

<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; font-weight: bold; text-align: center;">2024</p> <hr/> <p style="text-align: center; font-weight: bold;">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>HUMAN RESOURCES UNLIMITED, INC. 401K PLAN</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>HUMAN RESOURCES UNLIMITED, INC.</u></p> <p><u>3451 DUNCKEL ROAD, SUITE 200</u> <u>LANSING, MI 48911-4216</u></p>	<p>1c Effective date of plan <u>01/01/1988</u></p> <p>2b Employer Identification Number (EIN) <u>38-2567062</u></p> <p>2c Plan Sponsor's telephone number <u>517-272-5888</u></p> <p>2d Business code (see instructions) <u>561300</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.	08/13/2025	TERESA CARPER
	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 checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	408
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	235
	6a(2)	259
	6b	0
	6c	249
	6d	508
	6e	0
	6f	508
	6g(1)	340
	6g(2)	398
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:
2G 2J 2T 2F 3D

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

9a Plan funding arrangement (check all that apply)	9b Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 HUMAN RESOURCES UNLIMITED, INC. 401K PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 HUMAN RESOURCES UNLIMITED, INC.	D Employer Identification Number (EIN) 38-2567062	

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
37 60 64 65	RECORDKEEPER	48937	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

GLOBAL RETIREMENT PARTNERS LLC

47-1411118

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	7428	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
COL SEL MID CP VL I - COLUMBIA MGT 430 W 7TH STREET STE 219104 KANSAS CITY, MO 64105	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
PIMCO TOT RETURN ADM - SS&C GLOBAL 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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 HUMAN RESOURCES UNLIMITED, INC. 401K PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 HUMAN RESOURCES UNLIMITED, INC.	D Employer Identification Number (EIN) 38-2567062

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	0	0
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)	414772	635026
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	33463	33762
(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)	5857405	6924620
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	6305640	7593408
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
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	6305640	7593408

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)	0	
(B) Participants.....	2a(1)(B)	1003829	
(C) Others (including rollovers).....	2a(1)(C)	560986	
(2) Noncash contributions.....	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1564815
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	29117	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	2523	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		31640
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	244521	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		244521
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(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)	0	
(B) Other.....	2b(5)(B)	0	
(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)		695543
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		2536519

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1192386	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1192386
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Recordkeeping fees	2i(3)	42343	
(4) IQPA audit fees	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	7428	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	6594	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		56365
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1248751

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1287768
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

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: **ANDREWS HOOPER AND PAVLIK PLC**

(2) EIN: **38-3133790**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) This form is filed for a CCT, PSA, DCG or MTIA. (2) It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	19806
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

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

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 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 <u>HUMAN RESOURCES UNLIMITED, INC. 401K PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>HUMAN RESOURCES UNLIMITED, INC.</u>	D Employer Identification Number (EIN) <u>38-2567062</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): 04-6568107

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

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

3	
----------	--

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702438A.

Audited Financial Statements
and Supplemental Schedules

Human Resources
Unlimited, Inc. 401k Plan

*Years Ended December 31, 2024 and 2023
with Report of Independent Auditors*

Human Resources Unlimited, Inc. 401k Plan

Audited Financial Statements
and Supplemental Schedules

Years Ended December 31, 2024 and 2023

Contents

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Report of Independent Auditors

To the Plan Administrator of the
Human Resources Unlimited, Inc. 401k Plan
Lansing, Michigan

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

We have performed audits of the accompanying financial statements of Human Resources Unlimited, Inc. 401k Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Human Resources Unlimited, Inc. 401k Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 7 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 (U.S. GAAP).

- 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).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). 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 Human Resources Unlimited, Inc. 401k Plan 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 U.S. GAAP, 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 Human Resources Unlimited, Inc. 401k Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS 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 GAAS, 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 Human Resources Unlimited, Inc. 401k Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Human Resources Unlimited, Inc. 401k Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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 U.S. GAAP.

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

Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2024 and schedule of delinquent participant contributions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, 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).

Andrews Hooper Paulik PLC

Okemos, Michigan
July 23, 2025

Human Resources Unlimited, Inc. 401k Plan

Statements of Net Assets Available For Benefits

	December 31	
	2024	2023
Assets		
Investments, at fair value:		
Mutual funds	\$ 6,924,620	\$ 5,857,405
Money market fund	635,026	414,772
Total investments, at fair value	<u>7,559,646</u>	<u>6,272,177</u>
Receivables:		
Notes receivable from participants	33,762	33,463
Employee contributions receivable	-	16,622
Total receivables	<u>33,762</u>	<u>50,085</u>
Net assets available for benefits	<u>\$ 7,593,408</u>	<u>\$ 6,322,262</u>

Human Resources Unlimited, Inc. 401k Plan

Statements of Changes in Net Assets Available For Benefits

	Year Ended December 31	
	2024	2023
Additions		
Investment income:		
Interest and dividends	\$ 276,161	\$ 139,995
Net appreciation in fair value of investments	695,543	859,015
Total investment income	971,704	999,010
Contributions:		
Participant contributions	987,207	798,667
Rollovers	560,986	110,833
Total contributions	1,548,193	909,500
Total additions, net	2,519,897	1,908,510
Deductions		
Benefits paid to participants	1,192,386	557,495
Administrative expenses	56,365	29,206
Total deductions	1,248,751	586,701
Net change	1,271,146	1,321,809
Net assets available for benefits at beginning of year	6,322,262	5,000,453
Net assets available for benefits at end of year	\$ 7,593,408	\$ 6,322,262

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan

The following description of the Human Resources Unlimited, Inc. 401k Plan (Plan) is provided for general information purposes only. Participants should refer to the plan document for more complete information.

