |                    |                    |               |                     |            |                    |
| All Others                            | 5% of compensation   |                    |                    |               |                     |            |                    |
| <i>Interest Credits:</i>              | 5.00% Per Year, credited as of the last day of the plan year.  |                    |                    |               |                     |            |                    |
| <i>Accrued Benefit:</i>               | The Hypothetical Account value or an annuity equal to the actuarial equivalent of the Hypothetical Account.  |                    |                    |               |                     |            |                    |
| <i>Normal Retirement Benefit:</i>     | The Accrued Benefit.   |                    |                    |               |                     |            |                    |
| <i>Actuarial Equivalence Factors:</i> | Pre-Retirement: No mortality table and 5.00%<br>Post-Retirement: The Applicable Mortality Table and 5.00%  |                    |                    |               |                     |            |                    |

*Top-Heavy Minimum*

*Accrued Benefit:*

A participant will receive a minimum benefit equal to 2% of the 5-year average compensation for each year of Benefit Accrual Service in which the plan is top-heavy, unless such benefit is provided under a Defined Contribution Plan.

*Death Benefit:*

The Accrued Benefit (subject to spousal QPSA requirements).

*Vesting:*

Based upon Years of Service, subject to the following schedule:

| <u>Years of Service</u> | <u>Vested Percentage</u> |
|-------------------------|--------------------------|
| 1 Year of Service       | 0%                       |
| 2 Years of Service      | 0%                       |
| 3 years or more         | 100%                     |

Service prior to January 1, 2023 and age 18 are excluded.

*Optional Forms of Benefit:*

Lump sum, life annuity, Joint and 50%, 75% or 100% survivor annuity.

**SECTION V**  
**AMORTIZATION BASES UNDER SECTION 430 OF THE IRS CODE**

**Shortfall Amortization Bases**

| <u>Description</u>         | <u>Date Base<br/>Established</u> | <u>Initial<br/>Base</u> | <u>Initial<br/>Years</u> | <u>Remaining<br/>Years</u> | <u>Present Value<br/>of Remaining<br/>Payments</u> | <u>Amortization<br/>Amount</u> |
|----------------------------|----------------------------------|-------------------------|--------------------------|----------------------------|--|--------------------------------|
| 2024 Shortfall             | 01/01/2024                       | 4,274                   | 15                       | 15                         | \$ 4,274   | \$ 391                         |
|                            |                                  |                         |                          |                            | <hr/>  | <hr/>                          |
| Subtotal - Shortfall Bases |                                  |                         |                          |                            | \$ 4,274   | \$ 391                         |

**Waiver Amortization Bases**

| <u>Description</u>              | <u>Date Base<br/>Established</u> | <u>Initial<br/>Base</u> | <u>Initial<br/>Years</u> | <u>Remaining<br/>Years</u> | <u>Present Value<br/>of Remaining<br/>Payments</u> | <u>Amortization<br/>Amount</u> |
|---------------------------------|----------------------------------|-------------------------|--------------------------|----------------------------|--|--------------------------------|
|                                 |                                  |                         |                          |                            | \$ 0   | \$ 0                           |
| Subtotal - Waiver Bases         |                                  |                         |                          |                            | <hr/>  | <hr/>                          |
|                                 |                                  |                         |                          |                            | \$ 0   | \$ 0                           |
| <b>Total Amortization Bases</b> |                                  |                         |                          |                            | <hr/>  | <hr/>                          |
|                                 |                                  |                         |                          |                            | <b>\$ 4,274</b>                                    | <b>\$ 391</b>                  |