

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	255
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)	247
	6a(2)	252
	6b	3
	6c	5
	6d	260
	6e	6
	6f	266
	6g(1)	247
6g(2)	245	
6h		
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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 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 _____
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(4) <input type="checkbox"/> C (Service Provider Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement Plan Information)	(5) <input type="checkbox"/> D (DFE/Participating Plan Information)
	(6) <input type="checkbox"/> G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan LEGAL SERVICES OF NEW JERSEY INC ER 403B	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 LEGAL SERVICES OF NEW JERSEY, INC.	D Employer Identification Number (EIN) 22-2059939

Part I	Asset and Liability Statement
---------------	--------------------------------------

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

Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	1b(1)	130394
(2) Participant contributions	1b(2)	
(3) Other	1b(3)	
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1486009
(2) U.S. Government securities	1c(2)	
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	1c(3)(A)	
(B) All other	1c(3)(B)	
(4) Corporate stocks (other than employer securities):		
(A) Preferred	1c(4)(A)	
(B) Common	1c(4)(B)	
(5) Partnership/joint venture interests	1c(5)	
(6) Real estate (other than employer real property)	1c(6)	
(7) Loans (other than to participants)	1c(7)	
(8) Participant loans	1c(8)	200866
(9) Value of interest in common/collective trusts	1c(9)	
(10) Value of interest in pooled separate accounts	1c(10)	
(11) Value of interest in master trust investment accounts	1c(11)	
(12) Value of interest in 103-12 investment entities	1c(12)	
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	18752824
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	
(15) Other	1c(15)	23208966

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation.....	1e		
f Total assets (add all amounts in lines 1a through 1e).....	1f	20570093	24602444
Liabilities			
g Benefit claims payable.....	1g		
h Operating payables.....	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	20570093	24602444

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)	1727621	
(B) Participants.....	2a(1)(B)		
(C) Others (including rollovers).....	2a(1)(C)	29684	
(2) Noncash contributions.....	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		1757305
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(B) U.S. Government securities.....	2b(1)(B)		
(C) Corporate debt instruments.....	2b(1)(C)		
(D) Loans (other than to participants).....	2b(1)(D)		
(E) Participant loans.....	2b(1)(E)	10863	
(F) Other.....	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		10863
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)		
(B) Common stock.....	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1165896	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1165896
(3) Rents.....	2b(3)		
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)		
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)		
(B) Other.....	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2604269
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		5538333

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	1498528	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1498528
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses.....	2i(11)	7454	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		7454
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1505982

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		4032351
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **WISS & COMPANY, LLP**

(2) EIN: **22-1732349**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		16000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

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

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

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



**LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS PLAN**

**FINANCIAL REPORT
DECEMBER 31, 2024**



Wiss & Company, LLP
100 Campus Drive, Suite 400
Florham Park, NJ 07932
(973) 994-9400 • wiss.com

INDEPENDENT AUDITORS' REPORT

To the Trustees of
Legal Services of New Jersey Tax Deferred Savings Plan

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

We have performed audits of the accompanying financial statements of Legal Services of New Jersey Tax Deferred Savings 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, and the related statement of changes in net assets available for benefits for the year ended December 31, 2024, and the related notes to the financial statements.

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

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

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditors' 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.
- 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 Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditors' Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedule Required by ERISA

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

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

In our opinion:

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

Wiss & Company
WISS & COMPANY, LLP

Florham Park, New Jersey
September 22, 2025

**LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS PLAN**

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2024	2023
ASSETS		
Investments, at fair value:		
Mutual funds	\$ 23,208,966	\$ 18,752,824
Cash and equivalents	1,054,765	1,486,009
	24,263,731	20,238,833
Receivables:		
Notes receivable from participants	173,763	200,866
Employer contributions receivable	164,950	130,394
	338,713	331,260
NET ASSETS AVAILABLE FOR BENEFITS	\$ 24,602,444	\$ 20,570,093

See accompanying notes to financial statements.

**LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS 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	\$ 2,604,269	
Interest and dividend income	<u>1,165,896</u>	
		\$ 3,770,165

Interest income on notes receivable from participants 10,863

Contributions:

Rollover	29,684	
Employer	<u>1,727,621</u>	
		<u>1,757,305</u>

Total Additions 5,538,333

DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:

Benefits paid to participants	1,498,528	
Administrative expenses	<u>7,454</u>	
Total Deductions		<u>1,505,982</u>

NET INCREASE 4,032,351

NET ASSETS AVAILABLE FOR BENEFITS:

Beginning of year	<u>20,570,093</u>
End of year	<u>\$ 24,602,444</u>

See accompanying notes to financial statements.

