

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

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.

Part I Annual Report Identification Information

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

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan... [X] a single-employer plan [ ] a DFE... B This return/report is: [ ] the first return/report [ ] the final return/report... C If the plan is a collectively-bargained plan... D Check box if filing under: [X] Form 5558 [ ] automatic extension... E If this is a retroactively adopted plan...

Part II Basic Plan Information—enter all requested information

1a Name of plan: FIBER INSTRUMENT SALES, INC. 401(K) PROFIT SHARING PLAN
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/1992
2a Plan sponsor's name (employer, if for a single-employer plan): FIBER INSTRUMENT SALES, INC.
2b Employer Identification Number (EIN): 16-1340858
2c Plan Sponsor's telephone number: 315-736-2206
2d Business code (see instructions): 334610

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.

Table with 4 columns: SIGN HERE, Signature, Date, and Name. Rows include: 1. Plan administrator (Frank Giotto, 10/13/2025), 2. Employer/plan sponsor (Frank Giotto, 10/13/2025), 3. DFE (blank).

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

Form 5500 (2024) v. 240311

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	493
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	364
	<b>6a(2)</b>	337
	<b>6b</b>	0
	<b>6c</b>	152
	<b>6d</b>	489
	<b>6e</b>	0
	<b>6f</b>	489
	<b>6g(1)</b>	365
<b>6g(2)</b>	381	
<b>6h</b>	35	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input checked="" type="checkbox"/> Insurance	(1) <input checked="" 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**

- (1)  **R** (Retirement Plan Information)
- (2)  **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)  **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4)  **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
- (5)  **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- (1)  **H** (Financial Information)
- (2)  **I** (Financial Information – Small Plan)
- (3)  **A** (Insurance Information) – Number Attached 1
- (4)  **C** (Service Provider Information)
- (5)  **D** (DFE/Participating Plan Information)
- (6)  **G** (Financial Transaction Schedules)

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

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**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.

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**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 \_\_\_\_\_

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<p style="text-align: center;"><b>SCHEDULE A</b> <b>(Form 5500)</b></p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="text-align: center; font-size: small;">Pension Benefit Guaranty Corporation</p>	<p><b>Insurance Information</b></p> <p>This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p>▶ <b>File as an attachment to Form 5500.</b></p> <p>▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).</p>	<p>OMB No. 1210-0110</p> <hr/> <p style="font-size: 24pt;"><b>2024</b></p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<p><b>A</b> Name of plan <span style="color: blue;">FIBER INSTRUMENT SALES, INC. 401(K) PROFIT SHARING PLAN</span></p>	<p><b>B</b> Three-digit plan number (PN) ▶</p>	<p><span style="color: blue;">001</span></p>
<p><b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <span style="color: blue;">FIBER INSTRUMENT SALES, INC.</span></p>	<p><b>D</b> Employer Identification Number (EIN) <span style="color: blue;">16-1340858</span></p>	

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

**1 Coverage Information:**

**(a)** Name of insurance carrier  
JOHN HANCOCK LIFE INSURANCE COMPANY OF NEW YORK

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-3646501	86375	84124	400	01/01/2024	12/31/2024

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

<p><b>(a)</b> Total amount of commissions paid <span style="color: blue;">56646</span></p>	<p><b>(b)</b> Total amount of fees paid <span style="color: blue;">0</span></p>
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**3 Persons receiving commissions and fees.** (Complete as many entries as needed to report all persons).

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

OSAIC WEALTH INC 200 LIBERTY FINANCIAL CENTER  
15TH FLOOR  
NEW YORK, NY 10281

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
49854		BROKER COMMISSION	3

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

OMEGA, INC.

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
6792		TPA FEE/COMPENSATION	5

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

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

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

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

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

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

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

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

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

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

<b>Part II</b>	<b>Investment and Annuity Contract Information</b> Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.
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<b>4</b> Current value of plan's interest under this contract in the general account at year end .....	<b>4</b>	
<b>5</b> Current value of plan's interest under this contract in separate accounts at year end.....	<b>5</b>	0

**6** Contracts With Allocated Funds:

**a** State the basis of premium rates ▶ **AS STATED BY CARRIER**

<b>b</b> Premiums paid to carrier .....	<b>6b</b>	
<b>c</b> Premiums due but unpaid at the end of the year .....	<b>6c</b>	
<b>d</b> If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. .... Specify nature of costs ▶	<b>6d</b>	

**e** Type of contract: (1)  individual policies                      (2)  group deferred annuity  
(3)  other (specify) ▶

**f** If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶

**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

**a** Type of contract: (1)  deposit administration                      (2)  immediate participation guarantee  
(3)  guaranteed investment                      (4)  other ▶

<b>b</b> Balance at the end of the previous year .....	<b>7b</b>	
<b>c</b> Additions: (1) Contributions deposited during the year .....	<b>7c(1)</b>	
	<b>7c(2)</b>	
	<b>7c(3)</b>	
	<b>7c(4)</b>	
	<b>7c(5)</b>	
(6) Total additions .....	<b>7c(6)</b>	
<b>d</b> Total of balance and additions (add lines <b>7b</b> and <b>7c(6)</b> ) .....	<b>7d</b>	
<b>e</b> Deductions: (1) Disbursed from fund to pay benefits or purchase annuities during year .....	<b>7e(1)</b>	
	<b>7e(2)</b>	
	<b>7e(3)</b>	
	<b>7e(4)</b>	
	(5) Total deductions .....	<b>7e(5)</b>
<b>f</b> Balance at the end of the current year (subtract line <b>7e(5)</b> from line <b>7d</b> ).....	<b>7f</b>	

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

**8** Benefit and contract type (check all applicable boxes)

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

**9** Experience-rated contracts:

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

**10** Nonexperience-rated contracts:

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

Specify nature of costs.

**Part IV Provision of Information**

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

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

<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>FIBER INSTRUMENT SALES, INC. 401(K) PROFIT SHARING PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>FIBER INSTRUMENT SALES, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>16-1340858</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
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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.

<b>Assets</b>	<b>(a) Beginning of Year</b>	<b>(b) End of Year</b>
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	
<b>b</b> Receivables (less allowance for doubtful accounts):		
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	
<b>(3)</b> Other .....	<b>1b(3)</b>	
<b>c</b> General investments:		
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	247495
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	
<b>(3)</b> Corporate debt instruments (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	
<b>(4)</b> Corporate stocks (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	298191
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	12508429
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts).....	<b>1c(14)</b>	
<b>(15)</b> Other.....	<b>1c(15)</b>	478039

<b>1d</b> Employer-related investments:		<b>(a)</b> Beginning of Year	<b>(b)</b> End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	12490983	13532154
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	4720	4720
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	4720	4720
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	12486263	13527434

**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.

<b>Income</b>		<b>(a)</b> Amount	<b>(b)</b> Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	171821	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	706437	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	78563	
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		956821
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	19288	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		19288
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	19310	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		19310
<b>(3)</b> Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		1542211
<b>c</b> Other income .....	<b>2c</b>		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		2537630

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	1378352	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		1378352
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>		
(4) IQPA audit fees .....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	118107	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>		
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		118107
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		1496459

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		1041171
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**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: **DERMODY, BURKE & BROWN, CPAs, LLC**

(2) EIN: **01-0723685**

**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
<b>a</b> Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
<b>b</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	
<b>c</b> 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	
<b>d</b> 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	
<b>e</b> Was this plan covered by a fidelity bond?	X		1000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> 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	
<b>h</b> 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	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> 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	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> 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.)

