

<p style="text-align: center;">Form 5500</p> <p style="font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="font-size: small;">Department of Labor Employee Benefits Security Administration</p> <hr/> <p style="font-size: x-small;">Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p style="font-size: x-small;">This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p style="font-size: x-small;">OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: large; text-align: center;">2024</p> <hr/> <p style="text-align: center;">This Form is Open to Public Inspection</p>
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Part I Annual Report Identification Information
 For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 12/31/2024

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

a single-employer plan a DFE (specify) _____

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

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

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

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

special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>RANDALL REILLY TALENT, LLC</u></p> <p><u>1460 NORTHBANK PARKWAY</u> <u>SUITE #100</u> <u>TUSCALOOSA, AL 35406</u></p>	<p>1c Effective date of plan <u>07/01/2024</u></p> <p>2b Employer Identification Number (EIN) <u>93-3510453</u></p> <p>2c Plan Sponsor's telephone number <u>800-294-4015</u></p> <p>2d Business code (see instructions) <u>519100</u></p>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2025	NANCY LEIGH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	251
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1)	192
	6a(2)	184
	6b	3
	6c	48
	6d	235
	6e	0
	6f	235
	6g(1)	0
6g(2)	223	
6h	8	
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

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

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

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

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning **07/01/2024** and ending **12/31/2024**

A Name of plan RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 RANDALL REILLY TALENT, LLC	D Employer Identification Number (EIN) 93-3510453	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

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

MORGAN STANLEY SMITH BARNEY LLC

20-8764829

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26 61	ADVISOR INVESTMENT ADV	8441	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	-8762	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AB SM CAP GRTH ADV - ALLIANCEBERNS 41-0679409	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AF EUROPAC GRTH R5E - AMERICAN FUN 95-2566717	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
C&S REAL ESTATE I - SS&C GIDS, INC 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.10%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
GG G RETIRE INC F60 6725 VIA AUSTI PARKWAY LAS VEGAS, NV 89119	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
INVS COMSTOCK Y - INVESCO INVESTME 11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
INVS DEVELOP MKT Y - INVESCO INVES 11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.25%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
INVS GOLD SPL MIN Y - INVESCO INVE 11 GREENWAY PLAZA, SUITE 100 HOUSTON, TX 77046	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
MORGAN STANLEY SMITH BARNEY LLC	61	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
INVS DEVELOP MKT Y - INVESCO DISTR 11 GREENWAY PLAZA, SUITE 1000 HOUSTON, TX 77046	\$5M+=0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small>	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection.
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For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 12/31/2024

A Name of plan <u>RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>RANDALL REILLY TALENT, LLC</u>	D Employer Identification Number (EIN) <u>93-3510453</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: <u>WT G RETIRE INC F60</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY TRUST COMPANY, LLC</u>		
c EIN-PN <u>20-5886387-082</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>0</u>
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

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

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

c EIN-PN

d Entity code

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 12/31/2024	
A Name of plan RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 RANDALL REILLY TALENT, LLC	D Employer Identification Number (EIN) 93-3510453

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

		(a) Beginning of Year	(b) End of Year
Assets			
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	347025
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	0	50418
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	0	14787155
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation.....	1e	0	0
f Total assets (add all amounts in lines 1a through 1e).....	1f	0	15184598
Liabilities			
g Benefit claims payable.....	1g	0	0
h Operating payables.....	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j).....	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f).....	1l	0	15184598

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers.....	2a(1)(A)	431	
(B) Participants.....	2a(1)(B)	564945	
(C) Others (including rollovers).....	2a(1)(C)	1790	
(2) Noncash contributions.....	2a(2)	0	567166
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	4203	
(B) U.S. Government securities.....	2b(1)(B)	0	
(C) Corporate debt instruments.....	2b(1)(C)	0	
(D) Loans (other than to participants).....	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	1449	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		5652
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	468345
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	468345	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		468345
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	0
(B) Other.....	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	3006
(7) Net investment gain (loss) from pooled separate accounts	2b(7)	0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)	0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)	0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)	163503
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	1207672

