

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 <div style="font-size: 24pt; font-weight: bold; text-align: center;">2024</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

a single-employer plan a DFE (specify) _____

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

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

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

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

special extension (enter description)

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

Part II	Basic Plan Information—enter all requested information
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1a Name of plan <u>MARSHALL ASSOCIATES, INC. PROFIT SHARING & 401(K) PLAN</u>	1b Three-digit plan number (PN) ▶ <u>002</u>
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>MARSHALL ASSOCIATES, INC.</u> <u>1131 W. BLACKHAWK</u> <u>CHICAGO, IL 60642</u>	1c Effective date of plan <u>07/01/1994</u> 2b Employer Identification Number (EIN) <u>36-2762990</u> 2c Plan Sponsor's telephone number <u>800-621-6467</u> 2d Business code (see instructions) <u>423910</u>

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.	10/06/2025	SETH ESTES
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	181
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)	108
	6a(2)	103
	6b	0
	6c	64
	6d	167
	6e	0
	6f	167
	6g(1)	177
6g(2)	164	
6h	7	
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:
3D 2E 2F 2G 2J 2K 2S 2T

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

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

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

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2024 Form M-1 annual report. If the plan was not required to file the 2024 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

A Name of plan MARSHALL ASSOCIATES, INC. PROFIT SHARING & 401(K) PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 MARSHALL ASSOCIATES, INC.	D Employer Identification Number (EIN) 36-2762990	

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... Yes No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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(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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	30489	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

PLEXUS FINANCIAL SERVICES LLC

27-1746834

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	19000	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	6291	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
EB MGD GUARANTEED 127 PUBLIC SQUARE CLEVELAND, OH 44114	0.20%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

(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 D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>MARSHALL ASSOCIATES, INC. PROFIT SHARING & 401(K) PLAN</u>	B Three-digit plan number (PN)	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>MARSHALL ASSOCIATES, INC.</u>	D Employer Identification Number (EIN) <u>36-2762990</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>EB MGD GUARANTEED</u>		
b Name of sponsor of entity listed in (a): <u>KEYBANK NATIONAL ASSOCIATION</u>		
c EIN-PN <u>34-6903863-002</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>1460531</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan MARSHALL ASSOCIATES, INC. PROFIT SHARING & 401(K) PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 MARSHALL ASSOCIATES, INC.	D Employer Identification Number (EIN) 36-2762990

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

		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2960	4810
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	182972	133088
(9) Value of interest in common/collective trusts	1c(9)	1793355	1460531
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	24655836	29100349
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	26635123	30698778
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	26635123	30698778

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)	301202	
(B) Participants.....	2a(1)(B)	1114874	
(C) Others (including rollovers).....	2a(1)(C)	31647	
(2) Noncash contributions.....	2a(2)	0	1447723
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	202	12179
(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)	11977	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		12179
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	935747
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	935747	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		935747
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	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	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)	25532
(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)	3299494
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total	2d	5720675

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1601240
(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)	1601240
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions)	2g	0
h Interest expense	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	30489
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	25291
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	55780
j Total expenses. Add all expense amounts in column (b) and enter total	2j	1657020

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	4063655
l Transfers of assets:		
(1) To this plan	2l(1)	0
(2) From this plan	2l(2)	0

Part III Accountant's Opinion

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

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

(1) [X] 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) [X] 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: RSM US LLP

(2) EIN: 42-0714325

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:

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.)

Table with 4 columns: Question ID, Yes, No, Amount. Row 4a: Yes [X], No [], Amount 304322

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.)

Table with 4 columns: Question ID, Yes, No, Amount. Row 4b: Yes [], No [X], Amount []

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.)

Table with 4 columns: Question ID, Yes, No, Amount. Row 4c: Yes [], No [X], Amount []

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.)

Table with 4 columns: Question ID, Yes, No, Amount. Row 4d: Yes [], No [X], Amount []

e Was this plan covered by a fidelity bond?

Table with 4 columns: Question ID, Yes, No, Amount. Row 4e: Yes [X], No [], Amount 2000000

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

Table with 4 columns: Question ID, Yes, No, Amount. Row 4f: Yes [], No [X], Amount []

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?

Table with 4 columns: Question ID, Yes, No, Amount. Row 4g: Yes [], No [X], Amount []

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?

Table with 4 columns: Question ID, Yes, No, Amount. Row 4h: Yes [], No [X], Amount []

i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)

Table with 4 columns: Question ID, Yes, No, Amount. Row 4i: Yes [X], No [], Amount []

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.)

Table with 4 columns: Question ID, Yes, No, Amount. Row 4j: Yes [], No [X], Amount []

k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?

Table with 4 columns: Question ID, Yes, No, Amount. Row 4k: Yes [], No [X], Amount []

l Has the plan failed to provide any benefit when due under the plan?

Table with 4 columns: Question ID, Yes, No, Amount. Row 4l: Yes [], No [X], Amount []

m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)

Table with 4 columns: Question ID, Yes, No, Amount. Row 4m: Yes [], No [X], Amount []

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.

Table with 4 columns: Question ID, Yes, No, Amount. Row 4n: Yes [], No [], Amount []

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

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

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

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

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

SCHEDULE R (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

A Name of plan <u>MARSHALL ASSOCIATES, INC. PROFIT SHARING & 401(K) PLAN</u>	B Three-digit plan number (PN) ▶	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>MARSHALL ASSOCIATES, INC.</u>	D Employer Identification Number (EIN) <u>36-2762990</u>	

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

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

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

1	
---	--

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):
EIN(s): 04-6568107

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

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

3	
---	--

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Financial Report
December 31, 2024

Contents

Independent auditor's report	1-3
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Financial statements	
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Notes to financial statements	6-12
Supplemental schedules	
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Independent Auditor's Report

401(k) Committee
Marshall Associates, Inc. Profit Sharing & 401(k) Plan

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

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

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the 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 (U.S. GAAP).
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of 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 U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about 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.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 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 certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, line 4a—schedule of delinquent participant contributions for the year ended December 31, 2024, and Schedule H, line 4i—schedule of assets (held at end of year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the 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).

