

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ 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) IR-2024-234 DISASTER RELIEF-SUFFOLK
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan KOMPASS KAPITAL MANAGEMENT LLC 401(K) PROFIT SHARING PLAN & TRUST
1b	Three-digit plan number (PN) ▶ 001
1c	Effective date of plan 05/09/2014
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) KOMPASS KAPITAL MANAGEMENT LLC 9800 METCALF 5TH FLOOR OVERLAND PARK, KS 66212
2b	Employer Identification Number (EIN) 46-5627934
2c	Plan Sponsor's telephone number 913-320-4040
2d	Business code (see instructions) 541990

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.	08/25/2025	ANTHONY WARD AS ATTORNEY
	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 ☐ Same as Plan Sponsor ERISA FIDUCIARY SERVICES, INC. 1373 VETERANS HIGHWAY SUITE 10 HAUPPAUGE, NY 11788	3b Administrator's EIN 47-1637791 3c Administrator's telephone number 631-249-0500
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	5 422
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) 422 6a(2) 457 6b 0 6c 70 6d 527 6e 0 6f 527 6g(1) 254 6g(2) 280 6h 13
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: 2A 2E 2F 2G 2J 2K 2T 3B 3D 3F 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ 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 (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) ☐ DCG (Individual Plan Information) – Number Attached _____ (5) ☐ MEP (Multiple-Employer Retirement Plan Information)	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ A (Insurance Information) – Number Attached <u>1</u> (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE A (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Insurance 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. ▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan KOMPASS CAPITAL MANAGEMENT LLC 401(K) PROFIT SHARING PLAN & TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 KOMPASS CAPITAL MANAGEMENT LLC	D Employer Identification Number (EIN) 46-5627934	

Part I	Information Concerning Insurance Contract Coverage, Fees, and Commissions	Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.
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1 Coverage Information:

(a) Name of insurance carrier MASSACHUSETTS MUTUAL LIFE INS
--

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
04-1590850	65935	776352-01	0	01/01/2023	08/01/2023

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.
--

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
--

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
0	0		

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
--

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4 Current value of plan's interest under this contract in the general account at year end	4	0
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	0

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶**b** Premiums paid to carrier**6b****c** Premiums due but unpaid at the end of the year.....**6c****d** If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.**6d**

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity(3) ☒ other (specify) ▶ **GROUP ANNUITY CONTRACT****f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)**a** Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee(3) ☐ guaranteed investment (4) ☒ other ▶**b** Balance at the end of the previous year**7b****960699****c** Additions: (1) Contributions deposited during the year**7c(1)****7062**

(2) Dividends and credits

7c(2)**0**

(3) Interest credited during the year

7c(3)**16059**

(4) Transferred from separate account.....

7c(4)**2081**

(5) Other (specify below)

7c(5)**0**

(6) Total additions

7c(6)**25202****d** Total of balance and additions (add lines **7b** and **7c(6)**)**7d****985901****e** Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year

7e(1)**226295**

(2) Administration charge made by carrier

7e(2)**2866**

(3) Transferred to separate account.....

7e(3)**756740**

(4) Other (specify below)

7e(4)**0**

(5) Total deductions

7e(5)**985901****f** Balance at the end of the current year (subtract line **7e(5)** from line **7d**)**7f****0**

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- a** ☐ Health (other than dental or vision)
b ☐ Dental
c ☐ Vision
d ☐ Life insurance
e ☐ Temporary disability (accident and sickness)
f ☐ Long-term disability
g ☐ Supplemental unemployment
h ☐ Prescription drug
i ☐ Stop loss (large deductible)
j ☐ HMO contract
k ☐ PPO contract
l ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:

a Premiums: (1) Amount received	9a(1)		
(2) Increase (decrease) in amount due but unpaid.....	9a(2)		
(3) Increase (decrease) in unearned premium reserve	9a(3)		
(4) Earned ((1) + (2) - (3)).....		9a(4)	0
b Benefit charges (1) Claims paid.....	9b(1)		
(2) Increase (decrease) in claim reserves	9b(2)		
(3) Incurred claims (add (1) and (2)).....		9b(3)	
(4) Claims charged		9b(4)	0
c Remainder of premium: (1) Retention charges (on an accrual basis) --			
(A) Commissions	9c(1)(A)		
(B) Administrative service or other fees	9c(1)(B)		
(C) Other specific acquisition costs	9c(1)(C)		
(D) Other expenses	9c(1)(D)		
(E) Taxes	9c(1)(E)		
(F) Charges for risks or other contingencies.....	9c(1)(F)		
(G) Other retention charges	9c(1)(G)		
(H) Total retention		9c(1)(H)	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.).....		9c(2)	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement		9d(1)	
(2) Claim reserves		9d(2)	
(3) Other reserves.....		9d(3)	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).)		9e	

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount	10b	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A?..... ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan KOMPASS KAPITAL MANAGEMENT LLC 401(K) PROFIT SHARING PLAN & TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 KOMPASS KAPITAL MANAGEMENT LLC	D Employer Identification Number (EIN) 46-5627934	

Part I	Service Provider Information (see instructions)
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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
--

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

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--

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

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

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

PAYCHEX, INC.

911 PANORAMA TRAIL SOUTH
ROCHESTER, NY 14620

16-1124166

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	RECORDKEEPER	5074	Yes ☐ No ☒	Yes ☐ No ☒		Yes ☐ No ☒

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

EMPOWER ANNUITY INSURANCE CO OF AME

8515 EAST ORCHARD ROAD
GREENWOOD VILLAGE, CO 80111

(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?
64	RECORDKEEPER	38018	Yes ☐ No ☒	Yes ☒ No ☐	0	Yes ☒ No ☐

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

TFB ADVISORS, INC.

4801 W 110TH ST
STE 200
OVERLAND PARK, KS 66211

(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	INVESTMENT ADVISOR	17538	Yes ☐ No ☒	Yes ☐ No ☒		Yes ☐ No ☒

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
EMPOWER ANNUITY INSURANCE CO OF AME	64	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.	
8515 EAST ORCHARD ROAD GREENWOOD VILLAGE, CO 80111		
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan KOMPASS CAPITAL MANAGEMENT LLC 401(K) PROFIT SHARING PLAN & TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 KOMPASS CAPITAL MANAGEMENT LLC		
		D Employer Identification Number (EIN) 46-5627934

Part I	Asset and Liability Statement		
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.			
	Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	89424	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	9632	3202
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	10828273	11953853
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	960699	0
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	11888028	11957055
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	11888028	11957055

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)	37372	
(B) Participants	2a(1)(B)	1561562	
(C) Others (including rollovers)	2a(1)(C)	720699	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		2319633
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(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)	275	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		275
(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)	330033	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		330033
(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)		-443120
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		2206821

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2043663	
(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)		2043663
f Corrective distributions (see instructions)	2f		33501
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)		
(2) Contract administrator fees.....	2i(2)		
(3) Recordkeeping fees.....	2i(3)	43092	
(4) IQPA audit fees.....	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	17538	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		60630
j Total expenses. Add all expense amounts in column (b) and enter total	2j		2137794

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		69027
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **MARKSNELSON LLC**

(2) EIN: **48-1238645**

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.)	☒	☐	13218
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.)	☐	☒	
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.)	☐	☒	
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.)	☐	☒	
e Was this plan covered by a fidelity bond?	☒	☐	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?	☐	☒	
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?	☐	☒	
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?	☐	☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒	☐	
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.)	☐	☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	☐	☒	
l Has the plan failed to provide any benefit when due under the plan?	☐	☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	☒	☐	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	☐	☒	

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

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan KOMPASS CAPITAL MANAGEMENT LLC 401(K) PROFIT SHARING PLAN & TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 KOMPASS CAPITAL MANAGEMENT LLC	D Employer Identification Number (EIN) 46-5627934

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 16-1470238 27-3169253 Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	0

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)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☒ No ☐ N/A	
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	0
b Enter the amount contributed by the employer to the plan for this plan year	6b	0
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	0
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

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

Schedule R (Form 5500) 2023
v. 230707

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: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 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 b The corresponding number for the second preceding plan year	15a 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 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	16a 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 <u>08 / 31 / 2020</u> (MM/DD/YYYY) and the Opinion Letter serial number <u>Q704150A</u> .	



**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

**INDEPENDENT AUDITORS' REPORT
AND FINANCIAL STATEMENTS
WITH SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2023 AND 2022

Phone (816) 743-7700

Fax (816) 743-7701

www.mnadvisors.com

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

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Independent Auditors' Report

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Overland Park, Kansas

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

We have performed audits of the financial statements of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). 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 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from qualified institutions as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report:

- the amounts and disclosures in the accompanying financial statements, 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 (GAAP); and
- the certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by qualified institutions (that management determined meet 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 *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our 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 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 the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or 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.