<b>5b(1)</b> Name of plan(s)	<b>5b(2)</b> EIN(s)	<b>5b(3)</b> 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 \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>FIBER INSTRUMENT SALES, INC. 401(K) PROFIT SHARING PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>FIBER INSTRUMENT SALES, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>16-1340858</u>	

<b>Part I</b>	<b>Distributions</b>
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**All references to distributions relate only to payments of benefits during the plan year.**

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

1		0
---	--	---

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
EIN(s): 13-3646501 06-0974148

**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	
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<b>Part II</b>	<b>Funding Information</b> (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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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

<b>Part III</b>	<b>Amendments</b>
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**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

<b>Part IV</b>	<b>ESOPs</b> (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:

<b>a</b> 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).....	<b>14a</b>	
<b>b</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).....	<b>14b</b>	
<b>c</b> 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).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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 Q703780A.

**F**IBER INSTRUMENT SALES, INC.  
401(k) PROFIT SHARING PLAN

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*FINANCIAL STATEMENTS*  
December 31, 2024 and 2023

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401(k) PROFIT SHARING PLAN

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Dermody, Burke & Brown, CPAs, LLC

## INDEPENDENT AUDITORS' REPORT

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### TO THE PLAN ADMINISTRATOR OF FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

#### Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2024 Financial Statements

We have performed an audit of the financial statements of **FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING 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 statement of net assets available for benefits as of December 31, 2024, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit 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 a certification from a qualified institution as of December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

443 North Franklin Street • Syracuse, NY 13204-1441 • (315) 471-9171 • Fax (315) 471-8555

1120 Corporate Drive • Auburn, NY 13021-1634 • (315) 253-6273 • Fax (315) 253-0890

4350 Middle Settlement Road • New Hartford, NY 13413-5328 • (315) 732-2991 • Fax (315) 732-0282

<http://www.dbbllc.com>

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## **Opinion on the 2024 Financial Statements**

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

## **Basis for Opinion on the 2024 Financial Statements**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2024 Financial Statements section of our report. We are required to be independent of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 on the 2024 financial statements.

## **Responsibilities of Management for the 2024 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.

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## **Responsibilities of Management for the 2024 Financial Statements – Continued**

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 Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan's ability to continue as a going concern within one year after the date the financial statements are available to be issued.

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

## **Auditor's Responsibilities for the Audit of the 2024 Financial Statements**

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2024 Financial Statements 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 generally accepted auditing standards 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.

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## Auditor's Responsibilities for the Audit of the 2024 Financial Statements – Continued

In performing an audit in accordance with generally accepted auditing standards, 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 Fiber Instrument Sales, Inc. 401(k) Profit Sharing 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 Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

Our audit 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 2024 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 2024 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.

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## **Other Matter – 2024 Supplemental Schedule Required by ERISA**

The supplemental schedule of assets (held at end of year) as of December 31, 2024, 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 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 generally accepted auditing standards. 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).

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## Auditor's Report on the 2023 Financial Statements

The 2023 financial statements of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan were audited by predecessor auditors. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the predecessor auditor not to perform, and they did not perform, any auditing procedures with respect to the information certified by a qualified institution. Their report dated October 3, 2024 indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, they did not express an opinion on the financial statements and supplemental schedule, and (b) the form and content of the information included in the financial statements and supplemental schedule other than that derived from the certified information, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

*Dermody, Burke & Brown*

**DERMODY, BURKE & BROWN, CPAs, LLC**

Syracuse, NY

October 9, 2025

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**AUDITED FINANCIAL STATEMENTS**

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**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

December 31, 2024

	<b>2024</b>	<b>2023</b>
<b>ASSETS</b>		
Participant Directed Investments, at Fair Value:		
Interest-Bearing Cash	\$ 247,495	\$ 214,370
Shares in Registered Investment Companies	12,508,429	11,683,480
Self-Directed Brokerage Accounts	<u>478,039</u>	<u>405,241</u>
Total Investments	13,233,963	12,303,091
<b>RECEIVABLES</b>		
Notes Receivable from Participants	<u>298,191</u>	<u>187,892</u>
Total Assets	13,532,154	12,490,983
<b>LIABILITIES</b>		
Benefits Payable	<u>4,720</u>	<u>4,720</u>
Total Liabilities	<u>4,720</u>	<u>4,720</u>
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	<u><u>\$ 13,527,434</u></u>	<u><u>\$ 12,486,263</u></u>

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See notes to financial statements.

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**

Years Ended December 31, 2024 and 2023

	<b>2024</b>	<b>2023</b>
<b>ADDITIONS</b>		
Additions to Net Assets Attributed to:		
Investment Income:		
Net Appreciation in Fair Value of Investments	\$ 1,542,211	\$ 1,638,664
Interest and Dividends	<u>19,310</u>	<u>13,936</u>
	1,561,521	1,652,600
Interest Income on Notes Receivable from Participants	19,288	9,040
Contributions:		
Employer	171,821	182,497
Participants' Salary Deferrals	706,437	772,709
Participants' Rollovers	<u>78,563</u>	<u>0</u>
	<u>956,821</u>	<u>955,206</u>
Total Additions	2,537,630	2,616,846
<b>DEDUCTIONS</b>		
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	1,378,352	442,074
Administrative Expenses	<u>118,107</u>	<u>103,334</u>
Total Deductions	<u>1,496,459</u>	<u>545,408</u>
<b>CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS</b>	1,041,171	2,071,438
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>		
Beginning of Year	<u>12,486,263</u>	<u>10,414,825</u>
End of Year	<u><u>\$ 13,527,434</u></u>	<u><u>\$ 12,486,263</u></u>

See notes to financial statements.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 1 – DESCRIPTION OF PLAN**

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The following description of Fiber Instrument Sales, Inc. 401(k) Profit Sharing 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 covering substantially all employees of Fiber Instrument Sales, Inc., The Light Connection, Inc., Force Guided Relays International, Inc., Energy Efficient Products, Inc., Molding Solutions, Inc., Horsht, LLC, Mini Motel, Inc., FIS Blue, Inc., Cowsht, Inc. and Fermer Precision, Inc. (collectively referred to as the “Company” or the “Plan Sponsor”) who are age twenty-one or older, are full-time, as defined by the Plan, and have completed six months of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Trustees are responsible for oversight of the Plan and determine the appropriateness of the Plan’s investment offerings and monitor investment performance.