General

The Plan is a defined contribution savings plan pursuant to Section 401k of the Internal Revenue Code (IRC) covering all Human Resources Unlimited, Inc. (Company) employees 18 years or older and not a member of a collective bargaining unit or a leased employee. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each employee who participates in the Plan is entitled to enter into a compensation reduction agreement with the Company. The amount of reduction shall be contributed by the Company on behalf of the participant into the Plan for allocation to the participant's account. These participant elective contributions are fully vested. Since 2023, the Plan also allows participants to make Roth contributions.

Employees are automatically enrolled at a deferral rate of 5% on the entry date coinciding with or immediately following the date such employee reaches age 18. The Plan allows for a 60-day grace period prior to contributions being made for employees to change their election percentage or opt out of contributing to the Plan. Contributions will begin immediately following the acceptance or change of election percentage by the participant, or the first pay period following the 60-day grace period in the event no action has been taken by the employee.

The employer may make matching contributions and/or discretionary profit-sharing contributions equal to a discretionary percentage, to be determined by the Company. No matching or discretionary contributions were made in 2024 or 2023.

Participant Accounts

Participant accounts are credited with participant contributions, Company contributions (if any), and an allocation of plan earnings and expenses. Allocations are based on the participant's account balance. Participants shall direct their contribution and the Company's contribution to one or more funds, which are maintained by Fidelity Management Trust Company (Fidelity). The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan (continued)

Notes Receivable from Participants

Participants shall be permitted to borrow from their accounts the lesser of 50% of their vested account balance or \$50,000. Such loans are secured by the balance of the participant's account and shall be charged an annual prevailing rate of interest to be fixed by the plan administrator. Such loans shall be fully repaid on or before five years from the date of disbursement unless the loan proceeds are used in connection with the principal residence of the participant or a family member.

Hardship Withdrawals

Participants may elect to withdraw a balance up to the total of their elective contributions, provided such withdrawal is to meet the immediate and heavy financial needs of the participant, as defined in the plan document.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's matching and discretionary profit-sharing contributions account is based on number of years of service.

Payment of Benefits

Upon attainment of normal retirement age (65 or the 5th anniversary of the participant's employment commencement date), termination, or other separation of employment (death, disability, or other reasons), participants may elect to receive their benefits as a lump-sum payment. Participants that separate employment because of death will have their benefits paid in one lump-sum to their named beneficiary or to their estate if no beneficiary has been named. In-service distributions at age 59½ are also allowed.

Upon termination of employment or other distributable event, a distribution is required if the vested participant account balance does not exceed \$5,000. If the vested participant account balance does not exceed \$1,000, the account balance will be distributed in the form of a lump-sum payment. Any distribution greater than \$1,000 that is made to a participant without the participant's consent before normal retirement age will be rolled over to an individual retirement plan designated by the plan administrator.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan (continued)

Forfeited Accounts

Forfeitures of non-vested Company contributions shall be used to reduce the Company's matching contributions or reduce administrative expenses under the Plan. There was no forfeiture balance as of December 31, 2024 and 2023, and no forfeitures were used to reduce Company contributions or administrative expenses during the years ended December 31, 2024 and 2023.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Investment Valuation and Income Recognition

Investments are reported at fair value. See Note 8 for discussion of fair value measurements and investment valuation. 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. The change in the aggregate fair value and the cost of investments sold, purchased, and held is reflected in the statements of changes in net assets available for benefits as net appreciation in fair value of investments.

Payment of Benefits

Benefit payments to participants are recorded as deductions upon distribution.

Administrative Expenses

Plan administrative expenses are paid by either the Plan or the Company, as provided in the plan document.

Use of Estimates

The process of preparing financial statements in conformity with U.S. GAAP requires management of the Plan to make estimates and judgments that affect the amounts reported in the financial statements and accompanying notes. Accordingly, actual results may differ from estimated amounts.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

2. Summary of Significant Accounting Policies (continued)

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest.

Subsequent Events

The Plan has evaluated subsequent events through July 23, 2025, the date which the financial statements were available to be issued.

3. Risk 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 the participants' account balances and the amounts reported in the statements of net assets available for benefits.

4. Income Tax Status

The Plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax exempt.

Generally, tax years 2021 through the current year remain open to examination. The Plan does not believe that the results from any examination of these open years would have a material adverse effect on the Plan.