RSM US LLP

Schaumburg, Illinois
August 27, 2025

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Statements of Net Assets Available for Benefits
December 31, 2024 and 2023**

	2024	2023
Assets		
Investments, at fair value:		
Shares of registered investment companies	\$ 29,105,159	\$ 24,658,796
Units of common/collective trust fund	1,460,531	1,793,355
	<u>30,565,690</u>	<u>26,452,151</u>
Receivables:		
Participant contributions receivable	33,095	-
Company contributions receivable	-	301,202
Notes receivable from participants	133,088	182,972
	<u>166,183</u>	<u>484,174</u>
Net assets available for benefits	<u>\$ 30,731,873</u>	<u>\$ 26,936,325</u>

See notes to financial statements.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024**

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 3,325,139
Interest and dividends	935,836
	<u>4,260,975</u>
Interest income on notes receivable from participants	<u>11,977</u>
Participant contributions	1,147,969
Rollover contributions	31,647
	<u>1,179,616</u>
Total	<u>5,452,568</u>
Deductions from net assets attributed to:	
Benefits paid	1,601,240
Administrative expenses	55,780
Total deductions	<u>1,657,020</u>
Net increase	3,795,548
Net assets available for benefits:	
Beginning of year	<u>26,936,325</u>
End of year	<u>\$ 30,731,873</u>

See notes to financial statements.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 1. Plan Description

The following description of the Marshall Associates, Inc. Profit Sharing & 401(k) Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan and is intended to provide benefits to participating employees of Marshall Associates, Inc. and Vendor Development Group, Inc. (combined as the Company due to common ownership) upon their retirement, disability, death or termination of employment. Full-time employees of the Company are automatically enrolled in the Plan. Part-time employees are automatically enrolled in the Plan once they reach 1,000 hours during a plan year. Employees are automatically enrolled immediately upon meeting eligibility requirements. Contributions are automatically withheld at 2% of compensation for participants enrolled prior to January 1, 2023, and 6% for participants enrolled on or after January 1, 2023, increasing 1% each year to a maximum of 10%. Employees may elect not to participate in the Plan and may adjust salary deferral amounts at any time. The Plan was adopted on July 1, 1994, and is administered by the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions: Participants may make salary reduction contributions of a portion of compensation instead of receiving that amount in cash. Participants may contribute up to the maximum allowed by the Internal Revenue Code (IRC) on a pretax or post-tax basis. This amount was \$23,000 for the year ended December 31, 2024. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions up to \$7,500. Participants may also contribute a rollover contribution representing all or part of an entire amount received from other qualified plans.

Discretionary Company matching contributions are determined by the Board of Directors for each plan year, but in no event are the contributions to exceed the maximum deduction allowable to the Company under the provisions of the IRC. Plan participants are eligible to receive Company contributions on the first day of the month following the month they have completed 12 months of service, have attained the age of 21 during the plan year, and are actively working as of the last day of the plan year. For the plan year ended December 31, 2024, the Company elected not to pay discretionary matching contributions.

Participant accounts: Each participant's account is credited with the participant's contributions and Company discretionary nonelective contributions, if any. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's discretionary matching contribution portion of their accounts plus actual earnings thereon is based on years of continuous service. A participant is 100% vested after three years of credited service. In the event of death, disability, or retirement at designated ages, participants become fully vested.

Investment options: Upon enrollment in the Plan, a participant may direct contributions in a variety of investment choices as more fully described in the Plan's literature. Participants may change their investment options at any time.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 1. Plan Description (Continued)

Notes receivable from participants: Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. The \$50,000 maximum loan amount is reduced by the participant's highest outstanding loan balance in the previous 12 months over the existing loan balance, if any, on the date a new loan is made. Note terms range from one to five years, except if a note is used for the purchase or construction of a principal residence, in which case the repayment may range from five years to 15 years. The notes are secured by the participant's account balance and bear interest at the prime rate as published in the Wall Street Journal on the first day of the month at note origination, and such rate remains in effect for the full term of the loan. Interest rates were 3.25% to 8.50% for all loans outstanding at December 31, 2024. Principal and interest repayments are made through payroll deductions.

Payment of benefits: Payment of benefits under the Plan may be made at normal retirement age of 55, upon death, disability or termination of employment, in the form of a lump-sum payment or partial distribution. If a participant's vested account balance does not exceed \$5,000, the vested account balance may only be distributed in a single lump-sum payment. Participants who have attained age 59½ and who have not terminated employment may request early payment of benefits. The Plan permits hardship withdrawals, which are subject to the Plan Administrator's approval and the requirements of IRC Sections 401 (a) (11) and 417. Participants over the age of 59½ may withdraw Company contributions after two years provided they meet certain conditions and limitations as defined in the plan document.

Note 2. Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment valuation and income recognition: The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's 401(k) Committee determines the Plan's valuation policies utilizing information provided by the investment issuer. See Note 4 for discussion of fair value measurements.

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 in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

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

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Delinquent notes receivable are reclassified as distributions based upon the terms of the plan document.

Payment of benefits: Benefits are recorded when paid.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 2. Significant Accounting Policies (Continued)

Unallocated assets: The amount of assets not allocated to the participants' individual accounts as of December 31, 2024 and 2023, was \$16,985 and \$8,671, respectively, and are included in units of common/collective trust fund on the statements of net assets available for benefits. Unallocated assets consist of distributions to former participants that were not cashed and returned to the Plan. Plan management is working with its service provider to find these participants.

Subsequent events: The Plan Administrator has evaluated subsequent events for potential recognition and/or disclosure through August 27, 2025, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Fidelity Management Trust Company, the Trustee

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and income information for the year ended December 31, 2024, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee that the information provided to the Plan Administrator by the trustee related to the following assets and income is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following assets and income:

	<u>2024</u>	<u>2023</u>
Shares of registered investment companies	<u>\$ 29,105,159</u>	<u>\$ 24,658,796</u>
Units of common/collective trust fund	<u>\$ 1,460,531</u>	<u>\$ 1,793,355</u>
Notes receivable from participants	<u>\$ 133,088</u>	<u>\$ 182,972</u>
Net appreciation in fair value of investments	<u>\$ 3,325,139</u>	
Interest and dividends from investments	<u>\$ 935,836</u>	
Interest income on notes receivable from participants	<u>\$ 11,977</u>	

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 4. Fair Value Measurements

Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

The asset's 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 maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Shares of registered investment companies: Valued at the daily closing price as reported by the fund. Shares of registered investment companies held by the Plan are open ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The shares of registered investment companies held by the Plan are deemed to be actively traded.