**Eligibility**

An employee is eligible to participate in the elective deferral and Company matching feature of the Plan on the first day of January or the date six months later, coinciding with or next following the date the employee meets the eligibility requirements, as previously defined. An employee is eligible to participate in the Company’s discretionary profit-sharing feature of the Plan when they meet the eligibility requirements, as previously defined, and are employed on the last day of the Plan year.

**Contributions**

Participants may contribute tax-deferred and after-tax (Roth) dollars into the Plan (“elective deferral contributions”) based on the lesser of 100% of annual compensation or \$23,000 and \$22,500 in 2024 and 2023, respectively. Contributions are subject to limitations determined by the Internal Revenue service. Additionally, if a participant has or is projected to attain age 50 before the end of the Plan year, the participant may make “catch-up” contributions of \$7,500 as determined by the IRS for 2024 and 2023. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution retirement plans. Participants direct the investment of their contributions into various investment options offered by the Plan, in addition to interest-bearing cash and mutual funds available through self-directed brokerage accounts.

The Company’s matching contribution amounted to 25% of employee contributions (including catch-up contributions), limited to 5% of the participant’s eligible compensation for the Plan years 2024 and 2023. Matching contributions totaled \$171,821 and \$182,497 for 2024 and 2023, respectively. The Company did not make any discretionary profit-sharing contributions for the 2024 and 2023 Plan years.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 1 – DESCRIPTION OF PLAN – Continued**

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**Participant Accounts**

Each participant’s account is credited with elective deferral contributions, Company matching contributions, Company discretionary profit-sharing contributions and Plan earnings and charged with Plan losses. Plan earnings and losses are allocated based on account balances. Plan administrative expenses are deducted from Plan earnings and losses before those earnings and losses are credited to participants’ accounts. 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 elective deferral contributions plus actual earnings thereon. Vesting in the Company’s matching and discretionary profit-sharing contribution portion of their accounts plus actual earnings thereon is as follows:

<b>Years of Service</b>	<b>Vesting Percentage</b>
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 1 – DESCRIPTION OF PLAN – Continued**

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**Notes Receivable from Participants**

Participants may borrow from their vested accounts a minimum of \$1,000. The maximum amount of all loans outstanding cannot exceed the lesser of 50% of the vested account balance or \$50,000 reduced by the highest outstanding loan balance at any time in the previous twelve months. The loans are secured by the balance in the participant's account and bear interest at a rate determined by the Plan Administrator. Participants are permitted to have only one loan outstanding at a time. Principal and interest are paid ratably through weekly payroll deductions over a period not to exceed five years, unless the loan is for the purpose of acquiring a principal residence, then the maximum period shall be fifteen years.

**Payment of Benefits**

On termination of service due to death, disability or retirement, a participant will receive a lump-sum amount equal to the value of the participant's vested interest in his or her account. If a participant's vested account balance is \$1,000 or less, the Plan may elect to automatically make a mandatory distribution following the participant's termination date.

**Forfeitures**

Upon termination, participants' non-vested account balances are forfeited. The outstanding balance of forfeited non-vested contributions totaled \$91,711 and \$85,503 at December 31, 2024 and 2023, respectively. These accounts will be used to pay Plan administrative expenses and to reduce future employer contributions. For the years ended December 31, 2024 and 2023, \$19,231 and \$19,741, respectively, were used to offset Plan expenses. No forfeitures were used to reduce employer contributions for the years ended December 31, 2024 and 2023.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES**

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**Basis of Accounting**

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

**Use of Estimates**

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

**Investment Valuation and Income Recognition**

The Plan's investments are stated 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 participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the custodians. See Note 5 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.

**Notes Receivable from Participants**

Notes from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income on receivables – notes from participants is recorded on the accrual basis. Related fees are expensed when incurred. No allowance for credit losses has been recorded at December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

**Payment of Benefits**

Benefits are recorded when paid or payable. Benefits payable to participants for distributions requested but not yet processed are recorded as a liability with a corresponding increase to benefits paid to participants. The Plan expects to distribute the benefits to the participants in 2025.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES – Continued**

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**Administrative Expenses**

Certain expenses of maintaining the Plan are paid by the Plan Sponsor. Expenses that are paid by the Companies are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

**Subsequent Events**

The Plan Administrator has evaluated subsequent events through October 9, 2025, which is the date the financial statements were available to be issued.

**NOTE 3 – CERTIFIED INVESTMENT INFORMATION**

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The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator has obtained a certification from John Hancock ('the Trustee') that all of the information provided by them is complete and accurate.

The following information included in the accompanying financial statements and supplemental schedule of assets (held at end of year) was obtained from data that has been prepared and certified as complete and accurate by the Trustee, as of and for the year ended December 31:

	<b>2024</b>
Investments at Fair Value	<u>\$ 12,755,924</u>
Notes Receivable from Participants	<u>\$ 298,191</u>
Investment Income	<u>\$ 1,533,131</u>
Interest Income on Notes Receivable from Participants	<u>\$ 19,288</u>

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 4 – INVESTMENTS – OSAIC (NOT CERTIFIED)**

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The Plan also has investments held at Osaic (formerly Royal Alliance) in self-directed brokerage accounts totaling \$478,039 and \$405,241 as of December 31, 2024 and 2023, respectively. Net appreciation in fair value of investments totaled \$9,080 and \$10,867 and interest and dividends totaled \$19,310 and \$13,885 as of December 31, 2024 and 2023, respectively. Osaic has not certified the completeness and accuracy of these investments or to the activity generated from these investments for the years ended December 31, 2024 and 2023.

**NOTE 5 – FAIR VALUE MEASUREMENTS**

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The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 5 – FAIR VALUE MEASUREMENTS – Continued**

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

***Interest-Bearing Cash:*** The fair value of interest-bearing cash approximates carrying value due to the nature of the instrument.

***Shares in Registered Investment Companies:*** Valued at the daily closing price as reported by the registered investment companies. The registered investment companies are open-ended and are registered with the Securities and Exchange Commission. Registered investment companies are required to publish their daily net asset value and transact at that price. The shares held in registered investment companies are deemed to be actively traded.

***Self-Directed Brokerage Accounts:*** The investments in these accounts include interest-bearing cash and mutual funds. The fair value of interest-bearing cash approximates carrying value due to the nature of the instrument. Common stocks are valued at the closing price reported on the active market in which the individual securities are traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used at December 31, 2024 and 2023.