5. Plan Termination

Although they have not expressed any intent to do so, Human Resources Unlimited, Inc. reserves the right under the Plan to terminate the Plan in whole or in part, subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their account balances.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

6. Transactions with Parties-In-Interest

Certain Plan investments are shares of mutual funds and a money market fund managed by Fidelity, and the Plan paid fees to Fidelity in the amount of \$48,937 in 2024 and \$29,206 in 2023. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Notes receivable from participants are also considered party-in-interest transactions. In 2023, HUB International became an advisor to the Plan, which qualifies as a party-in-interest. The Plan paid fees to HUB International in the amount of \$7,428 in 2024.

7. Financial Information Certified by the Trustee (unaudited)

Information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including investments and notes receivable from participants held as of December 31, 2024 and 2023, and net appreciation in fair value of investments and interest and dividends for the years ended December 31, 2024 and 2023, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Fidelity (the trustee of the Plan). This certified information has not been audited by independent auditors.

8. Fair Value Measurements

As defined in the current authoritative guidance, 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 as of the measurement date. The guidance is applicable to all financial instruments that are measured and reported on a fair value basis. This framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

- Level 1 – Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.
- Level 2 – Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets and liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 – Significant unobservable inputs that reflect a company's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

8. Fair Value Measurements (continued)

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used as of December 31, 2024 and 2023.

Mutual funds and money market fund: Valued at the net asset value (NAV) of shares held by the Plan at year end based on quoted prices in active markets.

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.

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

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 6,924,620	\$ -	\$ -	\$ 6,924,620
Money market fund	635,026	-	-	635,026
Total assets at fair value	\$ 7,559,646	\$ -	\$ -	\$ 7,559,646

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 5,857,405	\$ -	\$ -	\$ 5,857,405
Money market fund	414,772	-	-	414,772
Total assets at fair value	\$ 6,272,177	\$ -	\$ -	\$ 6,272,177

9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits as reported on the financial statements to Form 5500 as of December 31, 2023:

Net assets available for benefits as reported on the financial statements	\$ 6,322,262
Subtract: Current year employee contributions receivable	(16,622)
Net assets available for benefits as reported on Form 5500	\$ 6,305,640

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

9. Reconciliation of Financial Statements to Form 5500 (continued)

The following is a reconciliation of the net change in net assets available for benefits as reported on the financial statements to the net change as reported on Form 5500 for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Change in net assets available for benefits per the financial statements	\$ 1,271,146	\$ 1,321,809
Plus: Prior year employee contributions receivable	16,622	-
Less: Current year employee contributions receivable	-	(16,622)
Change in net assets per the Form 5500	<u>\$ 1,287,768</u>	<u>\$ 1,305,187</u>

Supplemental Schedules

Human Resources Unlimited, Inc. 401k Plan

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
	Columbia	Select Mid Cap Value Fund Class I	N/A	\$ 108,550
*	Fidelity Investments	Government Income Fund	N/A	95,898
*	Fidelity Investments	Balanced Fund	N/A	222,316
*	Fidelity Investments	Emerging Markets Fund	N/A	154,909
*	Fidelity Investments	Growth Discovery Fund	N/A	467,809
*	Fidelity Investments	Freedom Income Fund	N/A	19,885
*	Fidelity Investments	Government Money Market Fund K6	N/A	635,026
*	Fidelity Investments	Freedom 2010 Fund	N/A	824
*	Fidelity Investments	Freedom 2015 Fund	N/A	41,409
*	Fidelity Investments	Freedom 2020 Fund	N/A	631,666
*	Fidelity Investments	Freedom 2025 Fund	N/A	410,260
*	Fidelity Investments	Freedom 2030 Fund	N/A	257,014
*	Fidelity Investments	Freedom 2035 Fund	N/A	433,069
*	Fidelity Investments	Freedom 2040 Fund	N/A	388,056
*	Fidelity Investments	Freedom 2045 Fund	N/A	375,894
*	Fidelity Investments	Freedom 2050 Fund	N/A	446,546
*	Fidelity Investments	Freedom 2055 Fund	N/A	186,671
*	Fidelity Investments	Freedom 2060 Fund	N/A	359,187
*	Fidelity Investments	Freedom 2065 Fund	N/A	308,855
*	Fidelity Investments	Freedom 2070 Fund	N/A	346
*	Fidelity Investments	Small Cap Growth Fund	N/A	138,505
*	Fidelity Investments	Small Cap Value Fund	N/A	16,140
*	Fidelity Investments	500 Index Fund	N/A	788,290
*	Fidelity Investments	International Index Fund	N/A	61,655
*	Fidelity Investments	Mid Cap Growth Index Fund	N/A	168,089
*	Fidelity Investments	Blue Chip Growth K6 Fund	N/A	176,580
	PIMCO Investments	PIMCO Total Return Fund ADM	N/A	73,822
	American Funds	American Mutual R6	N/A	145,220
	American Funds	American Century Small Cap Value Fund R6	N/A	108,926
	JP Morgan	U.S. Equity Fund R6	N/A	238,587
	MFS	Mid Cap Growth Fund R6	N/A	94,672
	ClearBridge	International Growth Fund IS		4,970
				7,559,646
*	Notes receivable from participants	Interest rates range from 4.25% – 9.50%	-0-	33,762
				\$ 7,593,408