LEGAL SERVICES OF NEW JERSEY TAX DEFERRED SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

Note 1 - Description of Plan:

The following description of the Legal Services of New Jersey Tax Deferred Savings Plan (the “Plan”) is provided for general informational purposes only. Participants should refer to the Plan agreement for a more complete description of the Plan’s provisions.

General - The Plan is sponsored by Legal Services of New Jersey, Inc. (the “Company” or “Plan Sponsor”). The Plan is a defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). An employee is eligible to participate in the Plan if he or she (a) is regularly scheduled to work more than 19 hours of service per week, (b) is not part of an excluded class of employees (student employees and independent contractors) and (c) successfully completes the introductory period as provided by the Company in a policy manual and as stated at the time of hire in each employee’s employment agreement (for Plan purposes, no introductory period shall extend longer than 12 months).

Plan Administration - The Plan is administered by the Plan Sponsor. The Plan’s assets are held by Fidelity Management Trust Company (the “Custodian”), who is responsible for the custody and management of the Plan’s assets.

Contributions - The Company has the option to make a discretionary contribution to each eligible employee. During the year ended December 31, 2024, the Company contributed a percentage of each eligible employee’s compensation based on the employee’s years of service as outlined in the following table:

<u>Years of Service Completed</u>	<u>Percentage of Compensation</u>
0-5	5%
6-10	7%
11-15	9%
16-20	11%
21-25	13%
26 and above	15%

These contributions were subject to the Internal Revenue Code (IRC) limitations.

Vesting - Participants are immediately 100% vested in all contributions.

Participant Accounts - Individual accounts are established for each plan participant. Each participant’s account is credited with the allocation of (a) the Company’s contribution, if any, (b) Plan earnings, and charged with an allocation of (c) administrative expenses and (d) Plan losses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant’s vested account.

Payment of Benefits - On termination of services due to death, disability or retirement, a participant receives an amount equal to the value of the participant’s vested interest in their account in a lump-sum. For termination of service due to other reasons, a participant may receive the value of the vested interest in their account as a lump-sum distribution. If death occurs prior to retirement, the participant’s account is paid to the designated beneficiary.

LEGAL SERVICES OF NEW JERSEY TAX DEFERRED SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

Forfeitures - While forfeitures are not currently anticipated under the Plan, any forfeitures that may occur shall be used to offset future employer contributions or pay Plan expenses. At December 31, 2024 and 2023, no forfeitures were utilized.

Note 2 - Summary of Significant Accounting Policies:

Basis of Accounting - The accompanying financial statements are prepared on the accrual basis of accounting.

Use of Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions to and deductions in net assets available for benefits during the reporting period. Actual results, as determined at a later date, could differ from those estimates.

Investment Valuation and Income Recognition - Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for a 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 includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Cash and Equivalents - Cash and equivalents include a money market fund and other highly liquid short-term investments purchased with maturities of three months or less.

Notes Receivable from Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when incurred. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, based upon the terms of the Plan Document, the participant loan balance is reduced and a benefit payment is recorded.

Administrative Expenses - Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants and general plan administration are charged directly to the participant's account and included in administrative expenses. Recordkeeping and investment related expenses are included in net appreciation of fair value of investments.

Payment of Benefits - Benefits are recorded when paid.

Subsequent Events - The Plan Administrator has reviewed and evaluated all events and transactions from December 31, 2024 through September 22, 2025, the date the financial statements were available to be issued. The effects of those events and transactions that provide additional pertinent information about conditions that existed at the Statements of Net Assets Available for Benefits date, have been recognized in the accompanying financial statements.

LEGAL SERVICES OF NEW JERSEY TAX DEFERRED SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

Note 3 - Certified Investment Information:

The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosures under ERISA. Accordingly, the Custodian, a qualified institution, has certified that the following investment information included in the accompanying financial statements and ERISA-required supplemental schedule is complete and accurate:

- a) Investments, as shown in the Statements of Net Assets Available for Benefits as of December 31, 2024 and 2023.
- b) Investment income, as shown in the Statement of Changes in Net Assets Available for Benefits for the year ended December 31, 2024.
- c) Investment information included in the Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year), as of December 31, 2024, as shown on the ERISA-required supplemental schedule of assets (held at end of year).

At the request of the Plan Administrator, the Plan's independent auditors did not perform auditing procedures with respect to this certified information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedule of assets (held at end of year).