Units of common/collective trust fund: Valued at the NAV of units of the common/collective trust fund. The NAV, as provided by the trustee, is used as a practical expedient to estimating fair value. The NAV is based upon the fair value of the underlying investments comprising the trust less its liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 4. Fair Value Measurements (Continued)

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

	2024			
	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	\$ 29,105,159	\$ -	\$ -	\$ 29,105,159
Total assets in fair value hierarchy	\$ 29,105,159	\$ -	\$ -	29,105,159
Investment measured at NAV (a)				1,460,531
Investments at fair value				<u>\$ 30,565,690</u>

	2023			
	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	\$ 24,658,796	\$ -	\$ -	\$ 24,658,796
Total assets in fair value hierarchy	\$ 24,658,796	\$ -	\$ -	24,658,796
Investment measured at NAV (a)				1,793,355
Investments at fair value				<u>\$ 26,452,151</u>

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit the reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

The following table sets forth the fair value of investments in certain entities that calculate NAV per share (or its equivalent) as of December 31, 2024 and 2023:

Investment	Fair Value		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
	2024	2023			
Common/collective trust fund:					
EB Magic 40 Stable Value Fund	\$ 1,460,531	\$ 1,793,355	\$ -	Daily	12 months*

*Redemption notice period is at the plan level.

Changes in fair value levels: To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2024, there were no transfers in or out of Level 3.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 5. 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.

Note 6. Related-Party Transactions

Certain plan investments are shares of registered investment companies managed by Fidelity Management Trust Company, the Plan's trustee. Fees paid to an affiliate of the trustee of the Plan, the recordkeeper, totaled \$30,489 during the year ended December 31, 2024. Administrative expenses paid by the Plan to its investment advisors, which qualify as party-in-interest transactions, totaled \$25,291 for the year ended December 31, 2024.

The Company is the Plan Sponsor and pays certain expenses on behalf of the Plan. In addition, certain employees of the Company are responsible for the administration of the Plan. The employees are compensated by the Company and do not receive any compensation from the Plan. Fees for plan administrative services rendered during the year paid by the Company are based on customary and reasonable rates for such services.

Note 7. Tax Status

Effective January 1, 2023, the Plan adopted a pre-approved defined contribution plan sponsored by FMR LLC. The pre-approved defined contribution plan provider has received an opinion letter from the Internal Revenue Service (IRS) as to the pre-approved defined contribution plan's qualified status. The pre-approved defined contribution plan opinion letter has been relied upon by the Plan. The Plan Administrator believes the Plan is designed and is being operated in compliance with the provisions of the IRC.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 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 statements of net assets available for benefits.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 9. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 30,731,873	\$ 26,936,325
Shares of registered investment companies	(4,810)	(2,960)
Interest-bearing cash	4,810	2,960
Participant contributions receivable	(33,095)	-
Company contributions receivable	-	(301,202)
Notes receivable from participants	(133,088)	(182,972)
Investments - participant loans	133,088	182,972
Net assets available for benefits per Form 5500	<u>\$ 30,698,778</u>	<u>\$ 26,635,123</u>

The following is a reconciliation of change in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2024:

Change in net increase in net assets available for benefits per the financial statements	\$ 3,795,548
Difference in:	
Net appreciation in fair value of investments	(113)
Interest and dividends from investments	113
Participant contributions	(33,095)
Company contributions	301,202
Change in net increase in net assets available for benefits per Form 5500	<u>\$ 4,063,655</u>

Note 10. Prohibited Transactions

During 2023 and 2022, the Plan Sponsor inadvertently failed to deposit \$91,587 and \$212,735, respectively, of participant contributions and loan repayments within the required time frame as stated by the United States Department of Labor regulations. The Plan Sponsor deposited lost earnings to correct these failures in 2024. The Plan Sponsor has filed Form 5330 and paid applicable excise tax to the IRS. The correction and any excise taxes, if applicable, was made from the Plan Sponsor's assets and not from assets of the Plan.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions
Year Ended December 31, 2024**

Employer Identification Number: 36-2762990

Plan Number: 002

Participant Contributions Transferred Late to Plan \$ - Check Here if Late Participant Loan Repayments are Included	Totals That Constitute Prohibited Nonexempt Transactions			
	Contributions Not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
December 31, 2023	\$ -	\$ 91,587	\$ -	\$ -
December 31, 2022	-	212,735	-	-

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Schedule H, Line 4i—Schedule of Assets (Held at End of Year)
December 31, 2024**