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	539238
(2) To insurance carriers for the provision of benefits	2e(2)	0
(3) Other.....	2e(3)	0
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)	539238
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions).....	2g	0
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	-8762
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	8441
(6) Bank or trust company trustee/custodial fees	2i(6)	0
(7) Actuarial fees	2i(7)	0
(8) Legal fees	2i(8)	0
(9) Valuation/appraisal fees	2i(9)	0
(10) Other trustee fees and expenses	2i(10)	0
(11) Other expenses.....	2i(11)	0
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)	-321
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	538917

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	668755
l Transfers of assets:		
(1) To this plan.....	2l(1)	14515843
(2) From this plan	2l(2)	0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: MORRISON & SMITH, LLP

(2) EIN: 63-0401542

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

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

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) Yes No Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

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

For calendar plan year 2024 or fiscal plan year beginning 07/01/2024 and ending 12/31/2024

A Name of plan <u>RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>RANDALL REILLY TALENT, LLC</u>	D Employer Identification Number (EIN) <u>93-3510453</u>	

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

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

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

1	
---	--

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

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

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

3	
---	--

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

a Name of contributing employer _____

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part VII IRS Compliance Questions

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

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

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

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

December 31, 2024

MORRISON & SMITH, LLP
Certified Public Accountants
1809 University Boulevard
P.O. Box 20647
Tuscaloosa, Alabama 35402-0647

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

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MORRISON & SMITH, LLP
CERTIFIED PUBLIC ACCOUNTANTS

July 25, 2025

INDEPENDENT AUDITOR'S REPORT

Plan Administrator
Randall Reilly Talent, LLC 401(k) Profit Sharing Plan
Tuscaloosa, Alabama

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

We have performed an audit of the financial statements of Randall Reilly Talent, LLC 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 - modified cash basis as of December 31, 2024 and the related statement of changes in net assets available for benefits - modified cash basis 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 audits of Randall Reilly Talent, LLC 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 audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2024 and for the year then ended, stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with the modified cash basis of accounting.

- 1 -

1809 UNIVERSITY BLVD.
TUSCALOOSA, AL 35401

P.O. Box 20647
TUSCALOOSA, AL 35402-0647

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

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Randall Reilly Talent, LLC 401(k) Profit Sharing Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Basis of Accounting

We draw attention to Note 2 of the financial statements, which describes the basis of accounting. The financial statements and supplemental schedules are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to that matter.

Management's Responsibility for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Randall Reilly Talent, LLC 401(k) Profit Sharing Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibility for the Audit of the Financial Statements

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

misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgement 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 Randall Reilly Talent, LLC 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 Randall Reilly Talent, LLC 401(k) Profit Sharing Plan's ability to continue as a going concern for a reasonable period of time.

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

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 the modified cash basis of accounting.

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

Other Matter - Supplemental Schedule Required by ERISA

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

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

In our opinion

- the form and content of the supplemental 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).

Morrison & Smith, LLP

MORRISON & SMITH, LLP

Certified Public Accountants

Tuscaloosa, Alabama

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS (MODIFIED CASH BASIS)

DECEMBER 31, 2024

<u>ASSETS</u>	<u>2024</u>
Investments, at Fair Market Value	\$ 15,134,180
Notes Receivable from Participants	<u>50,418</u>
<u>TOTAL ASSETS</u>	15,184,598
<u>TOTAL LIABILITIES</u>	<u>-</u>
<u>NET ASSETS AVAILABLE FOR PLAN BENEFITS</u>	<u>\$ 15,184,598</u>

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS (MODIFIED CASH BASIS)

DECEMBER 31, 2024

	<u>2024</u>
Additions to Net Assets Attributable To:	
Investment Income:	
Net Appreciation (Depreciation)	
in Fair Value of Investments	\$ 166,508
Interest and Dividends	473,998
	<u>640,506</u>
Contributions:	
Participants	564,945
Employer	431
Rollover	1,790
	<u>567,166</u>
Other Additions:	
Transfer of Assets	14,515,843
	<u>14,515,843</u>
Total Additions	<u>15,723,515</u>
Deductions From Net Assets Attributed To:	
Benefits Paid to Participants	539,238
Other Expenses	(321)
	<u>538,917</u>
Net Increase	15,184,598
NET ASSETS AVAILABLE FOR BENEFITS:	
<u>Beginning of Year</u>	<u>-</u>
<u>End of Year</u>	<u>\$ 15,184,598</u>

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

NOTES TO FINANCIAL STATEMENTS (CONTINUED) ----- DECEMBER 31, 2024

1: Description of Plan:

The following description of the Randall Reilly Talent, LLC 401(k) Profit Sharing Plan (the plan) provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. General - The Plan is a defined contribution plan covering all employees of Randall Reilly Talent, LLC (the Company) who have completed sixty days of service and are twenty-one years of age. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).
2. Contributions - Each year, the Company may contribute to the Plan a discretionary amount of its current profits before pension and profit sharing costs and income taxes. The Company may make matching contributions equal to a discretionary percentage to be determined at the option of the Company's board of directors. Participants may contribute up to 85 percent of their annual compensation provided such contribution does not exceed limits established by federal tax laws.
3. Participant Accounts - Each participant's account is credited with the participant's contribution and an allocation of (a) the Company's contribution, and (b) Plan earnings. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's account.
4. Loans to Participants - Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their account balance. Loan transactions are treated as a transfer to (from) the investment fund from (to) the Participant Loan Account. Loan terms range from 1-5 years or up to 10 years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with local prevailing rates as determined by the Plan Administrator. Interest rates range from 4.25% to 9.50%. Principal and interest are paid ratably through bi-weekly payroll deductions.
5. Vesting - Participants are immediately vested in their voluntary contributions plus actual earnings thereon. Vesting in the remainder of their accounts is based on years of vesting service. A participant is 100 percent vested after four years of credited service.
6. Payment of Benefits - Upon termination of service, a participant may receive a lump-sum in an amount equal to the value of his or her vested account balance. A participant who has reached age 59 ½ may withdraw all or a portion of their vested account balance.
7. Forfeitures - At December 31, 2024 forfeited non-vested accounts totaled \$6,821. These accounts will be used to reduce administrative expenses and/or future employer contributions. Forfeitures during 2024 were \$3,814.

(Continued)

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

NOTES TO FINANCIAL STATEMENTS (CONTINUED) ----- DECEMBER 31, 2024

2. Summary of Accounting Policies:

The Plan's financial statements have been prepared on a modified cash basis, which is a comprehensive basis of accounting other than U.S. generally accepted accounting principles. Therefore, with the exception of appreciation or depreciation in the market value of investments, income and expense items are recognized only as cash is received or paid, and receivables, payables and accrued expenses are not reflected.

Certain information in the accompanying financial statements and ERISA-required supplemental schedules related to investments and notes receivable from participants held as of December 31, 2024 and net appreciation (or depreciation) in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2024 was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, a qualified institution.

The Plan's investments are recorded at market value, as established by the trustee as of December 31, 2024. If available, quoted market prices are used to value investments. The amounts shown in Note 4 for securities that have no quoted market price represent estimated fair value. Purchases and sales of securities are recorded on a settlement day basis.

The Plan's investments are held by the Trustee. The Trustee provides statements reflecting the Plan's investment assets, transactions, income, and reportable transactions. The Trust statements have been certified by the Trustee to be complete and accurate.

Loans to participants are measured at their unpaid principal balance, which approximates market. Interest on loans to participants is recorded when received.

Benefits are recorded when paid.

Administrative expenses of the Plan were paid by the Plan.

The preparation of the financial statements in conformity with generally accepted accounting principles requires the Plan Administrator to make estimates and assumptions that affect the amounts reported in the financial statements and accompanying notes. Actual results could differ from those estimates.

3. Tax Status:

The Plan adopted a Fidelity Prototype Plan. The Prototype Plan obtained its latest determination letter on June 30, 2020, in which the Internal Revenue Service stated that the form of the plan is acceptable under Section 401 of the Internal Revenue Code for use by employers for the benefit of their employees. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require the plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan is not aware of uncertain tax positions that qualify for either recognition or disclosure in the financial statements under the current guidance.

(Continued)

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

NOTES TO FINANCIAL STATEMENTS (CONTINUED) ----- DECEMBER 31, 2024

4. Investments:

Plan investments consist of mutual funds which are held by the Trustee. The following table represents the fair values of investments. An asterisk (*) denotes investments that represent 5% or more of the Plan's beginning of the year net assets.