Note 4 - Fair Value Measurements:

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

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

Level 2 - Inputs to the valuation methodology include:

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

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

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

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

LEGAL SERVICES OF NEW JERSEY TAX DEFERRED SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

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

- *Mutual funds*: Valued at the closing price reported in the market the fund is traded in.
- *Cash and equivalents*: Initially valued at transaction price. Carrying value approximates fair value as maturities are less than three months.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan Administrator believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

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

Investments at Fair Value as of December 31, 2024

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Mutual funds	\$ 23,208,966	\$ -	\$ -	\$ 23,208,966
Cash and equivalents	-	1,054,765	-	1,054,765
Total investments at fair value	\$ 23,208,966	\$ 1,054,765	\$ -	\$ 24,263,731

Investments at Fair Value as of December 31, 2023

	<i>Level 1</i>	<i>Level 2</i>	<i>Level 3</i>	<i>Total</i>
Mutual funds	\$ 18,752,824	\$ -	\$ -	\$ 18,752,824
Cash and equivalents	-	1,486,009	-	1,486,009
Total investments at fair value	\$ 18,752,824	\$ 1,486,009	\$ -	\$ 20,238,833

Transfers Between Levels

The availability of observable market data is monitored to assess the appropriate classification of financial instruments within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. For the years ended December 31, 2024 and 2023, there were no significant transfers in or out of levels 1, 2, or 3.

LEGAL SERVICES OF NEW JERSEY TAX DEFERRED SAVINGS 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. No contributions are forfeited when made to participants. Under no circumstances may the Company take ownership of any of the Plan's assets as a result of Plan termination.

Note 6 - Notes Receivable from Participants:

Participants may obtain loans from the Plan at a minimum of \$1,000 and maximum of one-half of a participant's account balance, or \$50,000 whichever is less. A participant can only have one loan outstanding from the Plan at a given time. Loans bear interest at a reasonable interest rate as reflected by local banks (Prime plus 0.25%) and are collateralized by the participant's account balance. Loans are generally payable through payroll deductions within five years, fifteen years for the purchase of a principal residence.

Note 7 - Tax Status:

The Plan has been designed to qualify under Section 403(b) of the Internal Revenue Code (Code). The terms of the Plan have been prepared to conform with the sample language provided by the Internal Revenue Service (IRS) in Revenue Procedure 2007-71. The Plan is required to operate in conformity with the Code to maintain the tax-exempt status for plan participants under section 403(b).

Note 8 - Risks and Uncertainties and Concentration in Investment Risk:

Investment securities, in general, are exposed to various risks, such as interest rate, credit and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participant's account balances and the amounts reported in the financial statements.

The Plan offers participants the option to invest in securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage backed securities, including securities backed by sub-prime mortgage loans. The value, liquidity and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

The Plan did not invest in any funds that comprised 10% or more of total investments at December 31, 2024 and 2023.

Note 9 - Party-in-Interest:

The Custodian of the Plan's assets, manages the Plan's investments which include various mutual funds of Fidelity Investments. Fees paid to the Custodian by the Plan totaled \$7,454 in 2024.

LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS PLAN

SUPPLEMENTAL INFORMATION

SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

EIN: 22-2059939
PLAN NUMBER: 001

Schedule 1

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(e) Fair Value
	Mutual funds:		
*	Fidelity Investments	FID GROWTH COMPANY	\$ 2,289,102
*	Fidelity Investments	FID BLUE CHIP GR	1,859,260
*	Fidelity Investments	FID CONTRAFUND	1,570,190
*	Fidelity Investments	FID FREEDOM 2040 K	1,483,267
*	Fidelity Investments	FID 500 INDEX	1,363,140
*	Fidelity Investments	FID MAGELLAN	1,316,572
*	Fidelity Investments	FID FREEDOM 2030 K	1,093,958
*	Fidelity Investments	FID FREEDOM 2035 K	985,978
*	Fidelity Investments	FID EQUITY INC	897,413
*	Fidelity Investments	FID FREEDOM 2050 K	775,509
*	Fidelity Investments	FID FREEDOM 2045 K	757,961
*	Fidelity Investments	FID FREEDOM INC K	606,027
*	Fidelity Investments	FID PURITAN	545,319
*	Fidelity Investments	FID OTC PORTFOLIO	487,518
*	Fidelity Investments	FID FREEDOM 2020 K	460,488
*	Fidelity Investments	FID FREEDOM 2025 K	411,620
*	Fidelity Investments	FID BALANCED	401,092
*	Fidelity Investments	FID ASSET MGR 70%	373,138
*	Fidelity Investments	FID SEL SEMICONDUCT	309,152
*	Fidelity Investments	FID ASSET MGR 50%	290,291
*	Fidelity Investments	FID ASSET MGR 20%	265,376
*	Fidelity Investments	FID NATURAL RES	260,253
*	Fidelity Investments	FID SEL BIOTECH	252,563
*	Fidelity Investments	FID FREEDOM 2060 K	231,733
*	Fidelity Investments	FID DISCIPLND EQTY	197,386
*	Fidelity Investments	FID DIVIDEND GR	192,095
*	Fidelity Investments	FID WORLDWIDE	186,761
*	Fidelity Investments	FID NASDAQ COMP INDX	181,016
*	Fidelity Investments	FID FREEDOM 2055 K	157,646
*	Fidelity Investments	FID INTERMED BOND	141,090
*	Fidelity Investments	FID SEL INSURANCE	121,181
*	Fidelity Investments	FID FREEDOM 2065 K	116,205
*	Fidelity Investments	FID FDM IDX 2045 IPR	115,068
*	Fidelity Investments	FID GNMA	113,036
*	Fidelity Investments	FID GROWTH & INC	104,160
*	Fidelity Investments	FID INTL INDEX	103,956
*	Fidelity Investments	FID CAPITAL APPREC	103,140
*	Fidelity Investments	FID TOTAL MKT IDX	99,070
*	Fidelity Investments	FID SEL HTH CARE SVC	97,974
*	Fidelity Investments	FID SEL SOFTWARE	92,340
*	Fidelity Investments	FID CHINA REGION	90,979
*	Fidelity Investments	FID CAPITAL & INCOME	86,766
*	Fidelity Investments	FID MID CAP STOCK	86,225
*	Fidelity Investments	FID FREEDOM 2015 K	85,932
*	Fidelity Investments	FID STRATEGIC INCOME	84,910
*	Fidelity Investments	FID GROWTH STRAT	78,430
*	Fidelity Investments	FID SEL RETAILING	78,112
*	Fidelity Investments	FID DIVERSIFD INTL	76,973
*	Fidelity Investments	FID SEL TRANSPORT	74,111
*	Fidelity Investments	FID VALUE	73,228
*	Fidelity Investments	FID US BOND IDX	68,217
*	Fidelity Investments	FID FOCUSED HIGH INC	46,588
*	Fidelity Investments	FID SEL TECHNOLOGY	44,506
*	Fidelity Investments	FID FREEDOM 2010 K	43,439
*	Fidelity Investments	FID SHORT TERM BOND	41,757

See independent auditors' report.

LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS PLAN

SUPPLEMENTAL INFORMATION

SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

EIN: 22-2059939
PLAN NUMBER: 001

Schedule 1
(cont.)