Employer Identification Number: 36-2762990

Plan Number: 002

(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	
	Interest-bearing cash:			
*	Fidelity	Fidelity Government Money Market Fund	**	\$ 3
*	Fidelity	Fidelity Government Money Market Fund K6	**	4,807
				<u>4,810</u>
	Shares of registered investment companies:			
	American Funds	American Funds New World Fund	**	2,322,389
	American Funds	American Funds American Balanced Fund	**	995,056
	American Funds	American Funds The Bond Fund of America	**	80,178
	American Funds	American Funds Mortgage Fund	**	254,688
	American Funds	American Funds New Perspective Fund	**	14,499
	American Funds	American Funds 2010 Target Date Fund	**	711,146
	American Funds	American Funds 2020 Target Date Fund	**	1,835,791
	American Funds	American Funds 2025 Target Date Fund	**	286,698
	American Funds	American Funds 2030 Target Date Fund	**	737,011
	American Funds	American Funds 2035 Target Date Fund	**	1,888,834
	American Funds	American Funds 2040 Target Date Fund	**	803,743
	American Funds	American Funds 2045 Target Date Fund	**	72,966
	American Funds	American Funds 2050 Target Date Fund	**	1,953,740
	American Funds	American Funds 2055 Target Date Fund	**	1,204,311
	American Funds	American Funds 2060 Target Date Fund	**	1,002,236
	American Funds	American Funds 2065 Target Date Fund	**	874,215
	Vanguard	Vanguard Real Estate Index Fund Admiral	**	145,208
	PIMCO	PIMCO Emerging Markets Bond Fund	**	153,436
	PIMCO	PIMCO High Yield Institutional Fund	**	398,848
*	Fidelity	Fidelity Mid Cap Index Fund	**	1,222,313
*	Fidelity	Fidelity Small Cap Index Fund	**	1,978,665
*	Fidelity	Fidelity 500 Index Fund	**	2,405,613
*	Fidelity	Fidelity International Index Fund	**	74,205
	JP Morgan	JP Morgan Large Cap growth Fund	**	5,955,754
	MFS	MFS Value Fund	**	460,260
	MFS	MFS International Growth Fund	**	1,045,429
	PIMCO	PIMCO Commodity Real Return Strategic Fund	**	223,117
				<u>29,100,349</u>
	Units of common/collective trust fund:			
	Key Bank	EB Magic 40 Stable Value Fund	**	1,460,531
*	Participants	Participant loans (interest rates at 3.25% to 8.50%, maturing through August 2029)	**	133,088
				<u>\$ 30,698,778</u>

* Represents a party-in-interest investment.

** Cost information is not required for participant-directed investments.

The above information has been certified or provided by Fidelity Management Trust Company, the trustee, as complete and accurate.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Financial Report
December 31, 2024

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Independent Auditor's Report

401(k) Committee
Marshall Associates, Inc. Profit Sharing & 401(k) Plan

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

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

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the 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 (U.S. GAAP).
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of 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 U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about 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.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 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 certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, line 4a—schedule of delinquent participant contributions for the year ended December 31, 2024, and Schedule H, line 4i—schedule of assets (held at end of year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the 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).

RSM US LLP

Schaumburg, Illinois
August 27, 2025

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Statements of Net Assets Available for Benefits
December 31, 2024 and 2023**

	2024	2023
Assets		
Investments, at fair value:		
Shares of registered investment companies	\$ 29,105,159	\$ 24,658,796
Units of common/collective trust fund	1,460,531	1,793,355
	<u>30,565,690</u>	<u>26,452,151</u>
Receivables:		
Participant contributions receivable	33,095	-
Company contributions receivable	-	301,202
Notes receivable from participants	133,088	182,972
	<u>166,183</u>	<u>484,174</u>
Net assets available for benefits	<u>\$ 30,731,873</u>	<u>\$ 26,936,325</u>

See notes to financial statements.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024**

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 3,325,139
Interest and dividends	935,836
	<u>4,260,975</u>
Interest income on notes receivable from participants	<u>11,977</u>
Participant contributions	1,147,969
Rollover contributions	31,647
	<u>1,179,616</u>
Total	<u>5,452,568</u>
Deductions from net assets attributed to:	
Benefits paid	1,601,240
Administrative expenses	55,780
Total deductions	<u>1,657,020</u>
Net increase	3,795,548
Net assets available for benefits:	
Beginning of year	<u>26,936,325</u>
End of year	<u>\$ 30,731,873</u>

See notes to financial statements.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 1. Plan Description

The following description of the Marshall Associates, Inc. Profit Sharing & 401(k) Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan and is intended to provide benefits to participating employees of Marshall Associates, Inc. and Vendor Development Group, Inc. (combined as the Company due to common ownership) upon their retirement, disability, death or termination of employment. Full-time employees of the Company are automatically enrolled in the Plan. Part-time employees are automatically enrolled in the Plan once they reach 1,000 hours during a plan year. Employees are automatically enrolled immediately upon meeting eligibility requirements. Contributions are automatically withheld at 2% of compensation for participants enrolled prior to January 1, 2023, and 6% for participants enrolled on or after January 1, 2023, increasing 1% each year to a maximum of 10%. Employees may elect not to participate in the Plan and may adjust salary deferral amounts at any time. The Plan was adopted on July 1, 1994, and is administered by the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions: Participants may make salary reduction contributions of a portion of compensation instead of receiving that amount in cash. Participants may contribute up to the maximum allowed by the Internal Revenue Code (IRC) on a pretax or post-tax basis. This amount was \$23,000 for the year ended December 31, 2024. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions up to \$7,500. Participants may also contribute a rollover contribution representing all or part of an entire amount received from other qualified plans.

Discretionary Company matching contributions are determined by the Board of Directors for each plan year, but in no event are the contributions to exceed the maximum deduction allowable to the Company under the provisions of the IRC. Plan participants are eligible to receive Company contributions on the first day of the month following the month they have completed 12 months of service, have attained the age of 21 during the plan year, and are actively working as of the last day of the plan year. For the plan year ended December 31, 2024, the Company elected not to pay discretionary matching contributions.

Participant accounts: Each participant's account is credited with the participant's contributions and Company discretionary nonelective contributions, if any. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's discretionary matching contribution portion of their accounts plus actual earnings thereon is based on years of continuous service. A participant is 100% vested after three years of credited service. In the event of death, disability, or retirement at designated ages, participants become fully vested.

Investment options: Upon enrollment in the Plan, a participant may direct contributions in a variety of investment choices as more fully described in the Plan's literature. Participants may change their investment options at any time.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 1. Plan Description (Continued)

Notes receivable from participants: Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. The \$50,000 maximum loan amount is reduced by the participant's highest outstanding loan balance in the previous 12 months over the existing loan balance, if any, on the date a new loan is made. Note terms range from one to five years, except if a note is used for the purchase or construction of a principal residence, in which case the repayment may range from five years to 15 years. The notes are secured by the participant's account balance and bear interest at the prime rate as published in the Wall Street Journal on the first day of the month at note origination, and such rate remains in effect for the full term of the loan. Interest rates were 3.25% to 8.50% for all loans outstanding at December 31, 2024. Principal and interest repayments are made through payroll deductions.