	<u>FAIR MARKET VALUE</u>
	<u>12/31/2024</u>
DESCRIPTION	
* Fidelity Advisor Strategic Income Fund	165,083
* Fidelity Advisor Investment Grade Bond Fund	76,256
* Fidelity Advisor Capital & Income Fund - Class I	92,761
* Fidelity Advisor Freedom 2020 Fund	149,552
* Fidelity Advisor Freedom 2030 Fund	29,422
* Fidelity Advisor Freedom 2040 Fund	1,260,228
* Fidelity Advisor Freedom Income Fund	196,597
* Fidelity Advisor Freedom 2025 Fund	816,036
* Fidelity Advisor Freedom 2035 Fund	854,103
* Fidelity Advisor Freedom 2045 Fund	957,442
* Fidelity Advisor Freedom 2050 Fund	1,361,293
* Fidelity Advisor Asset Manager 20% Fund	3,561
* Fidelity Advisor Asset Manager 50% Fund	1,650
* Fidelity Advisor Asset Manager 60% Fund	925,434
* Fidelity 500 Index Fund	1,642,832
* Fidelity Advisor Freedom 2055 Fund	698,828
* Fidelity Global Ex U.S. Index Fund	77,911
* Fidelity MidCap Index Fund	539,077
* Fidelity Small Cap Index Fund	182,855
* Fidelity Advisor Freedom 2060 Fund	887,186
* Fidelity Advisor Freedom 2065 Fund	74,082
* Fidelity Advisor Freedom 2070 Fund	396
* Cohen&Steers Real Estate Securities Fund	24,406
* Blackrock Midcap Capital Grade Equity	154,477
* American Funds EuroPacific Growth R5E	200,857
* AllianceBernstein Large Cap Growth Fund	1,451,968
* Invesco Oppenheimer Development Markets	44,905
* Invesco Comstock Fund	703,002
* Lord Abbot International Equity Fund R6	134,618
* AllianceBernstein Small Cap Growth Fund	194,109
* Invesco Oppenheimer Gold & Special Minerals	411,919
* Principal Midcap Value Fund I Class R-6	455,486
* Fidelity Government Money Market Fund	347,025
* JPMorgan Short Duration Core Plus Fund Class R6	12,062
* Fidelity Advisor Short-Term Bond I	6,761
	<u>\$ 15,134,180</u>

(Continued)

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

NOTES TO FINANCIAL STATEMENTS (CONTINUED) ----- DECEMBER 31, 2024

4. (Continued)

During the years ended December 31, 2024 the Plan's investments, (including gains and losses on investments bought and sold, as well as held during the year) appreciated (depreciated) in value by \$166,508.

5. Fair Value Measurements:

Current accounting guidance for Fair Value Measurements establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority, Level 2 consists of observable inputs other than quoted prices included in Level 1, and Level 3 consists of unobservable inputs and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measured fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. No Level 2 inputs were available to the Plan. Level 3 inputs were only used when Level 1 or Level 2 inputs were not available.

Level 1 Fair Value Measurements

The fair value of Mutual Funds is based on unadjusted quoted prices in active markets for identical assets as provided by the Trustee.

Level 2 Fair Value Measurements

The fair value of collective trust and pooled separate accounts, which have underlying investments in mutual funds, are based on observable inputs of the quoted values of the mutual funds. However, the separate accounts themselves do not have publicly quoted prices.

Level 3 Fair Value Measurements

Loans to participants are not actively traded and significant other observable inputs are not available. The fair value of loans to participants is based on the principal balance of the loans. The principal balance represents fair value, as the loans are secured by the participant's account balance and are specific to the participant who borrowed the amount.

The following tables set forth, by level within the fair market hierarchy, the fair value of the Plan's investments measured on a recurring basis as of December 31, 2024.

	Fair Value Measurement at the End of the Reporting Period Using:			
	Fair Value	Unadjusted Quoted Prices (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)
<u>December 31, 2024</u>				
Mutual Funds	\$ 14,787,155	\$ 14,787,155	\$ -	\$ -
Interest-bearing Cash	347,025	347,025	-	-
Loans to Participants	<u>50,418</u>	<u>-</u>	<u>-</u>	<u>50,418</u>
Total	<u>\$ 15,184,598</u>	<u>\$ 15,134,180</u>	<u>\$ -</u>	<u>\$ 50,418</u>

(Continued)

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

NOTES TO FINANCIAL STATEMENTS (CONTINUED) ----- DECEMBER 31, 2024

5. (Continued)