**FIBER INSTRUMENT SALES, INC.  
401(k) PROFIT SHARING PLAN**

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 5 – FAIR VALUE MEASUREMENTS – Continued**

The following table sets forth by level, within the fair value hierarchy, the Plan’s investments at fair value:

**Investments at Fair Value as of December 31, 2024**

	Level 1	Level 2	Level 3	Total
Interest-Bearing Cash	\$ 247,495	\$ 0	\$ 0	\$ 247,495
Shares in Registered Investment Companies	12,508,429	0	0	12,508,429
Self-Directed Brokerage Accounts	478,039	0	0	478,039
Total Investments at Fair Value	\$ 13,233,963	\$ 0	\$ 0	\$ 13,233,963

**Investments at Fair Value as of December 31, 2023**

	Level 1	Level 2	Level 3	Total
Interest-Bearing Cash	\$ 214,370	\$ 0	\$ 0	\$ 214,370
Shares in Registered Investment Companies	11,683,480	0	0	11,683,480
Self-Directed Brokerage Accounts	405,241	0	0	405,241
Total Investments at Fair Value	\$ 12,303,091	\$ 0	\$ 0	\$ 12,303,091

Gains and losses included in changes in net assets available for benefits for the years ended December 31, 2024 and 2023 are reported in net appreciation in fair value of investments.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 6 – RELATED PARTY AND PARTY IN INTEREST  
TRANSACTIONS**

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The Plan has not considered Company contributions to the Plan or benefits paid by the Plan to participants as party in interest transactions.

John Hancock and Osaic are the Plan’s custodians, as defined by the Plan and, therefore, transactions with these parties qualify as party in interest transactions. Fees paid by the Plan for investment management and contract administration services are customary for the services provided. Fees paid by the Plan for these services totaled \$118,107 and \$103,334 for the years ended December 31, 2024 and 2023, respectively.

As described in Note 2, administrative expenses for recordkeeping and auditing services are provided by parties in interest and may be paid directly by the Plan Sponsor.

John Hancock provides certain administrative services to the Plan pursuant to a Service and Expense Agreement between the Company and John Hancock. John Hancock receives revenue from the registered investment company service providers for services John Hancock provides to these funds. This revenue is used to offset certain amounts owed to John Hancock for its administrative services to the Plan.

The Plan Administrator believes all party in interest transactions qualify for either statutory or administrative exemption from the prohibited transaction rules under ERISA.

**NOTE 7 – PLAN TERMINATION**

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

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 8 – TAX STATUS**

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The Plan adopted a non-standardized form of a prototype plan sponsored by Omega, Inc. The prototype plan provider has received an opinion letter from the IRS as to the prototype plan's qualified status. The prototype 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 applicable provisions of the Internal Revenue Code ("IRC"). The Plan also allows certain individuals to invest their retirement funds in self-directed brokerage accounts. The Plan Administrator believes that with regard to these investment options, the Plan is designed and is being operated in compliance with the applicable provisions of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**NOTE 9 – RISKS AND UNCERTAINTIES**

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The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. 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.

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**OTHER FINANCIAL INFORMATION**

**SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

Year Ended December 31, 2024

Schedule H, Part IV, Line 4(i)

Plan Number: 001

EIN: 16-1340858

(a)	(b)	(c)	(d)
Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Current Value	
<b>Money Market Fund</b>		\$	247,495
<b>Shares in Registered Investment Companies</b>			
5 Year Guaranteed Interest Account	Shares in Registered Investment Company	3,416	
3 Year Guaranteed Interest Account	Shares in Registered Investment Company	10,487	
500 Index Fund	Shares in Registered Investment Company	231,764	
AF American Balanced Fund	Shares in Registered Investment Company	269,646	
AF The Growth Fund of America	Shares in Registered Investment Company	438,512	
American Century Heritage	Shares in Registered Investment Company	199,060	
American Funds EuroPac Growth	Shares in Registered Investment Company	139,124	
American Funds Fundamental Inv	Shares in Registered Investment Company	1,360	
American Funds New World Fund	Shares in Registered Investment Company	9,121	
AMG River Road Mid Cap Value	Shares in Registered Investment Company	5,457	
Blue Chip Growth Fund	Shares in Registered Investment Company	232,588	
Capital Appreciation Fund	Shares in Registered Investment Company	49,390	
DFA Inflation-Protected Sec	Shares in Registered Investment Company	54,517	
DFA U.S. Small Cap Fund	Shares in Registered Investment Company	32,444	
DFA U.S. Targeted Value Fund	Shares in Registered Investment Company	36,043	
Dodge & Cox International St	Shares in Registered Investment Company	63,286	
Dodge & Cox Stock Fund	Shares in Registered Investment Company	5,880	
Equity Income Fund	Shares in Registered Investment Company	129,129	
Fidelity Advisor Total Bond	Shares in Registered Investment Company	113,637	
Fidelity ContraFund	Shares in Registered Investment Company	82,280	
High Yield Fund	Shares in Registered Investment Company	229,001	
Intl Equity Index Fund	Shares in Registered Investment Company	9	
Invesco Small Cap Growth	Shares in Registered Investment Company	104,496	
Investment Company of America	Shares in Registered Investment Company	334,111	

See notes to financial statements.

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

Year Ended December 31, 2024

Schedule H, Part IV, Line 4(i)

Plan Number: 001

EIN: 16-1340858

(a)	(b)	(c)	(d)
	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Current Value
	<b>Shares in Registered Investment Companies - Continued</b>		
*	JH Disciplined Value Intl Fund	Shares in Registered Investment Company	113,938
*	JH Disciplined Value Mid Cap	Shares in Registered Investment Company	51,935
*	JH 2010 Lifetime Blend	Shares in Registered Investment Company	106,849
*	JH 2020 Lifetime Blend	Shares in Registered Investment Company	15,356
*	JH 2025 Lifetime Blend	Shares in Registered Investment Company	9,377
*	JH 2030 Lifetime Blend	Shares in Registered Investment Company	751,215
*	JH 2035 Lifetime Blend	Shares in Registered Investment Company	478,492
*	JH 2040 Lifetime Blend	Shares in Registered Investment Company	228,687
*	JH 2045 Lifetime Blend	Shares in Registered Investment Company	244,578
*	JH 2050 Lifetime Blend	Shares in Registered Investment Company	331,707
*	JH 2055 Lifetime Blend	Shares in Registered Investment Company	151,598
*	JH 2060 Lifetime Blend	Shares in Registered Investment Company	186,467
*	JH 2065 Lifetime Blend	Shares in Registered Investment Company	85,002
*	JH Lifestyle Blend Aggressive	Shares in Registered Investment Company	299,890
*	JH Lifestyle Blend Growth	Shares in Registered Investment Company	2,577,415
*	JH Lifestyle Blend Balanced	Shares in Registered Investment Company	1,244,607
*	JH Lifestyle Blend Moderate	Shares in Registered Investment Company	760,432
*	JH Lifestyle Blend Conservative	Shares in Registered Investment Company	163,296
*	John Hancock Bond Fund	Shares in Registered Investment Company	239,312
*	John Hancock Mid Cap Growth	Shares in Registered Investment Company	18,460
	JPMorgan U.S. Equity Fund	Shares in Registered Investment Company	26,885
	MFS Emerging Markets Debt	Shares in Registered Investment Company	357
	MFS Utilities Fund	Shares in Registered Investment Company	9,648
	Mid Cap Index Fund	Shares in Registered Investment Company	135,490
	Mid Value Fund	Shares in Registered Investment Company	4,859
	Mutual Global Discovery	Shares in Registered Investment Company	80,781
	Opportunistic Fixed Income	Shares in Registered Investment Company	246,083

See notes to financial statements.