Payment of benefits: Payment of benefits under the Plan may be made at normal retirement age of 55, upon death, disability or termination of employment, in the form of a lump-sum payment or partial distribution. If a participant's vested account balance does not exceed \$5,000, the vested account balance may only be distributed in a single lump-sum payment. Participants who have attained age 59½ and who have not terminated employment may request early payment of benefits. The Plan permits hardship withdrawals, which are subject to the Plan Administrator's approval and the requirements of IRC Sections 401 (a) (11) and 417. Participants over the age of 59½ may withdraw Company contributions after two years provided they meet certain conditions and limitations as defined in the plan document.

Note 2. Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment valuation and income recognition: The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's 401(k) Committee determines the Plan's valuation policies utilizing information provided by the investment issuer. See Note 4 for discussion of fair value measurements.

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 in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

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

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Delinquent notes receivable are reclassified as distributions based upon the terms of the plan document.

Payment of benefits: Benefits are recorded when paid.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 2. Significant Accounting Policies (Continued)

Unallocated assets: The amount of assets not allocated to the participants' individual accounts as of December 31, 2024 and 2023, was \$16,985 and \$8,671, respectively, and are included in units of common/collective trust fund on the statements of net assets available for benefits. Unallocated assets consist of distributions to former participants that were not cashed and returned to the Plan. Plan management is working with its service provider to find these participants.

Subsequent events: The Plan Administrator has evaluated subsequent events for potential recognition and/or disclosure through August 27, 2025, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Fidelity Management Trust Company, the Trustee

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and income information for the year ended December 31, 2024, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee that the information provided to the Plan Administrator by the trustee related to the following assets and income is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following assets and income:

	<u>2024</u>	<u>2023</u>
Shares of registered investment companies	<u>\$ 29,105,159</u>	<u>\$ 24,658,796</u>
Units of common/collective trust fund	<u>\$ 1,460,531</u>	<u>\$ 1,793,355</u>
Notes receivable from participants	<u>\$ 133,088</u>	<u>\$ 182,972</u>
Net appreciation in fair value of investments	<u>\$ 3,325,139</u>	
Interest and dividends from investments	<u>\$ 935,836</u>	
Interest income on notes receivable from participants	<u>\$ 11,977</u>	

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 4. Fair Value Measurements

Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

The asset's 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 maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Shares of registered investment companies: Valued at the daily closing price as reported by the fund. Shares of registered investment companies held by the Plan are open ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The shares of registered investment companies held by the Plan are deemed to be actively traded.

Units of common/collective trust fund: Valued at the NAV of units of the common/collective trust fund. The NAV, as provided by the trustee, is used as a practical expedient to estimating fair value. The NAV is based upon the fair value of the underlying investments comprising the trust less its liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 4. Fair Value Measurements (Continued)

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

	2024			
	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	\$ 29,105,159	\$ -	\$ -	\$ 29,105,159
Total assets in fair value hierarchy	\$ 29,105,159	\$ -	\$ -	29,105,159
Investment measured at NAV (a)				1,460,531
Investments at fair value				\$ 30,565,690

	2023			
	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	\$ 24,658,796	\$ -	\$ -	\$ 24,658,796
Total assets in fair value hierarchy	\$ 24,658,796	\$ -	\$ -	24,658,796
Investment measured at NAV (a)				1,793,355
Investments at fair value				\$ 26,452,151

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit the reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

The following table sets forth the fair value of investments in certain entities that calculate NAV per share (or its equivalent) as of December 31, 2024 and 2023:

Investment	Fair Value		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
	2024	2023			
Common/collective trust fund:					
EB Magic 40 Stable Value Fund	\$ 1,460,531	\$ 1,793,355	\$ -	Daily	12 months*

*Redemption notice period is at the plan level.

Changes in fair value levels: To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2024, there were no transfers in or out of Level 3.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 5. 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.

Note 6. Related-Party Transactions

Certain plan investments are shares of registered investment companies managed by Fidelity Management Trust Company, the Plan's trustee. Fees paid to an affiliate of the trustee of the Plan, the recordkeeper, totaled \$30,489 during the year ended December 31, 2024. Administrative expenses paid by the Plan to its investment advisors, which qualify as party-in-interest transactions, totaled \$25,291 for the year ended December 31, 2024.

The Company is the Plan Sponsor and pays certain expenses on behalf of the Plan. In addition, certain employees of the Company are responsible for the administration of the Plan. The employees are compensated by the Company and do not receive any compensation from the Plan. Fees for plan administrative services rendered during the year paid by the Company are based on customary and reasonable rates for such services.

Note 7. Tax Status

Effective January 1, 2023, the Plan adopted a pre-approved defined contribution plan sponsored by FMR LLC. The pre-approved defined contribution plan provider has received an opinion letter from the Internal Revenue Service (IRS) as to the pre-approved defined contribution plan's qualified status. The pre-approved defined contribution plan opinion letter has been relied upon by the Plan. The Plan Administrator believes the Plan is designed and is being operated in compliance with the provisions of the IRC.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 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 statements of net assets available for benefits.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 9. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 30,731,873	\$ 26,936,325
Shares of registered investment companies	(4,810)	(2,960)
Interest-bearing cash	4,810	2,960
Participant contributions receivable	(33,095)	-
Company contributions receivable	-	(301,202)
Notes receivable from participants	(133,088)	(182,972)
Investments - participant loans	133,088	182,972
Net assets available for benefits per Form 5500	<u>\$ 30,698,778</u>	<u>\$ 26,635,123</u>

The following is a reconciliation of change in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2024:

Change in net increase in net assets available for benefits per the financial statements	\$ 3,795,548
Difference in:	
Net appreciation in fair value of investments	(113)
Interest and dividends from investments	113
Participant contributions	(33,095)
Company contributions	301,202
Change in net increase in net assets available for benefits per Form 5500	<u>\$ 4,063,655</u>

Note 10. Prohibited Transactions

During 2023 and 2022, the Plan Sponsor inadvertently failed to deposit \$91,587 and \$212,735, respectively, of participant contributions and loan repayments within the required time frame as stated by the United States Department of Labor regulations. The Plan Sponsor deposited lost earnings to correct these failures in 2024. The Plan Sponsor has filed Form 5330 and paid applicable excise tax to the IRS. The correction and any excise taxes, if applicable, was made from the Plan Sponsor's assets and not from assets of the Plan.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions
Year Ended December 31, 2024**