* Denotes party-in-interest as defined by ERISA
N/A- not required, participant directed investments

Employer Identification Number 38-2567062
Three Digit Plan Number: 001

Human Resources Unlimited, Inc. 401(k) Plan

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions

Year Ended December 31, 2024

Plan #001
EIN # 38-2567062

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			
Check here if Late Participant Loan Repayments are included: <input checked="" type="checkbox"/> \$ 19,806	Contributions Not Corrected \$ 19,806	Contributions Corrected Outside VFCP \$ -	Contributions Pending Correction in VFCP \$ -	Total Fully Corrected Under VFCP and PTE 2002-51 \$ -

Audited Financial Statements
and Supplemental Schedules

Human Resources
Unlimited, Inc. 401k Plan

*Years Ended December 31, 2024 and 2023
with Report of Independent Auditors*

Human Resources Unlimited, Inc. 401k Plan

Audited Financial Statements
and Supplemental Schedules

Years Ended December 31, 2024 and 2023

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Report of Independent Auditors

To the Plan Administrator of the
Human Resources Unlimited, Inc. 401k Plan
Lansing, Michigan

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

We have performed audits of the accompanying financial statements of Human Resources Unlimited, Inc. 401k Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Human Resources Unlimited, Inc. 401k Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 7 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 (U.S. GAAP).

- 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).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). 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 Human Resources Unlimited, Inc. 401k Plan 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 U.S. GAAP, 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 Human Resources Unlimited, Inc. 401k Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS 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 GAAS, 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 Human Resources Unlimited, Inc. 401k Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Human Resources Unlimited, Inc. 401k Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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 U.S. GAAP.

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

Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2024 and schedule of delinquent participant contributions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, 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).

Andrews Hooper Paulik PLC

Okemos, Michigan
July 23, 2025

Human Resources Unlimited, Inc. 401k Plan

Statements of Net Assets Available For Benefits

	December 31	
	2024	2023
Assets		
Investments, at fair value:		
Mutual funds	\$ 6,924,620	\$ 5,857,405
Money market fund	635,026	414,772
Total investments, at fair value	<u>7,559,646</u>	<u>6,272,177</u>
Receivables:		
Notes receivable from participants	33,762	33,463
Employee contributions receivable	-	16,622
Total receivables	<u>33,762</u>	<u>50,085</u>
Net assets available for benefits	<u>\$ 7,593,408</u>	<u>\$ 6,322,262</u>

Human Resources Unlimited, Inc. 401k Plan

Statements of Changes in Net Assets Available For Benefits

	Year Ended December 31	
	2024	2023
Additions		
Investment income:		
Interest and dividends	\$ 276,161	\$ 139,995
Net appreciation in fair value of investments	695,543	859,015
Total investment income	971,704	999,010
Contributions:		
Participant contributions	987,207	798,667
Rollovers	560,986	110,833
Total contributions	1,548,193	909,500
Total additions, net	2,519,897	1,908,510
Deductions		
Benefits paid to participants	1,192,386	557,495
Administrative expenses	56,365	29,206
Total deductions	1,248,751	586,701
Net change	1,271,146	1,321,809
Net assets available for benefits at beginning of year	6,322,262	5,000,453
Net assets available for benefits at end of year	\$ 7,593,408	\$ 6,322,262

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan

The following description of the Human Resources Unlimited, Inc. 401k Plan (Plan) is provided for general information purposes only. Participants should refer to the plan document for more complete information.

General

The Plan is a defined contribution savings plan pursuant to Section 401k of the Internal Revenue Code (IRC) covering all Human Resources Unlimited, Inc. (Company) employees 18 years or older and not a member of a collective bargaining unit or a leased employee. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each employee who participates in the Plan is entitled to enter into a compensation reduction agreement with the Company. The amount of reduction shall be contributed by the Company on behalf of the participant into the Plan for allocation to the participant's account. These participant elective contributions are fully vested. Since 2023, the Plan also allows participants to make Roth contributions.

Employees are automatically enrolled at a deferral rate of 5% on the entry date coinciding with or immediately following the date such employee reaches age 18. The Plan allows for a 60-day grace period prior to contributions being made for employees to change their election percentage or opt out of contributing to the Plan. Contributions will begin immediately following the acceptance or change of election percentage by the participant, or the first pay period following the 60-day grace period in the event no action has been taken by the employee.

The employer may make matching contributions and/or discretionary profit-sharing contributions equal to a discretionary percentage, to be determined by the Company. No matching or discretionary contributions were made in 2024 or 2023.

Participant Accounts

Participant accounts are credited with participant contributions, Company contributions (if any), and an allocation of plan earnings and expenses. Allocations are based on the participant's account balance. Participants shall direct their contribution and the Company's contribution to one or more funds, which are maintained by Fidelity Management Trust Company (Fidelity). The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan (continued)

Notes Receivable from Participants

Participants shall be permitted to borrow from their accounts the lesser of 50% of their vested account balance or \$50,000. Such loans are secured by the balance of the participant's account and shall be charged an annual prevailing rate of interest to be fixed by the plan administrator. Such loans shall be fully repaid on or before five years from the date of disbursement unless the loan proceeds are used in connection with the principal residence of the participant or a family member.