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

Year Ended December 31, 2024

Schedule H, Part IV, Line 4(i)

Plan Number: 001

EIN: 16-1340858

(a)	(b)	(c)	(d)
Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Current Value	
<b>Shares in Registered Investment Companies - Continued</b>			
Parnassus Core Equity Fund	Shares in Registered Investment Company	112,998	
PIMCO Real Return	Shares in Registered Investment Company	47,641	
Real Est. Securities Fund	Shares in Registered Investment Company	17,287	
Royce Small-Cap Opportunity	Shares in Registered Investment Company	23,864	
Science & Technology Fund	Shares in Registered Investment Company	134,287	
Small Cap Value Fund	Shares in Registered Investment Company	59,566	
Sprott Gold Equity Fund	Shares in Registered Investment Company	9,394	
T. Rowe Price Cap Appreciation	Shares in Registered Investment Company	36,842	
T. Rowe Price Health Sci	Shares in Registered Investment Company	138,508	
T. Row Price New Era Fund	Shares in Registered Investment Company	29,603	
T. Rowe Price Sml Cap Val	Shares in Registered Investment Company	161,427	
Templeton World	Shares in Registered Investment Company	569	
Total Stock Market Index Fund	Shares in Registered Investment Company	4,257	
Vanguard Mid-Cap Growth ETF	Shares in Registered Investment Company	10,268	
Vanguard Short-Term Federal	Shares in Registered Investment Company	7,505	
Vanguard Small Cap Grow Index	Shares in Registered Investment Company	49,592	
Washington Mutual Investors	Shares in Registered Investment Company	327,347	
		12,508,429	
<b>Self-Directed Brokerage Accounts</b>			478,039
<b>Other</b>			
	Interest rates of 3.25% to 8.50%, secured by participants' accounts, maturity dates through October 2029		
Receivables - Notes from Participants			298,191
Total			\$ 13,532,154

\* Party-in-Interest as defined by ERISA.

\*\* In accordance with ERISA, the historical cost has been omitted as the Plan's investments are participant-directed.

See notes to financial statements.



Dermody, Burke & Brown, CPAs, LLC

October 9, 2025

To the Plan Administrator of  
Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan

We have audited the financial statements of Fiber Instrument Sales, Inc. 401(k) Profit Sharing 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] for the year ended December 31, 2024, and we will issue our report thereon dated October 9, 2025. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan (investment information) by John Hancock Life Insurance Company of New York, the trustee, which is a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements and supplemental schedule, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP. Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated August 19, 2025. Professional standards also require that we communicate to you the following information related to our audit.

## **SIGNIFICANT AUDIT MATTERS**

### ***Qualitative Aspects of Accounting Practices***

You are responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Plan are described in Note 2 to the financial statements. No new accounting policies were adopted and the application of existing policies was not changed during 2024. We noted no transactions entered into by the Plan during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

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## *Qualitative Aspects of Accounting Practices – Continued*

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

Your estimate of the fair value measurement of Plan assets is based on the following:

***Interest Bearing Cash:*** Valued at cost plus interest which approximates fair value.

***Shares in Registered Investment Companies:*** Valued at the daily closing price as reported by the registered investment companies. The registered investment companies are open-ended and are registered with the Securities and Exchange Commission. Registered investment companies are required to publish their daily net asset value and transact at that price. The shares held in registered investment companies are deemed to be actively traded.

***Self-Directed Brokerage Accounts:*** The investments in these accounts include interest-bearing cash and mutual funds. The fair value of interest-bearing cash approximates carrying value due to the nature of the instrument. Common stocks are valued at the closing price reported on the active market in which the individual securities are traded.

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosure affecting the financial statements was:

The fair value of investment disclosures in Note 4 which describes the valuation methods utilized to determine the fair market value of investments held at year end.

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

### ***Form 5500 Procedures***

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

### ***Difficulties Encountered in Performing the Audit***

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

### ***Disagreements with Management***

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

### ***Uncorrected Misstatements***

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. You have corrected all such misstatements.

### ***Other Matters***

Our responsibility for the ERISA-required supplemental schedule accompanying the financial statements is to perform adequate procedures to evaluate whether the form and content of the ERISA-required supplemental schedule, other than that agreed to or derived from the certified investment information, is presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, and whether the information in the supplemental 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).

This information is intended solely for the use of the Plan administrator and management of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan and is not intended to be, and should not be, used by anyone other than these specified parties.

*Dermody, Burke & Brown*

**DERMODY, BURKE & BROWN, CPAs, LLC**

**F**IBER INSTRUMENT SALES, INC.  
401(k) PROFIT SHARING PLAN

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*FINANCIAL STATEMENTS*  
December 31, 2024 and 2023

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FIBER INSTRUMENT SALES, INC.  
401(k) PROFIT SHARING PLAN

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Dermody, Burke & Brown, CPAs, LLC

## INDEPENDENT AUDITORS' REPORT

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### TO THE PLAN ADMINISTRATOR OF FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

#### Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2024 Financial Statements

We have performed an audit of the financial statements of **FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING 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 statement of net assets available for benefits as of December 31, 2024, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit 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 a certification from a qualified institution as of December 31, 2024, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

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## **Opinion on the 2024 Financial Statements**

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the accompanying financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

## **Basis for Opinion on the 2024 Financial Statements**

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2024 Financial Statements section of our report. We are required to be independent of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. 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 on the 2024 financial statements.

## **Responsibilities of Management for the 2024 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.

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## **Responsibilities of Management for the 2024 Financial Statements – Continued**

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 Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan's ability to continue as a going concern within one year after the date the financial statements are available to be issued.

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

## **Auditor's Responsibilities for the Audit of the 2024 Financial Statements**

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2024 Financial Statements 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 generally accepted auditing standards 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.

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## Auditor's Responsibilities for the Audit of the 2024 Financial Statements – Continued

In performing an audit in accordance with generally accepted auditing standards, 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 Fiber Instrument Sales, Inc. 401(k) Profit Sharing 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 Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

Our audit 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 2024 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 2024 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.

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## **Other Matter – 2024 Supplemental Schedule Required by ERISA**

The supplemental schedule of assets (held at end of year) as of December 31, 2024, 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 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 generally accepted auditing standards. 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).