The following tables reconcile the beginning and ending balances of fair value measurements using significant unobservable inputs (Level 3) for loans to participants for the years ended December 31, 2024:

	Loans to Participants	Total
<u>December 31, 2024</u>		
Beginning Balance	\$ -	\$ -
Transfer from Predecessor Plan	56,292	56,292
Purchases	8,000	8,000
Sales	(13,874)	(13,874)
Ending Balance	<u>\$ 50,418</u>	<u>\$ 50,418</u>

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

The Plan's policy is to recognize transfers between Levels 1 and 2 and into and out of Level 3 as of the date of the event or change in circumstances that caused the transfer.

6. Excess Contribution

For the plan years ended December 31, 2024 the Plan was reviewed for excess contributions by highly compensated employees based on the Actual Deferral Percentage (ADP) test. There were no excess contributions for 2024.

7. Plan Termination:

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

8. Investment Options:

The Plan provides for participant directed investment options.

9. Related Party Transactions:

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity is the trustee and recordkeeping provider. Therefore, these transactions qualify as party-in-interest. Other parties-in-interest include the Plan sponsor, the participants, the investment advisor (Morgan Stanley) and the auditor (Morrison & Smith, LLP).

10. Risks and Uncertainties

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

(Continued)

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN

TUSCALOOSA, ALABAMA

NOTES TO FINANCIAL STATEMENTS (CONTINUED) ----- DECEMBER 31, 2024

11. Transfer of Assets

On July 1, 2024, the Company was spun off from Randall-Reilly, LLC. The Company established its own 401(k) Profit Sharing Plan with substantially the same terms as its predecessor. As a result, on July 1, 2024 investments with a fair market value of \$14,515,843 and representing approximately 251 participants were transferred to the plan. The transfer is reflected in the Statement of Changes in Net Assets Available for Benefits under the caption "Transfer of Assets."

12. Subsequent Events

The Plan has evaluated subsequent events through July 25, 2025, the date the financial statements were available to be issued.

(Continued)

----- S U P P L E M E N T A L I N F O R M A T I O N -----

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF INVESTMENTS ----- DECEMBER 31, 2024

Fidelity Advisor Strategic Income Fund	\$ 162,515	\$ 165,083
Fidelity Advisor Investment Grade Bond Fund	76,132	76,256
Fidelity Advisor Capital & Income Fund - Class I	91,017	92,761
Fidelity Advisor Freedom 2020 Fund	151,022	149,552
Fidelity Advisor Freedom 2030 Fund	29,851	29,422
Fidelity Advisor Freedom 2040 Fund	1,253,514	1,260,228
Fidelity Advisor Freedom Income Fund	196,541	196,597
Fidelity Advisor Freedom 2025 Fund	822,693	816,036
Fidelity Advisor Freedom 2035 Fund	853,340	854,103
Fidelity Advisor Freedom 2045 Fund	943,206	957,442
Fidelity Advisor Freedom 2050 Fund	1,344,280	1,361,293
Fidelity Advisor Asset Manager 20% Fund	3,543	3,561
Fidelity Advisor Asset Manager 50% Fund	1,653	1,650
Fidelity Advisor Asset Manager 60% Fund	923,989	925,434
Fidelity 500 Index Fund	1,539,120	1,642,832
Fidelity Advisor Freedom 2055 Fund	687,964	698,828
Fidelity Global Ex U.S. Index Fund	80,734	77,911
Fidelity MidCap Index Fund	499,410	539,077
Fidelity Small Cap Index Fund	170,444	182,855
Fidelity Advisor Freedom 2060 Fund	872,991	887,186
Fidelity Advisor Freedom 2065 Fund	73,094	74,082
Fidelity Advisor Freedom 2070 Fund	410	396
Cohen&Steers Real Estate Securities Fund	23,727	24,406
Blackrock Midcap Capital Grade Equity	138,718	154,477
American Funds EuroPacific Growth R5E	214,326	200,857
AllianceBernstein Large Cap Growth Fund	1,479,359	1,451,968
Invesco Oppenheimer Development Markets	46,850	44,905
Invesco Comstock Fund	722,534	703,002
Lord Abbot International Equity Fund R6	143,872	134,618
AllianceBernstein Small Cap Growth Fund	173,540	194,109
Invesco Oppenheimer Gold & Special Minerals	395,213	411,919
Principal Midcap Value Fund I Class R-6	495,052	455,486
Fidelity Government Money Market Fund	347,025	347,025
JPMorgan Short Duration Core Plus Fund Class R6	11,919	12,062
Fidelity Advisor Short-Term Bond I	6,705	6,761
	<u>\$ 14,976,303</u>	<u>\$ 15,134,180</u>