Auditors' 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 auditors' 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule of Delinquent Participant Contributions and Schedule of Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relate 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.

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Page four

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 its form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

Mark Nelson LLC

Overland Park, Kansas
January 8, 2025

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

Assets

	<u>2023</u>	<u>2022</u>
Investments:		
Interest-bearing cash	\$ -	\$ 89,424
Mutual funds, at fair value	11,953,853	10,828,273
Guaranteed interest fund, at contract value	<u>-</u>	<u>960,699</u>
 Total investments	 11,953,853	 11,878,396
 Receivables:		
Employer contributions	1,018,866	107,668
Participant contributions	42,189	62,558
Notes receivable from participants	<u>3,202</u>	<u>9,632</u>
 Total receivables	 <u>1,064,257</u>	 <u>179,858</u>
 Total assets	 13,018,110	 12,058,254

Liabilities

Excess contributions payable	<u>203,740</u>	<u>-</u>
 Net assets available for benefits	 \$ <u><u>12,814,370</u></u>	 \$ <u><u>12,058,254</u></u>

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

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEAR ENDED DECEMBER 31, 2023

Additions to net assets attributed to:

Investment income:

Dividends and interest	\$ 244,138
Net appreciation in fair value of investments	<u>1,850,289</u>

Total investment income	2,094,427
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Interest income on notes receivable from participants	275
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Contributions:

Participants	1,337,453
Employer	948,570
Rollovers	<u>720,699</u>

Total contributions	<u>3,006,722</u>
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Total additions	5,101,424
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Deductions from net assets attributed to:

Benefits paid to participants	2,077,164
Administrative fees	<u>49,201</u>

Total deductions	<u>2,126,365</u>
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Net increase	2,975,059
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Transfers out of the plan	<u>(2,218,943)</u>
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Net assets available for benefits:

Beginning of year	<u>12,058,254</u>
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End of year	<u><u>\$ 12,814,370</u></u>
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The accompanying notes are an integral part of these financial statements.

KOMPASS KAPITAL MANAGEMENT, LLC 401(k) PROFIT SHARING PLAN & TRUST

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023

1. Description of Plan

The following description of the Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust (the “Plan”), provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan’s provisions.

a. General

The Plan, most recently restated July 17, 2023, is a defined contribution plan that provides tax deferral benefits for the employees of Kompass Kapital Management, LLC; Krucial Staffing, LLC; Colorado River Ranch Partners, LLC, Navigator M.D LLC, Kompass Kapital Funding, LLC, Moonshot Innovations, LLC; Kinikin Processing Company, LLC; Dynamic Logistix, LLC; American Wagyu Feeders, LLC; Kulinary Holdings, LLC; and Moonshot Solutions, LLC (the Company). Effective January of 2023, Krucial Staffing, LLC ceased to be a participating employer in the Plan and as a result, assets in the amount of \$2,218,943 were transferred out of the Plan.

Full time employees are eligible to enter the Plan when they have reached 18 years of age. Eligible employees, as defined by the plan, excludes union and leased employees and nonresident aliens. An employee’s entry date is the first day of the month following the date he or she meets the eligibility requirements. The plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Subsequent to year end, the plan was amended to include the employees of Colorado Canyon Ranch, LLC; Pipe Wrench, LLC; and Copeland & Son, LLC in the Plan and as a result, assets in the amount of \$844,302 were transferred into the Plan.

b. Contributions

Employees participating in the Plan may enter into an elective deferral agreement authorizing the employer to withhold a portion of the participant’s compensation, up to the Code Section 415 limit, to contribute to the Plan. Participants who have attained age 50 before the end of the Plan year are eligible for make catch-up contributions.

The Company makes a discretionary matching contribution. For the year ended December 31, 2023, the Company elected to match 100% of the first 6% contributed to the Plan. During the year ended December 31, 2023, the Company made matching contributions of \$948,570.

KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

b. Contributions (Continued)

The Company may also make an annual discretionary profit-sharing contribution to the plan in an amount, if any, determined solely by the Company. The profit-sharing contribution is made to all eligible employees of the Company who work a minimum of 1,000 hours in a plan year and remain employed by the company on the last day of the plan year. No profit sharing contribution was made during the year ended December 31, 2023. The Company may also make an annual discretionary nonelective contribution to the Plan in an amount, if any, determined solely by the Company. No nonelective contribution was made during the year ended December 31, 2023.

c. Participant Accounts

Individual accounts are maintained for each Plan participant. Each participant's account is credited with the participant's contributions, the Company's contributions, as well as allocations of the Plan earnings. Participant accounts are charged with withdrawals and an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings or account balances as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

d. Vesting

Participants are immediately vested in their voluntary salary deferrals plus the earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of continuous service. A participant is 100% vested after 5 years of continuous service, death, or disability.

e. Investments

Participants direct the investment of their contributions into various investment options offered by the Plan.

f. Payment of Benefits

Upon termination of service due to death, disability, retirement, termination of employment or attaining age 59.5, a participant may receive a lump sum amount equal to the value of the participant's vested interest in his or her account. Participants or beneficiaries who must receive required minimum distributions may receive payments in installments. For account balances less than \$5,000 a participant may receive the value of the vested interest in his or her account as a lump sum distribution. Benefits are recorded when paid.

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

g. Forfeited Accounts

Under the provisions of the Plan, when certain terminations of participation in the Plan occur, the non-vested portion of the participant's account represents a forfeiture. Forfeited balances can be used to reduce future employer contributions, pay administrative expenses, or as an Employer Profit Sharing Contribution. At December 31, 2023 and 2022, forfeited nonvested accounts totaled \$140,263 and \$89,424, respectively. For the year ended December 31, 2023, employer contributions were reduced by \$137,265 from forfeited nonvested accounts.

h. Administrative Expenses

The Company bears a significant portion of the administrative costs for the plan, including the costs of officers and employees who perform certain administrative functions. Administrative expenses that are paid by the Plan consist of fees charged by the Plan's recordkeeper.

2. Summary of Significant Accounting Policies

The following are the significant policies followed by the Plan:

a. Basis of Accounting

The financial statements of the Plan are prepared under the accrual method of accounting.

b. Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of net assets available for benefits and the changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

c. Investment Valuation and Income Recognition

Investments are reported at fair value (except for the fully benefit-responsive investment contract). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

2. Summary of Significant Accounting Policies (Continued)

c. Investment Valuation and Income Recognition (Continued)

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

d. Contributions Receivable and Allowance for Credit Losses

In June 2016, the FASB issued guidance (FASB ASC 326) which significantly changed how entities will measure credit losses for most financial assets and certain other instruments that aren't measured at fair value through net income. The most significant change in this standard is a shift from the incurred loss model to the expected loss model. Under the standard, disclosures are required to provide users of the financial statements with useful information in analyzing an entity's exposure to credit risk and the measurement of credit losses. Financial assets held by the Plan that are subject to the guidance in FASB ASC 326 are contribution receivables. The Plan adopted the standard effective January 1, 2023. The impact of the adoption was not considered material to the financial statements and primarily resulted in new or enhanced disclosures only.

Contribution receivables are reduced by an estimate made for an allowance for credit losses. The Plan is exposed to credit losses resulting from the inability of the Plan Sponsor to make the required payments. The Plan establishes an allowance for these potential credit losses based on its review of historical loss statistics, current business conditions and macro-economic trends. The Plan applies credit loss estimates to the contribution receivables to determine expected credit losses. The allowance for credit losses is zero at December 31, 2023.

e. Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability. Liabilities were recorded by the plan in 2023. The Plan distributed the excess contributions to the applicable participants prior to March 15, 2024.

f. Expenses

Certain expenses of maintaining the Plan are paid by the Plan unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Investment-related expenses are included in net appreciation of the fair value of investments.

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

2. Summary of Significant Accounting Policies (Continued)

g. Income Taxes

The Plan's income tax filings are subject to audit by various taxing authorities. The Plan's open audit periods are 2020 and forward.

h. Subsequent Events

Subsequent events have been evaluated up to January 8, 2025, the date these financial statements were available to be issued.

3. Fair Value of Financial Instruments

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments (Continued)

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

Following is a description of the valuation methodologies used for assets measured at fair value.

Interest-bearing cash: Valued based on amortized cost which approximates fair value.