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## Auditor's Report on the 2023 Financial Statements

The 2023 financial statements of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan were audited by predecessor auditors. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the predecessor auditor not to perform, and they did not perform, any auditing procedures with respect to the information certified by a qualified institution. Their report dated October 3, 2024 indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, they did not express an opinion on the financial statements and supplemental schedule, and (b) the form and content of the information included in the financial statements and supplemental schedule other than that derived from the certified information, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

*Dermody, Burke & Brown*

**DERMODY, BURKE & BROWN, CPAs, LLC**

Syracuse, NY

October 9, 2025

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**AUDITED FINANCIAL STATEMENTS**

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**STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS**

December 31, 2024

	<b>2024</b>	<b>2023</b>
<b>ASSETS</b>		
Participant Directed Investments, at Fair Value:		
Interest-Bearing Cash	\$ 247,495	\$ 214,370
Shares in Registered Investment Companies	12,508,429	11,683,480
Self-Directed Brokerage Accounts	<u>478,039</u>	<u>405,241</u>
Total Investments	13,233,963	12,303,091
<b>RECEIVABLES</b>		
Notes Receivable from Participants	<u>298,191</u>	<u>187,892</u>
Total Assets	13,532,154	12,490,983
<b>LIABILITIES</b>		
Benefits Payable	<u>4,720</u>	<u>4,720</u>
Total Liabilities	<u>4,720</u>	<u>4,720</u>
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>	<u><u>\$ 13,527,434</u></u>	<u><u>\$ 12,486,263</u></u>

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See notes to financial statements.

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS**  
Years Ended December 31, 2024 and 2023

	<b>2024</b>	<b>2023</b>
<b>ADDITIONS</b>		
Additions to Net Assets Attributed to:		
Investment Income:		
Net Appreciation in Fair Value of Investments	\$ 1,542,211	\$ 1,638,664
Interest and Dividends	<u>19,310</u>	<u>13,936</u>
	1,561,521	1,652,600
Interest Income on Notes Receivable from Participants	19,288	9,040
Contributions:		
Employer	171,821	182,497
Participants' Salary Deferrals	706,437	772,709
Participants' Rollovers	<u>78,563</u>	<u>0</u>
	<u>956,821</u>	<u>955,206</u>
Total Additions	2,537,630	2,616,846
<b>DEDUCTIONS</b>		
Deductions from Net Assets Attributed to:		
Benefits Paid to Participants	1,378,352	442,074
Administrative Expenses	<u>118,107</u>	<u>103,334</u>
Total Deductions	<u>1,496,459</u>	<u>545,408</u>
<b>CHANGE IN NET ASSETS AVAILABLE FOR BENEFITS</b>	1,041,171	2,071,438
<b>NET ASSETS AVAILABLE FOR BENEFITS</b>		
Beginning of Year	<u>12,486,263</u>	<u>10,414,825</u>
End of Year	<u><u>\$ 13,527,434</u></u>	<u><u>\$ 12,486,263</u></u>

See notes to financial statements.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 1 – DESCRIPTION OF PLAN**

---

The following description of Fiber Instrument Sales, Inc. 401(k) Profit Sharing 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 covering substantially all employees of Fiber Instrument Sales, Inc., The Light Connection, Inc., Force Guided Relays International, Inc., Energy Efficient Products, Inc., Molding Solutions, Inc., Horsht, LLC, Mini Motel, Inc., FIS Blue, Inc., Cowsht, Inc. and Fermer Precision, Inc. (collectively referred to as the “Company” or the “Plan Sponsor”) who are age twenty-one or older, are full-time, as defined by the Plan, and have completed six months of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Trustees are responsible for oversight of the Plan and determine the appropriateness of the Plan’s investment offerings and monitor investment performance.

**Eligibility**

An employee is eligible to participate in the elective deferral and Company matching feature of the Plan on the first day of January or the date six months later, coinciding with or next following the date the employee meets the eligibility requirements, as previously defined. An employee is eligible to participate in the Company’s discretionary profit-sharing feature of the Plan when they meet the eligibility requirements, as previously defined, and are employed on the last day of the Plan year.

**Contributions**

Participants may contribute tax-deferred and after-tax (Roth) dollars into the Plan (“elective deferral contributions”) based on the lesser of 100% of annual compensation or \$23,000 and \$22,500 in 2024 and 2023, respectively. Contributions are subject to limitations determined by the Internal Revenue service. Additionally, if a participant has or is projected to attain age 50 before the end of the Plan year, the participant may make “catch-up” contributions of \$7,500 as determined by the IRS for 2024 and 2023. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution retirement plans. Participants direct the investment of their contributions into various investment options offered by the Plan, in addition to interest-bearing cash and mutual funds available through self-directed brokerage accounts.

The Company’s matching contribution amounted to 25% of employee contributions (including catch-up contributions), limited to 5% of the participant’s eligible compensation for the Plan years 2024 and 2023. Matching contributions totaled \$171,821 and \$182,497 for 2024 and 2023, respectively. The Company did not make any discretionary profit-sharing contributions for the 2024 and 2023 Plan years.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 1 – DESCRIPTION OF PLAN – Continued**

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**Participant Accounts**

Each participant's account is credited with elective deferral contributions, Company matching contributions, Company discretionary profit-sharing contributions and Plan earnings and charged with Plan losses. Plan earnings and losses are allocated based on account balances. Plan administrative expenses are deducted from Plan earnings and losses before those earnings and losses are credited to participants' accounts. 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 elective deferral contributions plus actual earnings thereon. Vesting in the Company's matching and discretionary profit-sharing contribution portion of their accounts plus actual earnings thereon is as follows:

<b>Years of Service</b>	<b>Vesting Percentage</b>
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 1 – DESCRIPTION OF PLAN – Continued**

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**Notes Receivable from Participants**

Participants may borrow from their vested accounts a minimum of \$1,000. The maximum amount of all loans outstanding cannot exceed the lesser of 50% of the vested account balance or \$50,000 reduced by the highest outstanding loan balance at any time in the previous twelve months. The loans are secured by the balance in the participant's account and bear interest at a rate determined by the Plan Administrator. Participants are permitted to have only one loan outstanding at a time. Principal and interest are paid ratably through weekly payroll deductions over a period not to exceed five years, unless the loan is for the purpose of acquiring a principal residence, then the maximum period shall be fifteen years.

**Payment of Benefits**

On termination of service due to death, disability or retirement, a participant will receive a lump-sum amount equal to the value of the participant's vested interest in his or her account. If a participant's vested account balance is \$1,000 or less, the Plan may elect to automatically make a mandatory distribution following the participant's termination date.