Employer Identification Number: 36-2762990

Plan Number: 002

Participant Contributions Transferred Late to Plan \$ - Check Here if Late Participant Loan Repayments are Included	Totals That Constitute Prohibited Nonexempt Transactions			
	Contributions Not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
December 31, 2023	\$ -	\$ 91,587	\$ -	\$ -
December 31, 2022	-	212,735	-	-

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Schedule H, Line 4i—Schedule of Assets (Held at End of Year)
December 31, 2024**

Employer Identification Number: 36-2762990

Plan Number: 002

(a)	(b)	(c)	(d)	(e)
Identity of Lessor, or Similar Party	Issue, Borrower, or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
		Interest-bearing cash:		
*	Fidelity	Fidelity Government Money Market Fund	**	\$ 3
*	Fidelity	Fidelity Government Money Market Fund K6	**	4,807
				<u>4,810</u>
		Shares of registered investment companies:		
	American Funds	American Funds New World Fund	**	2,322,389
	American Funds	American Funds American Balanced Fund	**	995,056
	American Funds	American Funds The Bond Fund of America	**	80,178
	American Funds	American Funds Mortgage Fund	**	254,688
	American Funds	American Funds New Perspective Fund	**	14,499
	American Funds	American Funds 2010 Target Date Fund	**	711,146
	American Funds	American Funds 2020 Target Date Fund	**	1,835,791
	American Funds	American Funds 2025 Target Date Fund	**	286,698
	American Funds	American Funds 2030 Target Date Fund	**	737,011
	American Funds	American Funds 2035 Target Date Fund	**	1,888,834
	American Funds	American Funds 2040 Target Date Fund	**	803,743
	American Funds	American Funds 2045 Target Date Fund	**	72,966
	American Funds	American Funds 2050 Target Date Fund	**	1,953,740
	American Funds	American Funds 2055 Target Date Fund	**	1,204,311
	American Funds	American Funds 2060 Target Date Fund	**	1,002,236
	American Funds	American Funds 2065 Target Date Fund	**	874,215
	Vanguard	Vanguard Real Estate Index Fund Admiral	**	145,208
	PIMCO	PIMCO Emerging Markets Bond Fund	**	153,436
	PIMCO	PIMCO High Yield Institutional Fund	**	398,848
*	Fidelity	Fidelity Mid Cap Index Fund	**	1,222,313
*	Fidelity	Fidelity Small Cap Index Fund	**	1,978,665
*	Fidelity	Fidelity 500 Index Fund	**	2,405,613
*	Fidelity	Fidelity International Index Fund	**	74,205
	JP Morgan	JP Morgan Large Cap growth Fund	**	5,955,754
	MFS	MFS Value Fund	**	460,260
	MFS	MFS International Growth Fund	**	1,045,429
	PIMCO	PIMCO Commodity Real Return Strategic Fund	**	223,117
				<u>29,100,349</u>
		Units of common/collective trust fund:		
	Key Bank	EB Magic 40 Stable Value Fund	**	1,460,531
*	Participants	Participant loans (interest rates at 3.25% to 8.50%, maturing through August 2029)	**	133,088
				<u>\$ 30,698,778</u>

* Represents a party-in-interest investment.

** Cost information is not required for participant-directed investments.

The above information has been certified or provided by Fidelity Management Trust Company, the trustee, as complete and accurate.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Financial Report
December 31, 2024

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Independent Auditor's Report

401(k) Committee
Marshall Associates, Inc. Profit Sharing & 401(k) Plan

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

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

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

Management has obtained certifications from a qualified institution as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the 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 (U.S. GAAP).
- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of 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 U.S. GAAP, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about 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.

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of 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 certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with U.S. GAAP.

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

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, line 4a—schedule of delinquent participant contributions for the year ended December 31, 2024, and Schedule H, line 4i—schedule of assets (held at end of year) as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the 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).

RSM US LLP

Schaumburg, Illinois
August 27, 2025

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Statements of Net Assets Available for Benefits
December 31, 2024 and 2023**

	2024	2023
Assets		
Investments, at fair value:		
Shares of registered investment companies	\$ 29,105,159	\$ 24,658,796
Units of common/collective trust fund	1,460,531	1,793,355
	<u>30,565,690</u>	<u>26,452,151</u>
Receivables:		
Participant contributions receivable	33,095	-
Company contributions receivable	-	301,202
Notes receivable from participants	133,088	182,972
	<u>166,183</u>	<u>484,174</u>
Net assets available for benefits	<u>\$ 30,731,873</u>	<u>\$ 26,936,325</u>

See notes to financial statements.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2024**

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 3,325,139
Interest and dividends	935,836
	<u>4,260,975</u>
Interest income on notes receivable from participants	<u>11,977</u>
Participant contributions	1,147,969
Rollover contributions	31,647
	<u>1,179,616</u>
Total	<u>5,452,568</u>
Deductions from net assets attributed to:	
Benefits paid	1,601,240
Administrative expenses	55,780
Total deductions	<u>1,657,020</u>
Net increase	3,795,548
Net assets available for benefits:	
Beginning of year	<u>26,936,325</u>
End of year	<u>\$ 30,731,873</u>

See notes to financial statements.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 1. Plan Description

The following description of the Marshall Associates, Inc. Profit Sharing & 401(k) Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan and is intended to provide benefits to participating employees of Marshall Associates, Inc. and Vendor Development Group, Inc. (combined as the Company due to common ownership) upon their retirement, disability, death or termination of employment. Full-time employees of the Company are automatically enrolled in the Plan. Part-time employees are automatically enrolled in the Plan once they reach 1,000 hours during a plan year. Employees are automatically enrolled immediately upon meeting eligibility requirements. Contributions are automatically withheld at 2% of compensation for participants enrolled prior to January 1, 2023, and 6% for participants enrolled on or after January 1, 2023, increasing 1% each year to a maximum of 10%. Employees may elect not to participate in the Plan and may adjust salary deferral amounts at any time. The Plan was adopted on July 1, 1994, and is administered by the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions: Participants may make salary reduction contributions of a portion of compensation instead of receiving that amount in cash. Participants may contribute up to the maximum allowed by the Internal Revenue Code (IRC) on a pretax or post-tax basis. This amount was \$23,000 for the year ended December 31, 2024. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions up to \$7,500. Participants may also contribute a rollover contribution representing all or part of an entire amount received from other qualified plans.