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

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

2023				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ <u>11,953,853</u>	\$ <u>-</u>	\$ <u>-</u>	\$ <u>11,953,853</u>
2022				
	Level 1	Level 2	Level 3	Total
Interest-bearing cash	\$ -	\$ 89,424	\$ -	\$ 89,424
Mutual funds	<u>10,828,273</u>	<u>-</u>	<u>-</u>	<u>10,828,273</u>
Total investments at fair value	\$ <u>10,828,273</u>	\$ <u>89,424</u>	\$ <u>-</u>	\$ <u>10,917,697</u>

4. Investment Contract with Insurance Company

The Plan entered into a benefit-responsive insurance contract with Massachusetts Mutual Life Insurance Company which is managed by Great West Investments ("Great-West"). Great-West maintained the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed interest account issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

4. Investment Contract with Insurance Company (Continued)

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by Great-West, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The average yield and crediting interest rates are based on a formula agreed upon with the issuer and were 2.9% on December 31, 2022. The Holding Account Rate is an effective annual rate and is credited at the equivalent daily rate. Such interest rates are reviewed weekly and reset at least as frequently as quarterly.

Certain events may limit the ability of the Plan to transact at contract value. Such events include but may not be limited to the following: (1) the complete or partial termination of the Plan; (2) the investor provides effective communication to MassMutual that the agreement will be fully or partially terminated as of a date selected by the Investor, which will be no earlier than thirty days after the investor provides effective communication to MassMutual; (3) the Internal Revenue Service determines that the Plan no longer meets the requirements of Code Section 401(a), 403(a), 414(d), 414(e) or any other applicable Code provision; (4) the investor breaches a provision in the contract; and (5) MassMutual provides effective communication to the investor that the agreement will be terminated as of a date at least 90 days after MassMutual provides effective communication to the investor.

The contract was terminated during the year ended December 31, 2023.

5. Information Prepared by and Certified by Trustees

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Mid Atlantic Trust Company (August 1, 2023 through December 31, 2023), Reliance Trust Company, Empower Retirement, LLC, and Empower Annuity Insurance Company of America (January 1, 2022 through July 31, 2023), the trustees of the Plan, have certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments held at December 31, 2023 and 2022
- Notes receivable from participants at December 31, 2023 and 2022

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

5. Information Prepared by and Certified by Trustees (Continued)

- Net appreciation in fair value of investments for the year ended December 31, 2023
- Interest and dividends for the year ended December 31, 2023
- Investment information included in the Schedule of Assets (Held at End of Year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental Schedule of Assets (Held at End of Year).

6. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their employer contributions.

7. Tax Status

The prototype Plan sponsor has obtained an opinion letter dated August 2020, in which the Internal Revenue Service stated that the prototype Plan, as then designed, was in compliance with applicable requirements of the Internal Revenue Code. The Plan itself has not received a determination from the IRS and the plan and related trust continue to be exempt. Therefore, no provision for income taxes has been included in the plan's financial statements.

8. Risks and Uncertainties

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

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

9. Reconciliation of Financial Statements to Schedule H of Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 at December 31:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 12,814,370	\$ 12,058,254
Less: employer receivable	(1,018,866)	(107,668)
Less: participant receivable	(42,189)	(62,558)
Plus: excess contributions refundable	<u>203,740</u>	<u>-</u>
Net assets available for benefits per the Schedule H of Form 5500	<u>\$ 11,957,055</u>	<u>\$ 11,888,028</u>

The following is a reconciliation of the change in net assets per the financial statements to Form 5500 for the year ended December 31, 2023:

Change in net assets per the financial statements	\$ 2,975,059
Less: employer receivable	(1,018,866)
Less: participant receivable	(42,189)
Plus: prior year employer receivable	107,668
Plus: prior year participant receivable	62,558
Plus: excess contributions refundable	<u>203,740</u>
Net income per the Schedule H of Form 5500	<u>\$ 2,287,970</u>

SUPPLEMENTARY INFORMATION

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

EIN: 46-5627934, PN 001

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

AS OF DECEMBER 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included: ☒	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
\$ 13,218	\$ 5,754	\$ 7,464	\$ -	\$ -

See independent auditors' report.

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

EIN: 46-5627934, PN 001

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

AS OF DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	American Century	American Century Mid Cap Value Fund	*	123,907
	American Century	American Century Small Cap Growth Fund	*	8,067
	American Funds	American Funds 2020 Taret Date Retirement Fund	*	4,497
	American Funds	American Funds 2025 Taret Date Retirement Fund	*	16,875
	American Funds	American Funds 2030 Taret Date Retirement Fund	*	464,904
	American Funds	American Funds 2035 Taret Date Retirement Fund	*	588,800
	American Funds	American Funds 2040 Taret Date Retirement Fund	*	690,240
	American Funds	American Funds 2045 Taret Date Retirement Fund	*	1,469,720
	American Funds	American Funds 2050 Taret Date Retirement Fund	*	1,288,109
	American Funds	American Funds 2055 Taret Date Retirement Fund	*	882,058
	American Funds	American Funds 2060 Taret Date Retirement Fund	*	798,169
	American Funds	American Funds 2065 Taret Date Retirement Fund	*	29,343
	American Funds	American Funds Balanced Fund	*	117,423
	American Funds	American Funds New World Fund	*	87,260
	American Funds	American Funds Retirement Income Portfolio	*	15,369
	APEX	APEX Capital Preservation Income Fund	*	198,822
	BlackRock	BlackRock High Yield Bond Fund	*	59
	Brandywine	Brandywine Global High Yield Fund	*	982,306
	Calvert	Calvert Short Duration Inc Fund	*	6,042
	Dimensional Fund Advisors	DFA Large Cap International Fund	*	618,559
	Dimensional Fund Advisors	DFA US Small Cap Fund	*	189,919
	Janus Henderson	Janus Hndrsn Gbl Tch Invtn Fund	*	72,334
	JP Morgan	JP Morgan Core Plus Bond Fund	*	210,907
	T. Rowe Price	T. Rowe Price Growth Stock Fund	*	525,922
	Vanguard	Vanguard 500 Index Fund	*	1,068,171
	Vanguard	Vanguard Infl-Protectd Secs Fund	*	83,668
	Vanguard	Vanguard Mid Cap Index Fund	*	258,119
	Vanguard	Vanguard Mid-Cap Gr Indx Fund	*	207,229
	Vanguard	Vanguard Real Estate Index Fund	*	219,390
	Vanguard	Vanguard Sm Cap Grwth Indx Fund	*	150,876
	Vanguard	Vanguard Small-Cap Val Indx Fund	*	200,900
	Vanguard	Vanguard Totl Intl Bnd Indx Fund	*	57,447
	Vanguard	Vanguard Value Index Fund	*	318,385
	Western Asset	Western Asset Cr Plus Bond Fund	*	57
**	Participant loans	Interest Rates: 3.25% - 5.50%; Maturity Dates: June 2024 - May 2026	-	3,202
				<u>\$ 11,957,055</u>

* Cost omitted for participant directed plan

** Party in interest

See independent auditors' report.

**KOMPASS KAPITAL MANAGEMENT, LLC 401(k)
PROFIT SHARING PLAN & TRUST**

MANAGEMENT LETTER

YEAR ENDED DECEMBER 31, 2023

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Overland Park, Kansas

Except as discussed in the following paragraph, in planning and performing our audit of the financial statements of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as of and for the year ended December 31, 2023, in accordance with auditing standards generally accepted in the United States of America, we considered the Plan’s internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of issuing our report on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan’s internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan’s internal control.

We were engaged to perform an ERISA Section 103(a)(3)(C) audit of those financial statements as permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan (investment information) by Reliance Trust Company that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. Our audit also did not include a consideration of internal control relating to the investment information.

Our consideration of internal control was for the limited purpose described in the preceding paragraphs and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified. However, as discussed below, we identified certain deficiencies in internal control that we consider to be significant deficiencies.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the Plan’s financial statements will not be prevented, or detected and corrected, on a timely basis. We did not identify any deficiencies in internal control that we consider to be material weaknesses.

A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the following deficiencies in the Plan’s internal control to be significant deficiencies:

Employee Personnel Files

Employers who sponsor a retirement plan are required by law to keep books and records, including records supporting census data, available for review by the IRS. During our testing of participant data, we noted that there were instances where employee personnel files did not contain adequate support for the employees' dates of hire, termination date, and/or the employee's date of birth. In a number of situations, it was noted that the employee prepared I9 did not contain accurate documentation and that the form was not reviewed upon submission to the Company. We recommend that documentation be obtained, reviewed, and maintained in employee files to support plan operations.

Timely Remittance of Employee Contributions

During our audit, it was noted that the Company's policy is to remit employee contributions within five business days. The Department of Labor (DOL) Regulation 2510.3-102 requires that participant contributions be remitted to the Plan on the earliest date on which they can be reasonably segregated from the company's general assets. Failure to remit participant contributions to the Plan in a timely manner results in prohibited transactions which must be separately reported to the DOL and may result in lost earnings for the Plan and penalties to the Plan Sponsor.