Hardship Withdrawals

Participants may elect to withdraw a balance up to the total of their elective contributions, provided such withdrawal is to meet the immediate and heavy financial needs of the participant, as defined in the plan document.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's matching and discretionary profit-sharing contributions account is based on number of years of service.

Payment of Benefits

Upon attainment of normal retirement age (65 or the 5th anniversary of the participant's employment commencement date), termination, or other separation of employment (death, disability, or other reasons), participants may elect to receive their benefits as a lump-sum payment. Participants that separate employment because of death will have their benefits paid in one lump-sum to their named beneficiary or to their estate if no beneficiary has been named. In-service distributions at age 59½ are also allowed.

Upon termination of employment or other distributable event, a distribution is required if the vested participant account balance does not exceed \$5,000. If the vested participant account balance does not exceed \$1,000, the account balance will be distributed in the form of a lump-sum payment. Any distribution greater than \$1,000 that is made to a participant without the participant's consent before normal retirement age will be rolled over to an individual retirement plan designated by the plan administrator.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan (continued)

Forfeited Accounts

Forfeitures of non-vested Company contributions shall be used to reduce the Company's matching contributions or reduce administrative expenses under the Plan. There was no forfeiture balance as of December 31, 2024 and 2023, and no forfeitures were used to reduce Company contributions or administrative expenses during the years ended December 31, 2024 and 2023.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Investment Valuation and Income Recognition

Investments are reported at fair value. See Note 8 for discussion of fair value measurements and investment valuation. 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. The change in the aggregate fair value and the cost of investments sold, purchased, and held is reflected in the statements of changes in net assets available for benefits as net appreciation in fair value of investments.

Payment of Benefits

Benefit payments to participants are recorded as deductions upon distribution.

Administrative Expenses

Plan administrative expenses are paid by either the Plan or the Company, as provided in the plan document.

Use of Estimates

The process of preparing financial statements in conformity with U.S. GAAP requires management of the Plan to make estimates and judgments that affect the amounts reported in the financial statements and accompanying notes. Accordingly, actual results may differ from estimated amounts.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

2. Summary of Significant Accounting Policies (continued)

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest.

Subsequent Events

The Plan has evaluated subsequent events through July 23, 2025, the date which the financial statements were available to be issued.

3. Risk 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 the participants' account balances and the amounts reported in the statements of net assets available for benefits.

4. Income Tax Status

The Plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax exempt.

Generally, tax years 2021 through the current year remain open to examination. The Plan does not believe that the results from any examination of these open years would have a material adverse effect on the Plan.

5. Plan Termination

Although they have not expressed any intent to do so, Human Resources Unlimited, Inc. reserves the right under the Plan to terminate the Plan in whole or in part, subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their account balances.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

6. Transactions with Parties-In-Interest

Certain Plan investments are shares of mutual funds and a money market fund managed by Fidelity, and the Plan paid fees to Fidelity in the amount of \$48,937 in 2024 and \$29,206 in 2023. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Notes receivable from participants are also considered party-in-interest transactions. In 2023, HUB International became an advisor to the Plan, which qualifies as a party-in-interest. The Plan paid fees to HUB International in the amount of \$7,428 in 2024.

7. Financial Information Certified by the Trustee (unaudited)

Information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including investments and notes receivable from participants held as of December 31, 2024 and 2023, and net appreciation in fair value of investments and interest and dividends for the years ended December 31, 2024 and 2023, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Fidelity (the trustee of the Plan). This certified information has not been audited by independent auditors.

8. Fair Value Measurements

As defined in the current authoritative guidance, 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 as of the measurement date. The guidance is applicable to all financial instruments that are measured and reported on a fair value basis. This framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

- Level 1 – Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.
- Level 2 – Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets and liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 – Significant unobservable inputs that reflect a company's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

8. Fair Value Measurements (continued)

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used as of December 31, 2024 and 2023.

Mutual funds and money market fund: Valued at the net asset value (NAV) of shares held by the Plan at year end based on quoted prices in active markets.

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.

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

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 6,924,620	\$ -	\$ -	\$ 6,924,620
Money market fund	635,026	-	-	635,026
Total assets at fair value	\$ 7,559,646	\$ -	\$ -	\$ 7,559,646

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 5,857,405	\$ -	\$ -	\$ 5,857,405
Money market fund	414,772	-	-	414,772
Total assets at fair value	\$ 6,272,177	\$ -	\$ -	\$ 6,272,177

9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits as reported on the financial statements to Form 5500 as of December 31, 2023:

Net assets available for benefits as reported on the financial statements	\$ 6,322,262
Subtract: Current year employee contributions receivable	(16,622)
Net assets available for benefits as reported on Form 5500	\$ 6,305,640