Discretionary Company matching contributions are determined by the Board of Directors for each plan year, but in no event are the contributions to exceed the maximum deduction allowable to the Company under the provisions of the IRC. Plan participants are eligible to receive Company contributions on the first day of the month following the month they have completed 12 months of service, have attained the age of 21 during the plan year, and are actively working as of the last day of the plan year. For the plan year ended December 31, 2024, the Company elected not to pay discretionary matching contributions.

Participant accounts: Each participant's account is credited with the participant's contributions and Company discretionary nonelective contributions, if any. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Company's discretionary matching contribution portion of their accounts plus actual earnings thereon is based on years of continuous service. A participant is 100% vested after three years of credited service. In the event of death, disability, or retirement at designated ages, participants become fully vested.

Investment options: Upon enrollment in the Plan, a participant may direct contributions in a variety of investment choices as more fully described in the Plan's literature. Participants may change their investment options at any time.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 1. Plan Description (Continued)

Notes receivable from participants: Participants may borrow from their accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. The \$50,000 maximum loan amount is reduced by the participant's highest outstanding loan balance in the previous 12 months over the existing loan balance, if any, on the date a new loan is made. Note terms range from one to five years, except if a note is used for the purchase or construction of a principal residence, in which case the repayment may range from five years to 15 years. The notes are secured by the participant's account balance and bear interest at the prime rate as published in the Wall Street Journal on the first day of the month at note origination, and such rate remains in effect for the full term of the loan. Interest rates were 3.25% to 8.50% for all loans outstanding at December 31, 2024. Principal and interest repayments are made through payroll deductions.

Payment of benefits: Payment of benefits under the Plan may be made at normal retirement age of 55, upon death, disability or termination of employment, in the form of a lump-sum payment or partial distribution. If a participant's vested account balance does not exceed \$5,000, the vested account balance may only be distributed in a single lump-sum payment. Participants who have attained age 59½ and who have not terminated employment may request early payment of benefits. The Plan permits hardship withdrawals, which are subject to the Plan Administrator's approval and the requirements of IRC Sections 401 (a) (11) and 417. Participants over the age of 59½ may withdraw Company contributions after two years provided they meet certain conditions and limitations as defined in the plan document.

Note 2. Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment valuation and income recognition: The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's 401(k) Committee determines the Plan's valuation policies utilizing information provided by the investment issuer. See Note 4 for discussion of fair value measurements.

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 in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

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

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Delinquent notes receivable are reclassified as distributions based upon the terms of the plan document.

Payment of benefits: Benefits are recorded when paid.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 2. Significant Accounting Policies (Continued)

Unallocated assets: The amount of assets not allocated to the participants' individual accounts as of December 31, 2024 and 2023, was \$16,985 and \$8,671, respectively, and are included in units of common/collective trust fund on the statements of net assets available for benefits. Unallocated assets consist of distributions to former participants that were not cashed and returned to the Plan. Plan management is working with its service provider to find these participants.

Subsequent events: The Plan Administrator has evaluated subsequent events for potential recognition and/or disclosure through August 27, 2025, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Fidelity Management Trust Company, the Trustee

The following is a summary of the Plan's asset information as of December 31, 2024 and 2023, and income information for the year ended December 31, 2024, that was prepared by or derived from information provided by the trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee that the information provided to the Plan Administrator by the trustee related to the following assets and income is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following assets and income:

	<u>2024</u>	<u>2023</u>
Shares of registered investment companies	<u>\$ 29,105,159</u>	<u>\$ 24,658,796</u>
Units of common/collective trust fund	<u>\$ 1,460,531</u>	<u>\$ 1,793,355</u>
Notes receivable from participants	<u>\$ 133,088</u>	<u>\$ 182,972</u>
Net appreciation in fair value of investments	<u>\$ 3,325,139</u>	
Interest and dividends from investments	<u>\$ 935,836</u>	
Interest income on notes receivable from participants	<u>\$ 11,977</u>	

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 4. Fair Value Measurements

Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under ASC 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

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

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

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

The asset's 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 maximize the use of observable inputs and minimize the use of unobservable inputs.

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

Shares of registered investment companies: Valued at the daily closing price as reported by the fund. Shares of registered investment companies held by the Plan are open ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The shares of registered investment companies held by the Plan are deemed to be actively traded.

Units of common/collective trust fund: Valued at the NAV of units of the common/collective trust fund. The NAV, as provided by the trustee, is used as a practical expedient to estimating fair value. The NAV is based upon the fair value of the underlying investments comprising the trust less its liabilities. The practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 4. Fair Value Measurements (Continued)

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

	2024			
	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	\$ 29,105,159	\$ -	\$ -	\$ 29,105,159
Total assets in fair value hierarchy	\$ 29,105,159	\$ -	\$ -	29,105,159
Investment measured at NAV (a)				1,460,531
Investments at fair value				\$ 30,565,690

	2023			
	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	\$ 24,658,796	\$ -	\$ -	\$ 24,658,796
Total assets in fair value hierarchy	\$ 24,658,796	\$ -	\$ -	24,658,796
Investment measured at NAV (a)				1,793,355
Investments at fair value				\$ 26,452,151

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit the reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

The following table sets forth the fair value of investments in certain entities that calculate NAV per share (or its equivalent) as of December 31, 2024 and 2023:

Investment	Fair Value		Unfunded Commitment	Redemption Frequency	Redemption Notice Period
	2024	2023			
Common/collective trust fund:					
EB Magic 40 Stable Value Fund	\$ 1,460,531	\$ 1,793,355	\$ -	Daily	12 months*

*Redemption notice period is at the plan level.