We noted two 401(k) loan remittances and two employee deferral remittances that did not comply with the Company's policy regarding the remittance timeline and therefore resulted in a required disclosure of late contributions in the 2023 audit report.

We recommend that the Plan Sponsor review the procedures involved in remittance of participant contributions to the Plan and institute a reconciliation of funds transmitted to the Plan and funds received by the Plan to ensure participant contributions are remitted timely.

Census Data Review

During our audit, it was noted that the census data related to employees who change from one participating employer to another due to Company restructuring (or other matter) did not retain the original hire date. This change in hire date could have an impact on employees' vesting percentages and result in inaccurate forfeitures being withheld from participant distributions. Although we found no issues with vesting in the current year, we recommend retaining original hire dates in the census and supporting documentation to support appropriate vesting percentages.

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Page three

Compliance Testing

We noted that the compliance testing data did not agree with the data in the census for some selected participants. We recommend plan management review the compliance test against the census and payroll reports in total and by participant to ensure that all eligible employees are included, and that deferral and wages are reconcilable between the reports.

During our audit, we also became aware of the following deficiency in internal control, other than significant deficiencies, and other matters that are opportunities for strengthening internal controls and operating efficiency:

Eligibility

During our audit we noted that an employee's eligibility date per the Paychex portal was one month later than expected based on the participant's hire date and eligibility requirements per the Plan. Although the employee did not begin participating in the plan during 2023, this matter could affect deferrals, matching amounts and vesting status in future years. We recommend reviewing notices for eligibility and confirming personnel records to ensure all employees are notified of eligibility accurately and timely.

We believe that the implementation of these recommendations will provide the plan with a stronger system of internal control while also making its operations more efficient. We will be happy to discuss the details of these recommendations with you and assist in any way possible with their implementation.

This communication is intended solely for the information and use of management and others within the organization, and is not intended to be, and should not be, used by anyone other than these specified parties.

Mark Nelson LLC

Overland Park, Kansas
January 8, 2025

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Overland Park, Kansas

We have audited the financial statements of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) for the year ended December 31, 2023, and will issue our report thereon dated January 8, 2025. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan (investment information) by Mid Atlantic Trust Custody, Empower Retirement, LLC, and Empower Annuity Insurance Company of America, the trustees, which are banks or similar institutions or insurance carriers that are regulated, supervised, and subject to period examination by a state or federal agency, that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. Our audit did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements and ERISA-required supplemental schedules, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of 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 GAAP. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, as well as certain information related to the planned scope and timing of our audits. We have communicated such information in our letter to you dated June 11, 2024. Professional standards also require that we communicate to you the following information related to our audit:

Significant Audit Findings

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust are described in Note 2 to the financial statements. The Plan adopted ASC 326 (CECL) during the year requiring a change to how the Plan measures credit losses for most financial assets that are not measured at fair value. The most significant change in this standard is a shift from the incurred loss model to the expected loss model. The financial assets held by the Plan that are subject to the guidance in FASB ASC 326 were employer receivables. The Plan adopted the standard effective January 1, 2023. The impact of the adoption was not considered material to the financial statements and primarily resulted in new/enhanced disclosures only. No other new accounting policies were adopted, and the application of existing policies were not changed during 2023. We noted no transactions entered into by the Plan during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Page two

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate affecting the financial statements was:

Management's estimate of the fair value investments. We evaluated the key factors and assumptions used to develop the fair value of these investments in determining that they are reasonable in relation to the financial statements taken as a whole.

The financial statement disclosures are neutral, consistent, and clear.

Form 5500 Procedures

We are required to obtain and read a substantially complete draft of Form 5500 prior to dating our auditor's report. The purpose of this procedure is to identify any material inconsistencies between the draft Form 5500 and the Plan's financial statements. We identified no material inconsistencies in performing and completing our audit.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Material misstatements detected as a result of audit procedures were corrected by management (see Schedule 1).

Reportable Findings

For purposes of this letter, a reportable finding is a matter that includes one or more of the following: (1) noncompliance or suspected noncompliance with laws and regulations, (2) a finding that in our professional judgment is significant and relevant to you regarding your responsibility to oversee the financial reporting process, and (3) an indication of internal control deficiencies identified during the audit that have not been previously communicated to management by other parties and that we determined are sufficiently important to merit management's attention. We identified the following reportable findings:

- During our testing of participant data, we noted that there were instances where employee personnel files did not contain adequate support for the employees' dates of hire, termination dates, and/or did not contain the employee's date of birth. We recommend that documentation be obtained and maintained in employee files to support plan operations.
- Timeliness - Failure to remit participant contributions to the Plan in a timely manner results in prohibited transactions which must be separately reported to the DOL and may result in lost earnings for the Plan and penalties to the Plan Sponsor.

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated January 8, 2025.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Plan's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Plan's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition of our retention.

To the Plan Administrator
Kompass Kapital Management, LLC 401(k) Retirement Plan
Page four

Other Information in Documents Containing Audited Financial Statements

Our responsibility for the ERISA-required supplemental schedules accompanying the financial statements is to perform adequate procedures to evaluate whether the form and content of the ERISA-required supplemental schedules, other than that agreed to or derived from the certified investment information, is presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, and whether the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

This information is intended solely for the use of the Plan Administrator and management of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust, and is not intended to be, and should not be, used by anyone other than these specified parties.

Marks Nelson LLC

Overland Park, Kansas
January 8, 2025

SCHEDULE I**ADJUSTING JOURNAL ENTRIES**

Account	Description	Debit	Credit
101			
To adjust for PY entries.			
7100.05	Employer Contributions	107,668.00	0.00
7100.15	Employee Contributions	62,558.00	0.00
6100.10	Net Assets	0.00	170,226.00
Total		170,226.00	170,226.00
102			
To record the accrual for corrective refunds to participants.			
7100.15	Employee Contributions	203,740.00	0.00
5100.05	Payable to participants	0.00	203,740.00
Total		203,740.00	203,740.00
103			
To accrue for receivable related to year end payroll and employer match received after year end.			
4200.10	ER Contribution Receivable	1,018,866.00	0.00
7100.05	Employer Contributions	0.00	1,018,866.00
Total		1,018,866.00	1,018,866.00
104			
Accrue for last payroll of 2023 received in 2024.			
4200.05	EE Contribution Receivable	42,189.00	0.00
7100.15	Employee Contributions	0.00	42,189.00
Total		42,189.00	42,189.00
GRAND TOTAL		1,435,021.00	1,435,021.00

MarksNelson LLC
6800 W 115th St, Suite 3511
Overland Park, KS 66211

This representation letter is provided in connection with your audit of the financial statements of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements (collectively, the "financial statements").

We elected to have the audit of the plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA). We acknowledge that the audit did 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, a qualified institution, that prepared and certified the investment information in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. We have determined that an ERISA Section 103(a)(3)(C) audit is permissible under the circumstances. We have also determined that the investment information is prepared and certified by a qualified institution as described by 29 CFR 2520.103-8, that the certification meets the requirements in 29 CFR 2520.103-5, and that the certified investment information is appropriately measured, presented, and disclosed in accordance with accounting principles generally accepted in the United States of America.

The purpose of an ERISA Section 103(a)(3)(C) audit is to express an opinion on whether the amounts and disclosures in the financial statements, 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 (U.S. GAAP) and that the information regarding assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the certified investment information.

Certain representations in this letter are described as being limited to matters that are material. Items are considered material, regardless of size, if they involve an omission or misstatement of accounting information that, in light of surrounding circumstances, makes it probable that the judgment of a reasonable person relying on the information would be changed or influenced by the omission or misstatement. An omission or misstatement that is monetarily small in amount could be considered material as a result of qualitative factors.

We confirm, to the best of our knowledge and belief, as of the date of this letter, the following representations made to you during your audit.

Financial Statements

- We have fulfilled our responsibilities, as set out in the terms of the audit engagement letter dated June 11, 2024, including our responsibility for the preparation and fair presentation of the financial statements.