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(e) Fair Value
*	Fidelity Investments	FID SEL TEC HARDWARE	\$ 40,998
*	Fidelity Investments	FID GLB EX US IDX	37,417
*	Fidelity Investments	FID EMERGING MKTS	34,722
*	Fidelity Investments	FID EQ DIV INCOME	33,747
*	Fidelity Investments	FID GLB COMDTY STK	33,656
*	Fidelity Investments	FID INTL VALUE	29,931
*	Fidelity Investments	FID TOTAL BOND	29,923
*	Fidelity Investments	FID FDM IDX 2060 IPR	29,616
*	Fidelity Investments	FID SEL CONS STAPLES	29,427
*	Fidelity Investments	FID SEL CONSTR/HOUSE	26,184
*	Fidelity Investments	FIDELITY GOVT INCOME	25,006
*	Fidelity Investments	FID EXTD MKT IDX	24,234
*	Fidelity Investments	FID SEL PHARMACEUTCL	22,786
*	Fidelity Investments	FID INFL PR BD IDX	21,940
*	Fidelity Investments	FID MID CAP IDX	21,599
*	Fidelity Investments	FID NEW MARKETS INC	19,242
*	Fidelity Investments	FID BLUE CHIP VALUE	19,122
*	Fidelity Investments	FID SEL ENT TECH SVC	15,976
*	Fidelity Investments	FID FDM IDX 2050 IPR	15,700
*	Fidelity Investments	FID US SUSTN IDX	14,971
*	Fidelity Investments	FID INVST GR BD	14,338
*	Fidelity Investments	FID SEL MATERIALS	14,041
*	Fidelity Investments	FID SM CAP IDX	13,697
*	Fidelity Investments	FID ASSET MGR 40%	13,179
*	Fidelity Investments	FID SM CAP DISCOVERY	12,941
*	Fidelity Investments	FID INTL CAP APPREC	12,298
*	Fidelity Investments	FID FLOAT RT HI INC	10,822
*	Fidelity Investments	FID FDM IDX 2055 IPR	10,773
*	Fidelity Investments	FID REAL ESTATE INVS	10,050
*	Fidelity Investments	FID STK SEL MID CAP	9,776
*	Fidelity Investments	FID PACIFIC BASIN	8,679
*	Fidelity Investments	FID SEL HEALTHCARE	8,048
*	Fidelity Investments	FID SEL AUTOMOTIVE	7,243
*	Fidelity Investments	FID TREND	5,609
*	Fidelity Investments	FID SEL BROKERAGE	4,802
*	Fidelity Investments	FID EUROPE	4,762
*	Fidelity Investments	FID LARGE CAP STOCK	4,511
*	Fidelity Investments	FID SEL LEISURE	4,281
*	Fidelity Investments	FID SEL MED TECH&DV	4,234
*	Fidelity Investments	FID SMALL CAP GROWTH	4,186
*	Fidelity Investments	FID GROWTH DISC	4,111
*	Fidelity Investments	FID FOCUSED STOCK	4,056
*	Fidelity Investments	FID SEL CONS DISCR	3,855
*	Fidelity Investments	FID FDM IDX 2040 IPR	3,403
*	Fidelity Investments	FID SEL GOLD	3,368
*	Fidelity Investments	FID LTD TERM GOVT	3,306
*	Fidelity Investments	FID CONVERTIBLE SEC	2,866
*	Fidelity Investments	FIDELITY FINANCIALS	2,560
*	Fidelity Investments	FID SMALL CAP STOCK	1,777
*	Fidelity Investments	FID OVERSEAS	1,448
*	Fidelity Investments	FID FDM IDX INC IPR	1,285
*	Fidelity Investments	FID ENV ALT ENERGY	1,074
*	Fidelity Investments	FID LOW PRICED STK	775
*	Fidelity Investments	FID SEL WIRELESS	550

See independent auditors' report.

**LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS PLAN**

SUPPLEMENTAL INFORMATION

**SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

**EIN: 22-2059939
PLAN NUMBER: 001**

**Schedule 1
(cont.)**

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(e) Fair Value
*	Fidelity Investments	FID SEL FINTECH	\$ 537
*	Fidelity Investments	FID FIDELITY FUND	309
			<u>23,208,966</u>
	Cash and equivalents:		
*	Fidelity Investments	FID GOVT MMKT	737,355
*	Fidelity Investments	FID GOV CASH RESERVE	275,004
*	Fidelity Investments	FID GOVT MMRK PRM	38,755
*	Fidelity Investments	FID TREASURY ONLY MM	3,652
			<u>1,054,765</u>
*	Notes receivable from participants	Interest rate at 3.50-8.75%	<u>173,763</u>
*	Indicates party-in-interest to the Plan		<u>\$ 24,437,494</u>

See independent auditors' report.

LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS PLAN

SUPPLEMENTAL INFORMATION

SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

EIN: 22-2059939
PLAN NUMBER: 001

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	Mutual funds:		
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*	Fidelity Investments	FID CONTRAFUND	1,570,190
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See independent auditors' report.

LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS PLAN

SUPPLEMENTAL INFORMATION

SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024

EIN: 22-2059939
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*	Fidelity Investments	FID LOW PRICED STK	775
*	Fidelity Investments	FID SEL WIRELESS	550

See independent auditors' report.

**LEGAL SERVICES OF NEW JERSEY
TAX DEFERRED SAVINGS PLAN**

SUPPLEMENTAL INFORMATION

**SCHEDULE H, PART IV, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2024**

**EIN: 22-2059939
PLAN NUMBER: 001**

**Schedule 1
(cont.)**

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment	(e) Fair Value
*	Fidelity Investments	FID SEL FINTECH	\$ 537
*	Fidelity Investments	FID FIDELITY FUND	309
			<u>23,208,966</u>
	Cash and equivalents:		
*	Fidelity Investments	FID GOVT MMKT	737,355
*	Fidelity Investments	FID GOV CASH RESERVE	275,004
*	Fidelity Investments	FID GOVT MMRK PRM	38,755
*	Fidelity Investments	FID TREASURY ONLY MM	3,652
			<u>1,054,765</u>
*	Notes receivable from participants	Interest rate at 3.50-8.75%	<u>173,763</u>
*	Indicates party-in-interest to the Plan		<u>\$ 24,437,494</u>

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