Changes in fair value levels: To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2024, there were no transfers in or out of Level 3.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 5. 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.

Note 6. Related-Party Transactions

Certain plan investments are shares of registered investment companies managed by Fidelity Management Trust Company, the Plan's trustee. Fees paid to an affiliate of the trustee of the Plan, the recordkeeper, totaled \$30,489 during the year ended December 31, 2024. Administrative expenses paid by the Plan to its investment advisors, which qualify as party-in-interest transactions, totaled \$25,291 for the year ended December 31, 2024.

The Company is the Plan Sponsor and pays certain expenses on behalf of the Plan. In addition, certain employees of the Company are responsible for the administration of the Plan. The employees are compensated by the Company and do not receive any compensation from the Plan. Fees for plan administrative services rendered during the year paid by the Company are based on customary and reasonable rates for such services.

Note 7. Tax Status

Effective January 1, 2023, the Plan adopted a pre-approved defined contribution plan sponsored by FMR LLC. The pre-approved defined contribution plan provider has received an opinion letter from the Internal Revenue Service (IRS) as to the pre-approved defined contribution plan's qualified status. The pre-approved defined contribution plan opinion letter has been relied upon by the Plan. The Plan Administrator believes the Plan is designed and is being operated in compliance with the provisions of the IRC.

U.S. GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 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 statements of net assets available for benefits.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

Notes to Financial Statements

Note 9. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 30,731,873	\$ 26,936,325
Shares of registered investment companies	(4,810)	(2,960)
Interest-bearing cash	4,810	2,960
Participant contributions receivable	(33,095)	-
Company contributions receivable	-	(301,202)
Notes receivable from participants	(133,088)	(182,972)
Investments - participant loans	133,088	182,972
Net assets available for benefits per Form 5500	<u>\$ 30,698,778</u>	<u>\$ 26,635,123</u>

The following is a reconciliation of change in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2024:

Change in net increase in net assets available for benefits per the financial statements	\$ 3,795,548
Difference in:	
Net appreciation in fair value of investments	(113)
Interest and dividends from investments	113
Participant contributions	(33,095)
Company contributions	301,202
Change in net increase in net assets available for benefits per Form 5500	<u>\$ 4,063,655</u>

Note 10. Prohibited Transactions

During 2023 and 2022, the Plan Sponsor inadvertently failed to deposit \$91,587 and \$212,735, respectively, of participant contributions and loan repayments within the required time frame as stated by the United States Department of Labor regulations. The Plan Sponsor deposited lost earnings to correct these failures in 2024. The Plan Sponsor has filed Form 5330 and paid applicable excise tax to the IRS. The correction and any excise taxes, if applicable, was made from the Plan Sponsor's assets and not from assets of the Plan.

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Schedule H, Line 4a—Schedule of Delinquent Participant Contributions
Year Ended December 31, 2024**

Employer Identification Number: 36-2762990

Plan Number: 002

Participant Contributions Transferred Late to Plan \$ - Check Here if Late Participant Loan Repayments are Included	Totals That Constitute Prohibited Nonexempt Transactions			
	Contributions Not Corrected	Contributions Corrected Outside of VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
December 31, 2023	\$ -	\$ 91,587	\$ -	\$ -
December 31, 2022	-	212,735	-	-

Marshall Associates, Inc. Profit Sharing & 401(k) Plan

**Schedule H, Line 4i—Schedule of Assets (Held at End of Year)
December 31, 2024**

Employer Identification Number: 36-2762990

Plan Number: 002

(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	
	Interest-bearing cash:			
*	Fidelity	Fidelity Government Money Market Fund	**	\$ 3
*	Fidelity	Fidelity Government Money Market Fund K6	**	4,807
				<u>4,810</u>
	Shares of registered investment companies:			
	American Funds	American Funds New World Fund	**	2,322,389
	American Funds	American Funds American Balanced Fund	**	995,056
	American Funds	American Funds The Bond Fund of America	**	80,178
	American Funds	American Funds Mortgage Fund	**	254,688
	American Funds	American Funds New Perspective Fund	**	14,499
	American Funds	American Funds 2010 Target Date Fund	**	711,146
	American Funds	American Funds 2020 Target Date Fund	**	1,835,791
	American Funds	American Funds 2025 Target Date Fund	**	286,698
	American Funds	American Funds 2030 Target Date Fund	**	737,011
	American Funds	American Funds 2035 Target Date Fund	**	1,888,834
	American Funds	American Funds 2040 Target Date Fund	**	803,743
	American Funds	American Funds 2045 Target Date Fund	**	72,966
	American Funds	American Funds 2050 Target Date Fund	**	1,953,740
	American Funds	American Funds 2055 Target Date Fund	**	1,204,311
	American Funds	American Funds 2060 Target Date Fund	**	1,002,236
	American Funds	American Funds 2065 Target Date Fund	**	874,215
	Vanguard	Vanguard Real Estate Index Fund Admiral	**	145,208
	PIMCO	PIMCO Emerging Markets Bond Fund	**	153,436
	PIMCO	PIMCO High Yield Institutional Fund	**	398,848
*	Fidelity	Fidelity Mid Cap Index Fund	**	1,222,313
*	Fidelity	Fidelity Small Cap Index Fund	**	1,978,665
*	Fidelity	Fidelity 500 Index Fund	**	2,405,613
*	Fidelity	Fidelity International Index Fund	**	74,205
	JP Morgan	JP Morgan Large Cap growth Fund	**	5,955,754
	MFS	MFS Value Fund	**	460,260
	MFS	MFS International Growth Fund	**	1,045,429
	PIMCO	PIMCO Commodity Real Return Strategic Fund	**	223,117
				<u>29,100,349</u>
	Units of common/collective trust fund:			
	Key Bank	EB Magic 40 Stable Value Fund	**	1,460,531
*	Participants	Participant loans (interest rates at 3.25% to 8.50%, maturing through August 2029)	**	133,088
				<u>\$ 30,698,778</u>

* Represents a party-in-interest investment.

** Cost information is not required for participant-directed investments.

The above information has been certified or provided by Fidelity Management Trust Company, the trustee, as complete and accurate.