- The financial statements referred to above are fairly presented in conformity with U.S. GAAP, the notes include all disclosures required by laws and regulations to which the Plan is subject, including the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- We acknowledge our responsibility for 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.
- We acknowledge our election to have an ERISA Section 103(a)(3)(C) audit does not affect our responsibility for the financial statements and for determining the following:
 - a) The circumstances permit an ERISA Section 103(a)(3)(C) audit.
 - b) A qualified institution has prepared and certified the investment information as described in 29 CFR 2520.103-8.
 - c) The certification meets the 29 CFR 2520.103-5 requirements.
 - d) The certified investment information is appropriately measured, presented, and disclosed in accordance with U.S. GAAP.
- We acknowledge our responsibility 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.
- We acknowledge our responsibility for the design, implementation, and maintenance of internal control to prevent and detect fraud.
- The methods, significant assumptions, and data used in making accounting estimates and their related disclosures are appropriate to achieve recognition, measurement, or disclosure that is reasonable in accordance with U.S. GAAP.
- Related-party relationships and transactions and relationships and transactions with parties-in-interest, as defined in ERISA Section 3(14) and regulations thereunder, have been appropriately accounted for and disclosed in accordance with U.S. GAAP and ERISA Section 3(14) and regulations thereunder.
- All events subsequent to the date of the financial statements and for which U.S. GAAP requires adjustment or disclosure have been adjusted or disclosed.
- We are in agreement with the adjusting journal entries you have proposed, and they have been posted to the Plan's accounts. A list of the adjusting journal entries is attached to the representation letter in Schedule 1.

- We are not aware of any pending or threatened litigation, claims, or assessments or unasserted claims or assessments that are required to be accrued or disclosed in the financial statements in accordance with U.S. GAAP, and we have not consulted a lawyer concerning litigation, claims, or assessments.
- Other matters (e.g., breach of fiduciary responsibilities, nonexempt transactions, loans or leases in default, or events that may jeopardize the tax status) that must be disclosed have been properly disclosed.
- Material concentrations have been properly disclosed in accordance with U.S. GAAP.
- Financial instruments with concentrations of credit risk have been properly recorded or disclosed in the financial statements.
- Guarantees, whether written or oral, under which the Plan is contingently liable, have been properly recorded or disclosed in accordance with U.S. GAAP.
- The supplemental schedules or financial statements disclose the following:
 - All non-exempt party-in-interest transactions [as defined in ERISA Section 3(14) and regulations thereunder].
 - Investments or loans in default or considered to be uncollectible.
 - Reportable transactions [as defined in ERISA Section 103(b)(3)(H) and regulations thereunder].

Information Provided

- We have provided you with:
 - Access to all information, of which we are aware, that is relevant to the preparation and fair presentation of the financial statements, such as records (including information obtained outside of the general and subsidiary ledgers), documentation, and other matters.
 - A substantially complete draft of Form 5500.
 - Additional information that you have requested from us for the purpose of the audit.
 - Unrestricted access to persons within the Plan from whom you determined it necessary to obtain audit evidence.
 - Current plan instruments, trust agreements, insurance contracts, or investment contracts and amendments to such documents entered into during the year, including amendments to comply with applicable laws.
- All material transactions have been recorded in the accounting records and are reflected in the financial statements.

- We have disclosed to you the results of our assessment of the risk that the financial statements may be materially misstated as a result of fraud.
- We have no knowledge of any fraud or suspected fraud that affects the Plan and involves:
 - Management,
 - Employees who have significant roles in internal control, or
 - Others where the fraud could have a material effect on the financial statements.
- We have no knowledge of any allegations of fraud or suspected fraud affecting the Plan's financial statements communicated by employees, former employees, participants, regulators, beneficiaries, service providers, third-party administrators, or others.
- We have no knowledge of any instances of noncompliance or suspected noncompliance with laws and regulations (including ERISA, DOL, and IRS regulations) whose effects should be considered when preparing financial statements.
- We have disclosed to you the identity of the Plan's related parties and parties in interest and all the related-party and party-in-interest relationships and transactions of which we are aware.
- The Plan has satisfactory title to all owned assets, which are recorded at fair value, and all liens, encumbrances, or security interests requiring disclosure in the financial statements have been properly disclosed.
- We have no -
 - Plans or intentions that may materially affect the carrying value or classification of assets and liabilities.
 - Intentions to terminate the Plan.
- Amendments to the Plan instrument, if any, have been properly recorded or disclosed in the financial statements.
- The Plan has complied with all aspects of contractual agreements that would have a material effect on the financial statements in the event of noncompliance.
- The methods and significant assumptions used to estimate fair values of financial instruments, including nonreadily marketable securities, are as follows:
 - The mutual funds are valued at the daily closing price as reported by the fund.
 - Interest-bearing cash is valued based on amortized cost which approximates fair value.

The methods and significant assumptions used result in a measure of fair value appropriate for financial measurement and disclosure purposes.

- We are responsible for the estimation methods and assumptions used in measuring assets and liabilities reported or disclosed at fair value, including information obtained from brokers, pricing services, or other third parties. Our valuation methodologies have been consistently applied from period to period. The fair value measurements reported or disclosed represent our best estimate of fair value as of the measurement date in accordance with the requirements of Financial Accounting Standards Board (FASB) Accounting Standards Codification (ASC) 820, Fair Value Measurement. In addition, our disclosures related to fair value measurements are consistent with the objectives outlined in [FASB ASC 820](#).
- All required amendments to and filings of plan documents with the appropriate agencies have been made.
- The Plan (and the trust established under the Plan), is qualified under the appropriate section of the Internal Revenue Code and we intend to continue them as a qualified plan (and trust). The Plan sponsor has operated the Plan (and trust) in a manner that did not jeopardize this tax status. Required nondiscrimination testing related to Code Section 401(k) and 401(m) arrangements, as applicable, has been completed for the Plan, and any excess deferrals or contributions have been disposed of in accordance with regulations.
- The Plan has complied with the DOL's regulations concerning the timely remittance of participant contributions to trusts containing assets for the Plan.
- The Plan has complied with the fidelity bonding requirements of ERISA.
- We have apprised you of all communications, whether written or oral, with regulatory agencies concerning the operation of the Plan.
- We have obtained appropriate fee disclosures from covered service providers and have concluded the fees are reasonable. The Plan is in compliance with DOL regulations regarding ERISA Section 408(b)(2).
- We acknowledge that administrative expenses paid by the Plan sponsor on behalf of the Plan will not be reimbursed by the Plan.
- We acknowledge our responsibility for presenting the supplement Schedule of Assets (Held at End of Year) and Schedule of Delinquent Participant Contributions in accordance with U.S. GAAP and in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and we believe the Schedule of Assets (Held at End of Year) Schedule of Delinquent Participant Contributions, including their form and content, is fairly presented in accordance with U.S. GAAP and in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. The methods of measurement and presentation of the supplemental schedules has not changed from those used in the prior period, and we have disclosed to you any significant assumptions or interpretations underlying the measurement and presentation of the supplemental schedules.

- In regard to the financial statement preparation services performed by you, we have -
 - Assumed all management responsibilities.
 - Designated an individual (within senior management) with suitable skill, knowledge, and/or experience to oversee the services.
 - Evaluated the adequacy and results of the services performed.
 - Accepted responsibility for the results of the services.
 - Ensured that the plan's data and records are complete and received sufficient information to oversee the services.

ERISA Required Supplemental Schedules

- 1) We believe the form and content of the supplement Schedule of Assets (Held at End of Year) and Schedule of Delinquent Participant Contributions are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Kompass Kapital Management, LLC 401(k) Retirement Plan



Brett Carmical, Plan Administrator

10/11/2024

Date

SCHEDULE 1**ADJUSTING JOURNAL ENTRIES**

Account	Description	Debit	Credit
101			
To adjust for PY entries			
7100.05	Employer Contributions	107,668.00	0.00
7100.15	Employee Contributions	62,558.00	0.00
6100.10	Net Assets	0.00	170,226.00
Total		170,226.00	170,226.00
102			
To record the accrual for corrective refunds to participants			
7100.15	Employee Contributions	205,609.00	0.00
5100.05	Payable to participants	0.00	205,609.00
Total		205,609.00	205,609.00
103			
To accrue for receivable related to year end payroll and employer match received after year end.			
4200.10	ER Contribution Receivable	1,018,866.00	0.00
7100.05	Employer Contributions	0.00	1,018,866.00
Total		1,018,866.00	1,018,866.00
104			
Accrue for last payroll of 2023 rec'd in 2024			
4200.05	EE Contribution Receivable	42,189.00	0.00
7100.15	Employee Contributions	0.00	42,189.00
Total		42,189.00	42,189.00

Kompass Kapital Management, LLC- Management Rep Letter

Final Audit Report

October 11, 2024

Created:	October 11, 2024
By:	MarksNelson(mpeerson@mnadvisors.com)
Status:	ESigned
Transaction ID:	EP7AC3P6T20MG9XEP7GCQY5E54
Documents:	Kompass Kapital Management, LLC 401k- Management Rep Letter.pdf

"Kompass Kapital Management, LLC- Management Rep Letter" History

-  Document emailed to (bcarmical@kompasskapital.com) for signature
10/11/2024 14:54:24 PM Central Daylight Time
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-  Document e-signed by (bcarmical@kompasskapital.com)
Signature Date: 10/11/2024 15:06:33 PM Central Daylight Time - IP address: 138.199.98.254
-  Document Signed
10/11/2024 15:06:33 PM Central Daylight Time



**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

**INDEPENDENT AUDITORS' REPORT
AND FINANCIAL STATEMENTS
WITH SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2023 AND 2022

Phone (816) 743-7700

Fax (816) 743-7701

www.mnadvisors.com

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

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Independent Auditors' Report

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Overland Park, Kansas

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

We have performed audits of the financial statements of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C). The financial statements comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). 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 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from qualified institutions as of December 31, 2023 and 2022, and for the year ended December 31, 2023, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and the procedures performed as described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report:

- the amounts and disclosures in the accompanying financial statements, 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 (GAAP); and
- the certified investment information in the accompanying financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by qualified institutions (that management determined meet 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 *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our 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 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 the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or 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.