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

9. Reconciliation of Financial Statements to Form 5500 (continued)

The following is a reconciliation of the net change in net assets available for benefits as reported on the financial statements to the net change as reported on Form 5500 for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Change in net assets available for benefits per the financial statements	\$ 1,271,146	\$ 1,321,809
Plus: Prior year employee contributions receivable	16,622	-
Less: Current year employee contributions receivable	-	(16,622)
Change in net assets per the Form 5500	<u>\$ 1,287,768</u>	<u>\$ 1,305,187</u>

Supplemental Schedules

Human Resources Unlimited, Inc. 401k Plan

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
	Columbia	Select Mid Cap Value Fund Class I	N/A	\$ 108,550
*	Fidelity Investments	Government Income Fund	N/A	95,898
*	Fidelity Investments	Balanced Fund	N/A	222,316
*	Fidelity Investments	Emerging Markets Fund	N/A	154,909
*	Fidelity Investments	Growth Discovery Fund	N/A	467,809
*	Fidelity Investments	Freedom Income Fund	N/A	19,885
*	Fidelity Investments	Government Money Market Fund K6	N/A	635,026
*	Fidelity Investments	Freedom 2010 Fund	N/A	824
*	Fidelity Investments	Freedom 2015 Fund	N/A	41,409
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*	Fidelity Investments	Freedom 2040 Fund	N/A	388,056
*	Fidelity Investments	Freedom 2045 Fund	N/A	375,894
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*	Fidelity Investments	Freedom 2060 Fund	N/A	359,187
*	Fidelity Investments	Freedom 2065 Fund	N/A	308,855
*	Fidelity Investments	Freedom 2070 Fund	N/A	346
*	Fidelity Investments	Small Cap Growth Fund	N/A	138,505
*	Fidelity Investments	Small Cap Value Fund	N/A	16,140
*	Fidelity Investments	500 Index Fund	N/A	788,290
*	Fidelity Investments	International Index Fund	N/A	61,655
*	Fidelity Investments	Mid Cap Growth Index Fund	N/A	168,089
*	Fidelity Investments	Blue Chip Growth K6 Fund	N/A	176,580
	PIMCO Investments	PIMCO Total Return Fund ADM	N/A	73,822
	American Funds	American Mutual R6	N/A	145,220
	American Funds	American Century Small Cap Value Fund R6	N/A	108,926
	JP Morgan	U.S. Equity Fund R6	N/A	238,587
	MFS	Mid Cap Growth Fund R6	N/A	94,672
	ClearBridge	International Growth Fund IS		4,970
				7,559,646
*	Notes receivable from participants	Interest rates range from 4.25% – 9.50%	-0-	33,762
				\$ 7,593,408

* Denotes party-in-interest as defined by ERISA
N/A- not required, participant directed investments

Employer Identification Number 38-2567062
Three Digit Plan Number: 001

Human Resources Unlimited, Inc. 401(k) Plan

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions

Year Ended December 31, 2024

Plan #001
EIN # 38-2567062

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			
Check here if Late Participant Loan Repayments are included: <input checked="" type="checkbox"/> \$ 19,806	Contributions Not Corrected \$ 19,806	Contributions Corrected Outside VFCP \$ -	Contributions Pending Correction in VFCP \$ -	Total Fully Corrected Under VFCP and PTE 2002-51 \$ -

Audited Financial Statements
and Supplemental Schedules

Human Resources
Unlimited, Inc. 401k Plan

*Years Ended December 31, 2024 and 2023
with Report of Independent Auditors*

Human Resources Unlimited, Inc. 401k Plan

Audited Financial Statements
and Supplemental Schedules

Years Ended December 31, 2024 and 2023

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Report of Independent Auditors

To the Plan Administrator of the
Human Resources Unlimited, Inc. 401k Plan
Lansing, Michigan

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

We have performed audits of the accompanying financial statements of Human Resources Unlimited, Inc. 401k Plan, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2024 and 2023, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of Human Resources Unlimited, Inc. 401k Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2024 and 2023, stating that the certified investment information, as described in Note 7 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 (U.S. GAAP).

- 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).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). 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 Human Resources Unlimited, Inc. 401k Plan 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 U.S. GAAP, 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 Human Resources Unlimited, Inc. 401k Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS 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 GAAS, 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 Human Resources Unlimited, Inc. 401k Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Human Resources Unlimited, Inc. 401k Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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 U.S. GAAP.

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

Supplemental Schedules Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2024 and schedule of delinquent participant contributions for the year ended December 31, 2024 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, 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).