**Forfeitures**

Upon termination, participants' non-vested account balances are forfeited. The outstanding balance of forfeited non-vested contributions totaled \$91,711 and \$85,503 at December 31, 2024 and 2023, respectively. These accounts will be used to pay Plan administrative expenses and to reduce future employer contributions. For the years ended December 31, 2024 and 2023, \$19,231 and \$19,741, respectively, were used to offset Plan expenses. No forfeitures were used to reduce employer contributions for the years ended December 31, 2024 and 2023.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES**

---

**Basis of Accounting**

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

**Use of Estimates**

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

**Investment Valuation and Income Recognition**

The Plan's investments are stated 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 participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the custodians. See Note 5 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.

**Notes Receivable from Participants**

Notes from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income on receivables – notes from participants is recorded on the accrual basis. Related fees are expensed when incurred. No allowance for credit losses has been recorded at December 31, 2024 and 2023. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

**Payment of Benefits**

Benefits are recorded when paid or payable. Benefits payable to participants for distributions requested but not yet processed are recorded as a liability with a corresponding increase to benefits paid to participants. The Plan expects to distribute the benefits to the participants in 2025.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 2 – SIGNIFICANT ACCOUNTING POLICIES – Continued**

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**Administrative Expenses**

Certain expenses of maintaining the Plan are paid by the Plan Sponsor. Expenses that are paid by the Companies are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments.

**Subsequent Events**

The Plan Administrator has evaluated subsequent events through October 9, 2025, which is the date the financial statements were available to be issued.

**NOTE 3 – CERTIFIED INVESTMENT INFORMATION**

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The Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator has obtained a certification from John Hancock ('the Trustee') that all of the information provided by them is complete and accurate.

The following information included in the accompanying financial statements and supplemental schedule of assets (held at end of year) was obtained from data that has been prepared and certified as complete and accurate by the Trustee, as of and for the year ended December 31:

	<b>2024</b>
Investments at Fair Value	<u>\$ 12,755,924</u>
Notes Receivable from Participants	<u>\$ 298,191</u>
Investment Income	<u>\$ 1,533,131</u>
Interest Income on Notes Receivable from Participants	<u>\$ 19,288</u>

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 4 – INVESTMENTS – OSAIC (NOT CERTIFIED)**

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The Plan also has investments held at Osaic (formerly Royal Alliance) in self-directed brokerage accounts totaling \$478,039 and \$405,241 as of December 31, 2024 and 2023, respectively. Net appreciation in fair value of investments totaled \$9,080 and \$10,867 and interest and dividends totaled \$19,310 and \$13,885 as of December 31, 2024 and 2023, respectively. Osaic has not certified the completeness and accuracy of these investments or to the activity generated from these investments for the years ended December 31, 2024 and 2023.

**NOTE 5 – FAIR VALUE MEASUREMENTS**

---

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3).

The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

Level 2 – Inputs to the valuation methodology include:

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

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

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

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 maximize the use of relevant observable inputs and minimize the use of unobservable inputs.

NOTES TO FINANCIAL STATEMENTS

December 31, 2024 and 2023

NOTE 5 – FAIR VALUE MEASUREMENTS – Continued

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

***Interest-Bearing Cash:*** The fair value of interest-bearing cash approximates carrying value due to the nature of the instrument.

***Shares in Registered Investment Companies:*** Valued at the daily closing price as reported by the registered investment companies. The registered investment companies are open-ended and are registered with the Securities and Exchange Commission. Registered investment companies are required to publish their daily net asset value and transact at that price. The shares held in registered investment companies are deemed to be actively traded.

***Self-Directed Brokerage Accounts:*** The investments in these accounts include interest-bearing cash and mutual funds. The fair value of interest-bearing cash approximates carrying value due to the nature of the instrument. Common stocks are valued at the closing price reported on the active market in which the individual securities are traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. There have been no changes in the methodologies used at December 31, 2024 and 2023.

**FIBER INSTRUMENT SALES, INC.  
401(k) PROFIT SHARING PLAN**

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 5 – FAIR VALUE MEASUREMENTS – Continued**

The following table sets forth by level, within the fair value hierarchy, the Plan’s investments at fair value:

**Investments at Fair Value as of December 31, 2024**

	Level 1	Level 2	Level 3	Total
Interest-Bearing Cash	\$ 247,495	\$ 0	\$ 0	\$ 247,495
Shares in Registered Investment Companies	12,508,429	0	0	12,508,429
Self-Directed Brokerage Accounts	478,039	0	0	478,039
Total Investments at Fair Value	\$ 13,233,963	\$ 0	\$ 0	\$ 13,233,963

**Investments at Fair Value as of December 31, 2023**

	Level 1	Level 2	Level 3	Total
Interest-Bearing Cash	\$ 214,370	\$ 0	\$ 0	\$ 214,370
Shares in Registered Investment Companies	11,683,480	0	0	11,683,480
Self-Directed Brokerage Accounts	405,241	0	0	405,241
Total Investments at Fair Value	\$ 12,303,091	\$ 0	\$ 0	\$ 12,303,091

Gains and losses included in changes in net assets available for benefits for the years ended December 31, 2024 and 2023 are reported in net appreciation in fair value of investments.

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 6 – RELATED PARTY AND PARTY IN INTEREST  
TRANSACTIONS**

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The Plan has not considered Company contributions to the Plan or benefits paid by the Plan to participants as party in interest transactions.

John Hancock and Osaic are the Plan’s custodians, as defined by the Plan and, therefore, transactions with these parties qualify as party in interest transactions. Fees paid by the Plan for investment management and contract administration services are customary for the services provided. Fees paid by the Plan for these services totaled \$118,107 and \$103,334 for the years ended December 31, 2024 and 2023, respectively.

As described in Note 2, administrative expenses for recordkeeping and auditing services are provided by parties in interest and may be paid directly by the Plan Sponsor.

John Hancock provides certain administrative services to the Plan pursuant to a Service and Expense Agreement between the Company and John Hancock. John Hancock receives revenue from the registered investment company service providers for services John Hancock provides to these funds. This revenue is used to offset certain amounts owed to John Hancock for its administrative services to the Plan.

The Plan Administrator believes all party in interest transactions qualify for either statutory or administrative exemption from the prohibited transaction rules under ERISA.

**NOTE 7 – PLAN TERMINATION**

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

**NOTES TO FINANCIAL STATEMENTS**

December 31, 2024 and 2023

**NOTE 8 – TAX STATUS**

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The Plan adopted a non-standardized form of a prototype plan sponsored by Omega, Inc. The prototype plan provider has received an opinion letter from the IRS as to the prototype plan's qualified status. The prototype 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 applicable provisions of the Internal Revenue Code ("IRC"). The Plan also allows certain individuals to invest their retirement funds in self-directed brokerage accounts. The Plan Administrator believes that with regard to these investment options, the Plan is designed and is being operated in compliance with the applicable provisions of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

**NOTE 9 – RISKS AND UNCERTAINTIES**

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The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit risks. Market risks include global events which could impact the value of investment securities, such as a pandemic or international conflict. 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.