Auditors' 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 auditors' 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Other Matter - Supplemental Schedules Required by ERISA

The supplemental Schedule of Delinquent Participant Contributions and Schedule of Assets (Held at End of Year) are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relate 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.

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Page four

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 its form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

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

Mark Nelson LLC

Overland Park, Kansas
January 8, 2025

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2023 AND 2022

Assets

	<u>2023</u>	<u>2022</u>
Investments:		
Interest-bearing cash	\$ -	\$ 89,424
Mutual funds, at fair value	11,953,853	10,828,273
Guaranteed interest fund, at contract value	<u>-</u>	<u>960,699</u>
 Total investments	 11,953,853	 11,878,396
 Receivables:		
Employer contributions	1,018,866	107,668
Participant contributions	42,189	62,558
Notes receivable from participants	<u>3,202</u>	<u>9,632</u>
 Total receivables	 <u>1,064,257</u>	 <u>179,858</u>
 Total assets	 13,018,110	 12,058,254

Liabilities

Excess contributions payable	<u>203,740</u>	<u>-</u>
 Net assets available for benefits	 <u>\$ 12,814,370</u>	 <u>\$ 12,058,254</u>

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

KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FOR THE YEAR ENDED DECEMBER 31, 2023

Additions to net assets attributed to:

Investment income:

Dividends and interest	\$ 244,138
Net appreciation in fair value of investments	<u>1,850,289</u>

Total investment income	2,094,427
-------------------------	-----------

Interest income on notes receivable from participants	275
---	-----

Contributions:

Participants	1,337,453
Employer	948,570
Rollovers	<u>720,699</u>

Total contributions	<u>3,006,722</u>
---------------------	------------------

Total additions	5,101,424
-----------------	-----------

Deductions from net assets attributed to:

Benefits paid to participants	2,077,164
Administrative fees	<u>49,201</u>

Total deductions	<u>2,126,365</u>
------------------	------------------

Net increase	2,975,059
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Transfers out of the plan	<u>(2,218,943)</u>
----------------------------------	--------------------

Net assets available for benefits:

Beginning of year	<u>12,058,254</u>
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End of year	<u><u>\$ 12,814,370</u></u>
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The accompanying notes are an integral part of these financial statements.

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2023

1. Description of Plan

The following description of the Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust (the “Plan”), provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan’s provisions.

a. General

The Plan, most recently restated July 17, 2023, is a defined contribution plan that provides tax deferral benefits for the employees of Kompass Kapital Management, LLC; Krucial Staffing, LLC; Colorado River Ranch Partners, LLC, Navigator M.D LLC, Kompass Kapital Funding, LLC, Moonshot Innovations, LLC; Kinikin Processing Company, LLC; Dynamic Logistix, LLC; American Wagyu Feeders, LLC; Kulinary Holdings, LLC; and Moonshot Solutions, LLC (the Company). Effective January of 2023, Krucial Staffing, LLC ceased to be a participating employer in the Plan and as a result, assets in the amount of \$2,218,943 were transferred out of the Plan.

Full time employees are eligible to enter the Plan when they have reached 18 years of age. Eligible employees, as defined by the plan, excludes union and leased employees and nonresident aliens. An employee’s entry date is the first day of the month following the date he or she meets the eligibility requirements. The plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Subsequent to year end, the plan was amended to include the employees of Colorado Canyon Ranch, LLC; Pipe Wrench, LLC; and Copeland & Son, LLC in the Plan and as a result, assets in the amount of \$844,302 were transferred into the Plan.

b. Contributions

Employees participating in the Plan may enter into an elective deferral agreement authorizing the employer to withhold a portion of the participant’s compensation, up to the Code Section 415 limit, to contribute to the Plan. Participants who have attained age 50 before the end of the Plan year are eligible for make catch-up contributions.

The Company makes a discretionary matching contribution. For the year ended December 31, 2023, the Company elected to match 100% of the first 6% contributed to the Plan. During the year ended December 31, 2023, the Company made matching contributions of \$948,570.

KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

b. Contributions (Continued)

The Company may also make an annual discretionary profit-sharing contribution to the plan in an amount, if any, determined solely by the Company. The profit-sharing contribution is made to all eligible employees of the Company who work a minimum of 1,000 hours in a plan year and remain employed by the company on the last day of the plan year. No profit sharing contribution was made during the year ended December 31, 2023. The Company may also make an annual discretionary nonelective contribution to the Plan in an amount, if any, determined solely by the Company. No nonelective contribution was made during the year ended December 31, 2023.

c. Participant Accounts

Individual accounts are maintained for each Plan participant. Each participant's account is credited with the participant's contributions, the Company's contributions, as well as allocations of the Plan earnings. Participant accounts are charged with withdrawals and an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings or account balances as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

d. Vesting

Participants are immediately vested in their voluntary salary deferrals plus the earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of continuous service. A participant is 100% vested after 5 years of continuous service, death, or disability.

e. Investments

Participants direct the investment of their contributions into various investment options offered by the Plan.

f. Payment of Benefits

Upon termination of service due to death, disability, retirement, termination of employment or attaining age 59.5, a participant may receive a lump sum amount equal to the value of the participant's vested interest in his or her account. Participants or beneficiaries who must receive required minimum distributions may receive payments in installments. For account balances less than \$5,000 a participant may receive the value of the vested interest in his or her account as a lump sum distribution. Benefits are recorded when paid.

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

1. Description of Plan (Continued)

g. Forfeited Accounts

Under the provisions of the Plan, when certain terminations of participation in the Plan occur, the non-vested portion of the participant's account represents a forfeiture. Forfeited balances can be used to reduce future employer contributions, pay administrative expenses, or as an Employer Profit Sharing Contribution. At December 31, 2023 and 2022, forfeited nonvested accounts totaled \$140,263 and \$89,424, respectively. For the year ended December 31, 2023, employer contributions were reduced by \$137,265 from forfeited nonvested accounts.

h. Administrative Expenses

The Company bears a significant portion of the administrative costs for the plan, including the costs of officers and employees who perform certain administrative functions. Administrative expenses that are paid by the Plan consist of fees charged by the Plan's recordkeeper.

2. Summary of Significant Accounting Policies

The following are the significant policies followed by the Plan:

a. Basis of Accounting

The financial statements of the Plan are prepared under the accrual method of accounting.

b. Use of Estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amount of net assets available for benefits and the changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

c. Investment Valuation and Income Recognition

Investments are reported at fair value (except for the fully benefit-responsive investment contract). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 for discussion of fair value measurements.

KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

2. Summary of Significant Accounting Policies (Continued)

c. Investment Valuation and Income Recognition (Continued)

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

d. Contributions Receivable and Allowance for Credit Losses

In June 2016, the FASB issued guidance (FASB ASC 326) which significantly changed how entities will measure credit losses for most financial assets and certain other instruments that aren't measured at fair value through net income. The most significant change in this standard is a shift from the incurred loss model to the expected loss model. Under the standard, disclosures are required to provide users of the financial statements with useful information in analyzing an entity's exposure to credit risk and the measurement of credit losses. Financial assets held by the Plan that are subject to the guidance in FASB ASC 326 are contribution receivables. The Plan adopted the standard effective January 1, 2023. The impact of the adoption was not considered material to the financial statements and primarily resulted in new or enhanced disclosures only.

Contribution receivables are reduced by an estimate made for an allowance for credit losses. The Plan is exposed to credit losses resulting from the inability of the Plan Sponsor to make the required payments. The Plan establishes an allowance for these potential credit losses based on its review of historical loss statistics, current business conditions and macro-economic trends. The Plan applies credit loss estimates to the contribution receivables to determine expected credit losses. The allowance for credit losses is zero at December 31, 2023.

e. Excess Contributions Payable

Amounts payable to participants for contributions in excess of amounts allowed by the IRS are recorded as a liability. Liabilities were recorded by the plan in 2023. The Plan distributed the excess contributions to the applicable participants prior to March 15, 2024.

f. Expenses

Certain expenses of maintaining the Plan are paid by the Plan unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Investment-related expenses are included in net appreciation of the fair value of investments.