Andrews Hooper Paulik PLC

Okemos, Michigan
July 23, 2025

Human Resources Unlimited, Inc. 401k Plan

Statements of Net Assets Available For Benefits

	December 31	
	2024	2023
Assets		
Investments, at fair value:		
Mutual funds	\$ 6,924,620	\$ 5,857,405
Money market fund	635,026	414,772
Total investments, at fair value	<u>7,559,646</u>	<u>6,272,177</u>
Receivables:		
Notes receivable from participants	33,762	33,463
Employee contributions receivable	-	16,622
Total receivables	<u>33,762</u>	<u>50,085</u>
Net assets available for benefits	<u>\$ 7,593,408</u>	<u>\$ 6,322,262</u>

Human Resources Unlimited, Inc. 401k Plan

Statements of Changes in Net Assets Available For Benefits

	Year Ended December 31	
	2024	2023
Additions		
Investment income:		
Interest and dividends	\$ 276,161	\$ 139,995
Net appreciation in fair value of investments	695,543	859,015
Total investment income	971,704	999,010
Contributions:		
Participant contributions	987,207	798,667
Rollovers	560,986	110,833
Total contributions	1,548,193	909,500
Total additions, net	2,519,897	1,908,510
Deductions		
Benefits paid to participants	1,192,386	557,495
Administrative expenses	56,365	29,206
Total deductions	1,248,751	586,701
Net change	1,271,146	1,321,809
Net assets available for benefits at beginning of year	6,322,262	5,000,453
Net assets available for benefits at end of year	\$ 7,593,408	\$ 6,322,262

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan

The following description of the Human Resources Unlimited, Inc. 401k Plan (Plan) is provided for general information purposes only. Participants should refer to the plan document for more complete information.

General

The Plan is a defined contribution savings plan pursuant to Section 401k of the Internal Revenue Code (IRC) covering all Human Resources Unlimited, Inc. (Company) employees 18 years or older and not a member of a collective bargaining unit or a leased employee. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each employee who participates in the Plan is entitled to enter into a compensation reduction agreement with the Company. The amount of reduction shall be contributed by the Company on behalf of the participant into the Plan for allocation to the participant's account. These participant elective contributions are fully vested. Since 2023, the Plan also allows participants to make Roth contributions.

Employees are automatically enrolled at a deferral rate of 5% on the entry date coinciding with or immediately following the date such employee reaches age 18. The Plan allows for a 60-day grace period prior to contributions being made for employees to change their election percentage or opt out of contributing to the Plan. Contributions will begin immediately following the acceptance or change of election percentage by the participant, or the first pay period following the 60-day grace period in the event no action has been taken by the employee.

The employer may make matching contributions and/or discretionary profit-sharing contributions equal to a discretionary percentage, to be determined by the Company. No matching or discretionary contributions were made in 2024 or 2023.

Participant Accounts

Participant accounts are credited with participant contributions, Company contributions (if any), and an allocation of plan earnings and expenses. Allocations are based on the participant's account balance. Participants shall direct their contribution and the Company's contribution to one or more funds, which are maintained by Fidelity Management Trust Company (Fidelity). The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan (continued)

Notes Receivable from Participants

Participants shall be permitted to borrow from their accounts the lesser of 50% of their vested account balance or \$50,000. Such loans are secured by the balance of the participant's account and shall be charged an annual prevailing rate of interest to be fixed by the plan administrator. Such loans shall be fully repaid on or before five years from the date of disbursement unless the loan proceeds are used in connection with the principal residence of the participant or a family member.

Hardship Withdrawals

Participants may elect to withdraw a balance up to the total of their elective contributions, provided such withdrawal is to meet the immediate and heavy financial needs of the participant, as defined in the plan document.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's matching and discretionary profit-sharing contributions account is based on number of years of service.

Payment of Benefits

Upon attainment of normal retirement age (65 or the 5th anniversary of the participant's employment commencement date), termination, or other separation of employment (death, disability, or other reasons), participants may elect to receive their benefits as a lump-sum payment. Participants that separate employment because of death will have their benefits paid in one lump-sum to their named beneficiary or to their estate if no beneficiary has been named. In-service distributions at age 59½ are also allowed.

Upon termination of employment or other distributable event, a distribution is required if the vested participant account balance does not exceed \$5,000. If the vested participant account balance does not exceed \$1,000, the account balance will be distributed in the form of a lump-sum payment. Any distribution greater than \$1,000 that is made to a participant without the participant's consent before normal retirement age will be rolled over to an individual retirement plan designated by the plan administrator.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

1. Description of Plan (continued)

Forfeited Accounts

Forfeitures of non-vested Company contributions shall be used to reduce the Company's matching contributions or reduce administrative expenses under the Plan. There was no forfeiture balance as of December 31, 2024 and 2023, and no forfeitures were used to reduce Company contributions or administrative expenses during the years ended December 31, 2024 and 2023.

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

Investment Valuation and Income Recognition

Investments are reported at fair value. See Note 8 for discussion of fair value measurements and investment valuation. 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. The change in the aggregate fair value and the cost of investments sold, purchased, and held is reflected in the statements of changes in net assets available for benefits as net appreciation in fair value of investments.

Payment of Benefits

Benefit payments to participants are recorded as deductions upon distribution.

Administrative Expenses

Plan administrative expenses are paid by either the Plan or the Company, as provided in the plan document.

Use of Estimates

The process of preparing financial statements in conformity with U.S. GAAP requires management of the Plan to make estimates and judgments that affect the amounts reported in the financial statements and accompanying notes. Accordingly, actual results may differ from estimated amounts.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

2. Summary of Significant Accounting Policies (continued)

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest.

Subsequent Events

The Plan has evaluated subsequent events through July 23, 2025, the date which the financial statements were available to be issued.