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**OTHER FINANCIAL INFORMATION**

**SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

Year Ended December 31, 2024

Schedule H, Part IV, Line 4(i)

Plan Number: 001

EIN: 16-1340858

(a)	(b)	(c)	(d)
Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Current Value	
<b>Money Market Fund</b>		\$	247,495
<b>Shares in Registered Investment Companies</b>			
5 Year Guaranteed Interest Account	Shares in Registered Investment Company	3,416	
3 Year Guaranteed Interest Account	Shares in Registered Investment Company	10,487	
500 Index Fund	Shares in Registered Investment Company	231,764	
AF American Balanced Fund	Shares in Registered Investment Company	269,646	
AF The Growth Fund of America	Shares in Registered Investment Company	438,512	
American Century Heritage	Shares in Registered Investment Company	199,060	
American Funds EuroPac Growth	Shares in Registered Investment Company	139,124	
American Funds Fundamental Inv	Shares in Registered Investment Company	1,360	
American Funds New World Fund	Shares in Registered Investment Company	9,121	
AMG River Road Mid Cap Value	Shares in Registered Investment Company	5,457	
Blue Chip Growth Fund	Shares in Registered Investment Company	232,588	
Capital Appreciation Fund	Shares in Registered Investment Company	49,390	
DFA Inflation-Protected Sec	Shares in Registered Investment Company	54,517	
DFA U.S. Small Cap Fund	Shares in Registered Investment Company	32,444	
DFA U.S. Targeted Value Fund	Shares in Registered Investment Company	36,043	
Dodge & Cox International St	Shares in Registered Investment Company	63,286	
Dodge & Cox Stock Fund	Shares in Registered Investment Company	5,880	
Equity Income Fund	Shares in Registered Investment Company	129,129	
Fidelity Advisor Total Bond	Shares in Registered Investment Company	113,637	
Fidelity ContraFund	Shares in Registered Investment Company	82,280	
High Yield Fund	Shares in Registered Investment Company	229,001	
Intl Equity Index Fund	Shares in Registered Investment Company	9	
Invesco Small Cap Growth	Shares in Registered Investment Company	104,496	
Investment Company of America	Shares in Registered Investment Company	334,111	

See notes to financial statements.

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

Year Ended December 31, 2024

Schedule H, Part IV, Line 4(i)

Plan Number: 001

EIN: 16-1340858

(a)	(b)	(c)	(d)
	Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Current Value
	<b>Shares in Registered Investment Companies - Continued</b>		
*	JH Disciplined Value Intl Fund	Shares in Registered Investment Company	113,938
*	JH Disciplined Value Mid Cap	Shares in Registered Investment Company	51,935
*	JH 2010 Lifetime Blend	Shares in Registered Investment Company	106,849
*	JH 2020 Lifetime Blend	Shares in Registered Investment Company	15,356
*	JH 2025 Lifetime Blend	Shares in Registered Investment Company	9,377
*	JH 2030 Lifetime Blend	Shares in Registered Investment Company	751,215
*	JH 2035 Lifetime Blend	Shares in Registered Investment Company	478,492
*	JH 2040 Lifetime Blend	Shares in Registered Investment Company	228,687
*	JH 2045 Lifetime Blend	Shares in Registered Investment Company	244,578
*	JH 2050 Lifetime Blend	Shares in Registered Investment Company	331,707
*	JH 2055 Lifetime Blend	Shares in Registered Investment Company	151,598
*	JH 2060 Lifetime Blend	Shares in Registered Investment Company	186,467
*	JH 2065 Lifetime Blend	Shares in Registered Investment Company	85,002
*	JH Lifestye Blend Aggressive	Shares in Registered Investment Company	299,890
*	JH Lifestyle Blend Growth	Shares in Registered Investment Company	2,577,415
*	JH Lifestyle Blend Balanced	Shares in Registered Investment Company	1,244,607
*	JH Lifestyle Blend Moderate	Shares in Registered Investment Company	760,432
*	JH Lifestyle Blend Conservative	Shares in Registered Investment Company	163,296
*	John Hancock Bond Fund	Shares in Registered Investment Company	239,312
*	John Hancock Mid Cap Growth	Shares in Registered Investment Company	18,460
	JPMorgan U.S. Equity Fund	Shares in Registered Investment Company	26,885
	MFS Emerging Markets Debt	Shares in Registered Investment Company	357
	MFS Utilities Fund	Shares in Registered Investment Company	9,648
	Mid Cap Index Fund	Shares in Registered Investment Company	135,490
	Mid Value Fund	Shares in Registered Investment Company	4,859
	Mutual Global Discovery	Shares in Registered Investment Company	80,781
	Opportunistic Fixed Income	Shares in Registered Investment Company	246,083

See notes to financial statements.

**FIBER INSTRUMENT SALES, INC.**  
**401(k) PROFIT SHARING PLAN**

**SCHEDULE OF ASSETS (HELD AT END OF YEAR)**

Year Ended December 31, 2024

Schedule H, Part IV, Line 4(i)

Plan Number: 001

EIN: 16-1340858

(a)	(b)	(c)	(d)
Identity of Issue, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Current Value	Current Value
<b>Shares in Registered Investment Companies - Continued</b>			
Parnassus Core Equity Fund	Shares in Registered Investment Company	112,998	
PIMCO Real Return	Shares in Registered Investment Company	47,641	
Real Est. Securities Fund	Shares in Registered Investment Company	17,287	
Royce Small-Cap Opportunity	Shares in Registered Investment Company	23,864	
Science & Technology Fund	Shares in Registered Investment Company	134,287	
Small Cap Value Fund	Shares in Registered Investment Company	59,566	
Sprott Gold Equity Fund	Shares in Registered Investment Company	9,394	
T. Rowe Price Cap Appreciation	Shares in Registered Investment Company	36,842	
T. Rowe Price Health Sci	Shares in Registered Investment Company	138,508	
T. Row Price New Era Fund	Shares in Registered Investment Company	29,603	
T. Rowe Price Sml Cap Val	Shares in Registered Investment Company	161,427	
Templeton World	Shares in Registered Investment Company	569	
Total Stock Market Index Fund	Shares in Registered Investment Company	4,257	
Vanguard Mid-Cap Growth ETF	Shares in Registered Investment Company	10,268	
Vanguard Short-Term Federal	Shares in Registered Investment Company	7,505	
Vanguard Small Cap Grow Index	Shares in Registered Investment Company	49,592	
Washington Mutual Investors	Shares in Registered Investment Company	327,347	
		12,508,429	
<b>Self-Directed Brokerage Accounts</b>			478,039
<b>Other</b>			
	Interest rates of 3.25% to 8.50%, secured by participants' accounts, maturity dates through October 2029		
Receivables - Notes from Participants			298,191
Total			\$ 13,532,154

\* Party-in-Interest as defined by ERISA.

\*\* In accordance with ERISA, the historical cost has been omitted as the Plan's investments are participant-directed.

See notes to financial statements.