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

2. Summary of Significant Accounting Policies (Continued)

g. Income Taxes

The Plan's income tax filings are subject to audit by various taxing authorities. The Plan's open audit periods are 2020 and forward.

h. Subsequent Events

Subsequent events have been evaluated up to January 8, 2025, the date these financial statements were available to be issued.

3. Fair Value of Financial Instruments

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (level 3). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

3. Fair Value of Financial Instruments (Continued)

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

Following is a description of the valuation methodologies used for assets measured at fair value.

Interest-bearing cash: Valued based on amortized cost which approximates fair value.

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

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

2023				
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ <u>11,953,853</u>	\$ <u>-</u>	\$ <u>-</u>	\$ <u>11,953,853</u>
2022				
	Level 1	Level 2	Level 3	Total
Interest-bearing cash	\$ -	\$ 89,424	\$ -	\$ 89,424
Mutual funds	<u>10,828,273</u>	<u>-</u>	<u>-</u>	<u>10,828,273</u>
Total investments at fair value	\$ <u>10,828,273</u>	\$ <u>89,424</u>	\$ <u>-</u>	\$ <u>10,917,697</u>

4. Investment Contract with Insurance Company

The Plan entered into a benefit-responsive insurance contract with Massachusetts Mutual Life Insurance Company which is managed by Great West Investments ("Great-West"). Great-West maintained the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed interest account issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan.

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

4. Investment Contract with Insurance Company (Continued)

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by Great-West, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The average yield and crediting interest rates are based on a formula agreed upon with the issuer and were 2.9% on December 31, 2022. The Holding Account Rate is an effective annual rate and is credited at the equivalent daily rate. Such interest rates are reviewed weekly and reset at least as frequently as quarterly.

Certain events may limit the ability of the Plan to transact at contract value. Such events include but may not be limited to the following: (1) the complete or partial termination of the Plan; (2) the investor provides effective communication to MassMutual that the agreement will be fully or partially terminated as of a date selected by the Investor, which will be no earlier than thirty days after the investor provides effective communication to MassMutual; (3) the Internal Revenue Service determines that the Plan no longer meets the requirements of Code Section 401(a), 403(a), 414(d), 414(e) or any other applicable Code provision; (4) the investor breaches a provision in the contract; and (5) MassMutual provides effective communication to the investor that the agreement will be terminated as of a date at least 90 days after MassMutual provides effective communication to the investor.

The contract was terminated during the year ended December 31, 2023.

5. Information Prepared by and Certified by Trustees

The plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Mid Atlantic Trust Company (August 1, 2023 through December 31, 2023), Reliance Trust Company, Empower Retirement, LLC, and Empower Annuity Insurance Company of America (January 1, 2022 through July 31, 2023), the trustees of the Plan, have certified that the following information included in the accompanying financial statements and supplemental schedule is complete and accurate:

- Investments held at December 31, 2023 and 2022
- Notes receivable from participants at December 31, 2023 and 2022

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

5. Information Prepared by and Certified by Trustees (Continued)

- Net appreciation in fair value of investments for the year ended December 31, 2023
- Interest and dividends for the year ended December 31, 2023
- Investment information included in the Schedule of Assets (Held at End of Year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this information, except for comparing such information to the related information included in the financial statements and supplemental Schedule of Assets (Held at End of Year).

6. Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their employer contributions.

7. Tax Status

The prototype Plan sponsor has obtained an opinion letter dated August 2020, in which the Internal Revenue Service stated that the prototype Plan, as then designed, was in compliance with applicable requirements of the Internal Revenue Code. The Plan itself has not received a determination from the IRS and the plan and related trust continue to be exempt. Therefore, no provision for income taxes has been included in the plan's financial statements.

8. Risks and Uncertainties

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

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

NOTES TO FINANCIAL STATEMENTS - CONTINUED

DECEMBER 31, 2023

9. Reconciliation of Financial Statements to Schedule H of Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to Form 5500 at December 31:

	<u>2023</u>	<u>2022</u>
Net assets available for benefits per the financial statements	\$ 12,814,370	\$ 12,058,254
Less: employer receivable	(1,018,866)	(107,668)
Less: participant receivable	(42,189)	(62,558)
Plus: excess contributions refundable	<u>203,740</u>	<u>-</u>
Net assets available for benefits per the Schedule H of Form 5500	<u>\$ 11,957,055</u>	<u>\$ 11,888,028</u>

The following is a reconciliation of the change in net assets per the financial statements to Form 5500 for the year ended December 31, 2023:

Change in net assets per the financial statements	\$ 2,975,059
Less: employer receivable	(1,018,866)
Less: participant receivable	(42,189)
Plus: prior year employer receivable	107,668
Plus: prior year participant receivable	62,558
Plus: excess contributions refundable	<u>203,740</u>
Net income per the Schedule H of Form 5500	<u>\$ 2,287,970</u>

SUPPLEMENTARY INFORMATION

**KOMPASS KAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

EIN: 46-5627934, PN 001

SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS

AS OF DECEMBER 31, 2023

Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check Here if Late Participant Loan Repayments are Included: ☒	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
\$ 13,218	\$ 5,754	\$ 7,464	\$ -	\$ -

See independent auditors' report.

**KOMPASS CAPITAL MANAGEMENT, LLC
401(k) PROFIT SHARING PLAN & TRUST**

EIN: 46-5627934, PN 001

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

AS OF DECEMBER 31, 2023

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	American Century	American Century Mid Cap Value Fund	*	123,907
	American Century	American Century Small Cap Growth Fund	*	8,067
	American Funds	American Funds 2020 Taret Date Retirement Fund	*	4,497
	American Funds	American Funds 2025 Taret Date Retirement Fund	*	16,875
	American Funds	American Funds 2030 Taret Date Retirement Fund	*	464,904
	American Funds	American Funds 2035 Taret Date Retirement Fund	*	588,800
	American Funds	American Funds 2040 Taret Date Retirement Fund	*	690,240
	American Funds	American Funds 2045 Taret Date Retirement Fund	*	1,469,720
	American Funds	American Funds 2050 Taret Date Retirement Fund	*	1,288,109
	American Funds	American Funds 2055 Taret Date Retirement Fund	*	882,058
	American Funds	American Funds 2060 Taret Date Retirement Fund	*	798,169
	American Funds	American Funds 2065 Taret Date Retirement Fund	*	29,343
	American Funds	American Funds Balanced Fund	*	117,423
	American Funds	American Funds New World Fund	*	87,260
	American Funds	American Funds Retirement Income Portfolio	*	15,369
	APEX	APEX Capital Preservation Income Fund	*	198,822
	BlackRock	BlackRock High Yield Bond Fund	*	59
	Brandywine	Brandywine Global High Yield Fund	*	982,306
	Calvert	Calvert Short Duration Inc Fund	*	6,042
	Dimensional Fund Advisors	DFA Large Cap International Fund	*	618,559
	Dimensional Fund Advisors	DFA US Small Cap Fund	*	189,919
	Janus Henderson	Janus Hndrsn Gbl Tch Invtn Fund	*	72,334
	JP Morgan	JP Morgan Core Plus Bond Fund	*	210,907
	T. Rowe Price	T. Rowe Price Growth Stock Fund	*	525,922
	Vanguard	Vanguard 500 Index Fund	*	1,068,171
	Vanguard	Vanguard Infl-Protectd Secs Fund	*	83,668
	Vanguard	Vanguard Mid Cap Index Fund	*	258,119
	Vanguard	Vanguard Mid-Cap Gr Indx Fund	*	207,229
	Vanguard	Vanguard Real Estate Index Fund	*	219,390
	Vanguard	Vanguard Sm Cap Grwth Indx Fund	*	150,876
	Vanguard	Vanguard Small-Cap Val Indx Fund	*	200,900
	Vanguard	Vanguard Totl Intl Bnd Indx Fund	*	57,447
	Vanguard	Vanguard Value Index Fund	*	318,385
	Western Asset	Western Asset Cr Plus Bond Fund	*	57
**	Participant loans	Interest Rates: 3.25% - 5.50%; Maturity Dates: June 2024 - May 2026	-	3,202
				<u>\$ 11,957,055</u>

* Cost omitted for participant directed plan

** Party in interest

See independent auditors' report.

**KOMPASS KAPITAL MANAGEMENT, LLC 401(k)
PROFIT SHARING PLAN & TRUST**

MANAGEMENT LETTER

YEAR ENDED DECEMBER 31, 2023

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Overland Park, Kansas

Except as discussed in the following paragraph, in planning and performing our audit of the financial statements of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust (the “Plan”), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as of and for the year ended December 31, 2023, in accordance with auditing standards generally accepted in the United States of America, we considered the Plan’s internal control over financial reporting (internal control) as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of issuing our report on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan’s internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan’s internal control.