3. Risk 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 the participants' account balances and the amounts reported in the statements of net assets available for benefits.

4. Income Tax Status

The Plan obtained its latest opinion letter on June 30, 2020, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the IRC. Although the Plan has been amended since receiving the opinion letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax exempt.

Generally, tax years 2021 through the current year remain open to examination. The Plan does not believe that the results from any examination of these open years would have a material adverse effect on the Plan.

5. Plan Termination

Although they have not expressed any intent to do so, Human Resources Unlimited, Inc. reserves the right under the Plan to terminate the Plan in whole or in part, subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their account balances.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

6. Transactions with Parties-In-Interest

Certain Plan investments are shares of mutual funds and a money market fund managed by Fidelity, and the Plan paid fees to Fidelity in the amount of \$48,937 in 2024 and \$29,206 in 2023. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Notes receivable from participants are also considered party-in-interest transactions. In 2023, HUB International became an advisor to the Plan, which qualifies as a party-in-interest. The Plan paid fees to HUB International in the amount of \$7,428 in 2024.

7. Financial Information Certified by the Trustee (unaudited)

Information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedules, including investments and notes receivable from participants held as of December 31, 2024 and 2023, and net appreciation in fair value of investments and interest and dividends for the years ended December 31, 2024 and 2023, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Fidelity (the trustee of the Plan). This certified information has not been audited by independent auditors.

8. Fair Value Measurements

As defined in the current authoritative guidance, 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 as of the measurement date. The guidance is applicable to all financial instruments that are measured and reported on a fair value basis. This framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy are described as follows:

- Level 1 – Quoted prices (unadjusted) for identical assets or liabilities in active markets that the entity has the ability to access as of the measurement date.
- Level 2 – Significant other observable inputs other than Level 1 prices such as quoted prices for similar assets and liabilities; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data.
- Level 3 – Significant unobservable inputs that reflect a company's own assumptions about the assumptions that market participants would use in pricing an asset or liability.

Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

8. Fair Value Measurements (continued)

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used as of December 31, 2024 and 2023.

Mutual funds and money market fund: Valued at the net asset value (NAV) of shares held by the Plan at year end based on quoted prices in active markets.

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.

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

	Assets at Fair Value as of December 31, 2024			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 6,924,620	\$ -	\$ -	\$ 6,924,620
Money market fund	635,026	-	-	635,026
Total assets at fair value	\$ 7,559,646	\$ -	\$ -	\$ 7,559,646

	Assets at Fair Value as of December 31, 2023			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 5,857,405	\$ -	\$ -	\$ 5,857,405
Money market fund	414,772	-	-	414,772
Total assets at fair value	\$ 6,272,177	\$ -	\$ -	\$ 6,272,177

9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits as reported on the financial statements to Form 5500 as of December 31, 2023:

Net assets available for benefits as reported on the financial statements	\$ 6,322,262
Subtract: Current year employee contributions receivable	(16,622)
Net assets available for benefits as reported on Form 5500	<u>\$ 6,305,640</u>

Human Resources Unlimited, Inc. 401k Plan

Notes to Financial Statements

December 31, 2024

9. Reconciliation of Financial Statements to Form 5500 (continued)

The following is a reconciliation of the net change in net assets available for benefits as reported on the financial statements to the net change as reported on Form 5500 for the years ended December 31:

	<u>2024</u>	<u>2023</u>
Change in net assets available for benefits per the financial statements	\$ 1,271,146	\$ 1,321,809
Plus: Prior year employee contributions receivable	16,622	-
Less: Current year employee contributions receivable	-	(16,622)
Change in net assets per the Form 5500	<u>\$ 1,287,768</u>	<u>\$ 1,305,187</u>

Supplemental Schedules

Human Resources Unlimited, Inc. 401k Plan

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
	Columbia	Select Mid Cap Value Fund Class I	N/A	\$ 108,550
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*	Fidelity Investments	Balanced Fund	N/A	222,316
*	Fidelity Investments	Emerging Markets Fund	N/A	154,909
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	American Funds	American Mutual R6	N/A	145,220
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	JP Morgan	U.S. Equity Fund R6	N/A	238,587
	MFS	Mid Cap Growth Fund R6	N/A	94,672
	ClearBridge	International Growth Fund IS		4,970
				7,559,646
*	Notes receivable from participants	Interest rates range from 4.25% – 9.50%	-0-	33,762
				\$ 7,593,408

* Denotes party-in-interest as defined by ERISA
N/A- not required, participant directed investments

Employer Identification Number 38-2567062
Three Digit Plan Number: 001

Human Resources Unlimited, Inc. 401(k) Plan

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions

Year Ended December 31, 2024

Plan #001
EIN # 38-2567062

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			
Check here if Late Participant Loan Repayments are included: <input checked="" type="checkbox"/> \$ 19,806	Contributions Not Corrected \$ 19,806	Contributions Corrected Outside VFCP \$ -	Contributions Pending Correction in VFCP \$ -	Total Fully Corrected Under VFCP and PTE 2002-51 \$ -