We were engaged to perform an ERISA Section 103(a)(3)(C) audit of those financial statements as permitted by 29 CFR 2520.103-8 of the Department of Labor’s Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan (investment information) by Reliance Trust Company that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. Our audit also did not include a consideration of internal control relating to the investment information.

Our consideration of internal control was for the limited purpose described in the preceding paragraphs and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified. However, as discussed below, we identified certain deficiencies in internal control that we consider to be significant deficiencies.

A deficiency in internal control exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A material weakness is a deficiency, or a combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the Plan’s financial statements will not be prevented, or detected and corrected, on a timely basis. We did not identify any deficiencies in internal control that we consider to be material weaknesses.

A significant deficiency is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the following deficiencies in the Plan’s internal control to be significant deficiencies:

Employee Personnel Files

Employers who sponsor a retirement plan are required by law to keep books and records, including records supporting census data, available for review by the IRS. During our testing of participant data, we noted that there were instances where employee personnel files did not contain adequate support for the employees' dates of hire, termination date, and/or the employee's date of birth. In a number of situations, it was noted that the employee prepared I9 did not contain accurate documentation and that the form was not reviewed upon submission to the Company. We recommend that documentation be obtained, reviewed, and maintained in employee files to support plan operations.

Timely Remittance of Employee Contributions

During our audit, it was noted that the Company's policy is to remit employee contributions within five business days. The Department of Labor (DOL) Regulation 2510.3-102 requires that participant contributions be remitted to the Plan on the earliest date on which they can be reasonably segregated from the company's general assets. Failure to remit participant contributions to the Plan in a timely manner results in prohibited transactions which must be separately reported to the DOL and may result in lost earnings for the Plan and penalties to the Plan Sponsor.

We noted two 401(k) loan remittances and two employee deferral remittances that did not comply with the Company's policy regarding the remittance timeline and therefore resulted in a required disclosure of late contributions in the 2023 audit report.

We recommend that the Plan Sponsor review the procedures involved in remittance of participant contributions to the Plan and institute a reconciliation of funds transmitted to the Plan and funds received by the Plan to ensure participant contributions are remitted timely.

Census Data Review

During our audit, it was noted that the census data related to employees who change from one participating employer to another due to Company restructuring (or other matter) did not retain the original hire date. This change in hire date could have an impact on employees' vesting percentages and result in inaccurate forfeitures being withheld from participant distributions. Although we found no issues with vesting in the current year, we recommend retaining original hire dates in the census and supporting documentation to support appropriate vesting percentages.

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Page three

Compliance Testing

We noted that the compliance testing data did not agree with the data in the census for some selected participants. We recommend plan management review the compliance test against the census and payroll reports in total and by participant to ensure that all eligible employees are included, and that deferral and wages are reconcilable between the reports.

During our audit, we also became aware of the following deficiency in internal control, other than significant deficiencies, and other matters that are opportunities for strengthening internal controls and operating efficiency:

Eligibility

During our audit we noted that an employee's eligibility date per the Paychex portal was one month later than expected based on the participant's hire date and eligibility requirements per the Plan. Although the employee did not begin participating in the plan during 2023, this matter could affect deferrals, matching amounts and vesting status in future years. We recommend reviewing notices for eligibility and confirming personnel records to ensure all employees are notified of eligibility accurately and timely.

We believe that the implementation of these recommendations will provide the plan with a stronger system of internal control while also making its operations more efficient. We will be happy to discuss the details of these recommendations with you and assist in any way possible with their implementation.

This communication is intended solely for the information and use of management and others within the organization, and is not intended to be, and should not be, used by anyone other than these specified parties.

Mark Nelson LLC

Overland Park, Kansas
January 8, 2025

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Overland Park, Kansas

We have audited the financial statements of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust, an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) for the year ended December 31, 2023, and will issue our report thereon dated January 8, 2025. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan (investment information) by Mid Atlantic Trust Custody, Empower Retirement, LLC, and Empower Annuity Insurance Company of America, the trustees, which are banks or similar institutions or insurance carriers that are regulated, supervised, and subject to period examination by a state or federal agency, that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. Our audit did not extend to the certified investment information, except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the financial statements and ERISA-required supplemental schedules, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of 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 GAAP. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, as well as certain information related to the planned scope and timing of our audits. We have communicated such information in our letter to you dated June 11, 2024. Professional standards also require that we communicate to you the following information related to our audit:

Significant Audit Findings

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust are described in Note 2 to the financial statements. The Plan adopted ASC 326 (CECL) during the year requiring a change to how the Plan measures credit losses for most financial assets that are not measured at fair value. The most significant change in this standard is a shift from the incurred loss model to the expected loss model. The financial assets held by the Plan that are subject to the guidance in FASB ASC 326 were employer receivables. The Plan adopted the standard effective January 1, 2023. The impact of the adoption was not considered material to the financial statements and primarily resulted in new/enhanced disclosures only. No other new accounting policies were adopted, and the application of existing policies were not changed during 2023. We noted no transactions entered into by the Plan during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

To the Plan Administrator
Kompass Kapital Management, LLC 401(k)
Profit Sharing Plan & Trust
Page two

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate affecting the financial statements was:

Management's estimate of the fair value investments. We evaluated the key factors and assumptions used to develop the fair value of these investments in determining that they are reasonable in relation to the financial statements taken as a whole.

The financial statement disclosures are neutral, consistent, and clear.

Form 5500 Procedures

We are required to obtain and read a substantially complete draft of Form 5500 prior to dating our auditor's report. The purpose of this procedure is to identify any material inconsistencies between the draft Form 5500 and the Plan's financial statements. We identified no material inconsistencies in performing and completing our audit.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Material misstatements detected as a result of audit procedures were corrected by management (see Schedule 1).

Reportable Findings

For purposes of this letter, a reportable finding is a matter that includes one or more of the following: (1) noncompliance or suspected noncompliance with laws and regulations, (2) a finding that in our professional judgment is significant and relevant to you regarding your responsibility to oversee the financial reporting process, and (3) an indication of internal control deficiencies identified during the audit that have not been previously communicated to management by other parties and that we determined are sufficiently important to merit management's attention. We identified the following reportable findings:

- During our testing of participant data, we noted that there were instances where employee personnel files did not contain adequate support for the employees' dates of hire, termination dates, and/or did not contain the employee's date of birth. We recommend that documentation be obtained and maintained in employee files to support plan operations.
- Timeliness - Failure to remit participant contributions to the Plan in a timely manner results in prohibited transactions which must be separately reported to the DOL and may result in lost earnings for the Plan and penalties to the Plan Sponsor.

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditor's report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated January 8, 2025.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Plan's financial statements or a determination of the type of auditor's opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Plan's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition of our retention.

To the Plan Administrator
Kompass Kapital Management, LLC 401(k) Retirement Plan
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Other Information in Documents Containing Audited Financial Statements

Our responsibility for the ERISA-required supplemental schedules accompanying the financial statements is to perform adequate procedures to evaluate whether the form and content of the ERISA-required supplemental schedules, other than that agreed to or derived from the certified investment information, is presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, and whether the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

This information is intended solely for the use of the Plan Administrator and management of Kompass Kapital Management, LLC 401(k) Profit Sharing Plan & Trust, and is not intended to be, and should not be, used by anyone other than these specified parties.

Marks Nelson LLC

Overland Park, Kansas
January 8, 2025

SCHEDULE I**ADJUSTING JOURNAL ENTRIES**

Account	Description	Debit	Credit
101			
To adjust for PY entries.			
7100.05	Employer Contributions	107,668.00	0.00
7100.15	Employee Contributions	62,558.00	0.00
6100.10	Net Assets	0.00	170,226.00
Total		170,226.00	170,226.00
102			
To record the accrual for corrective refunds to participants.			
7100.15	Employee Contributions	203,740.00	0.00
5100.05	Payable to participants	0.00	203,740.00
Total		203,740.00	203,740.00
103			
To accrue for receivable related to year end payroll and employer match received after year end.			
4200.10	ER Contribution Receivable	1,018,866.00	0.00
7100.05	Employer Contributions	0.00	1,018,866.00
Total		1,018,866.00	1,018,866.00
104			
Accrue for last payroll of 2023 received in 2024.			
4200.05	EE Contribution Receivable	42,189.00	0.00
7100.15	Employee Contributions	0.00	42,189.00
Total		42,189.00	42,189.00
GRAND TOTAL		1,435,021.00	1,435,021.00