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

RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF ASSETS (HELD AT YEAR END)-----DECEMBER 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including maturity date, rate of interest, and par value)	(e) Current Value
*	Fidelity Advisor Strategic Income Fund	Mutual Fund that invests mainly in domestic and foreign debt securities.	\$ 165,083
*	Fidelity Advisor Investment Grade Bond Fund	Mutual Fund that invests mainly in investment grade debt securities of all types and repurchase agreements for those securities.	76,256
*	Fidelity Advisor Capital & Income Fund - Class I	Mutual Fund that invests primarily in income-producing debt securities, preferred stocks, and convertible securities, with an emphasis on lower-quality debt securities.	92,761
*	Fidelity Advisor Freedom 2020 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	149,552
*	Fidelity Advisor Freedom 2030 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	29,422
*	Fidelity Advisor Freedom 2040 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	1,260,228
*	Fidelity Advisor Freedom Income Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	196,597
*	Fidelity Advisor Freedom 2025 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	816,036

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

RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SHCHEDULE OF ASSETS (HELD AT YEAR END)-----DECEMBER 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including maturity date, rate of interest, and par value)	(e) Current Value
*	Fidelity Advisor Freedom 2035 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	854,103
*	Fidelity Advisor Freedom 2045 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	957,442
*	Fidelity Advisor Freedom 2050 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	1,361,293
*	Fidelity Advisor Asset Manager 20% Fund	Mutual Fund that invests in a combination of stocks, bonds and short-term and money market instruments, either through direct investment or by investing in Fidelity central funds that hold such investments.	3,561
*	Fidelity Advisor Asset Manager 50% Fund	Mutual Fund that invests in a combination of stocks, bonds and short-term and money market instruments, either through direct investment or by investing in Fidelity central funds that hold such investments.	1,650
*	Fidelity Advisor Asset Manager 60% Fund	Mutual Fund that invests in a combination of stocks, bonds and short-term and money market instruments, either through direct investment or by investing in Fidelity central funds that hold such investments.	925,434
*	Fidelity 500 Index Fund	Mutual Fund that invests mainly in companies with market values greater than \$10 billion	1,642,832
*	Fidelity Advisor Freedom 2055 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	698,828

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

RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF ASSETS (HELD AT YEAR END)-----DECEMBER 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including maturity date, rate of interest, and par value)	(e) Current Value
*	Fidelity Global Ex U.S. Index Fund	Mutual Fund that invests in securities in the USA Index and in depository receipts representing securities included in the index.	77,911
*	Fidelity MidCap Index Fund	Mutual Fund that invests in securities included in the Russell Midcap Index.	539,077
*	Fidelity Small Cap Index Fund	Mutual Fund that invests in securities included in the Russell 2000 Index.	182,855
*	Fidelity Advisor Freedom 2060 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	887,186
*	Fidelity Advisor Freedom 2065 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	74,082
*	Fidelity Advisor Freedom 2070 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	396
	Cohen&Steers Real Estate Securities Fund	Mutual Fund that invests mainly in income producing common stocks and other equity securities of companies that are principally engaged in the U.S. real estate industry.	24,406
	Blackrock Midcap Capital Grade Equity	Mutual Fund investing in at least 80% of its net assets in equity securities that consists of common & preferred stock	154,477
	American Funds EuroPacific Growth R5E	Mutual Fund that invests primarily in common stock of issuers in Europe and the Pacific Basin.	200,857

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

RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF ASSETS (HELD AT YEAR END) -----DECEMBER 31, 2024

<u>(a)</u>	<u>(b)</u> <u>Identity of Issue, Borrower,</u> <u>Lessor or Similar Party</u>	<u>(c)</u> <u>Description of Investment</u> <u>(including maturity date, rate of</u> <u>interest, and par value)</u>	<u>(e)</u> <u>Current Value</u>
	AllianceBernstein Large Cap Growth Fund	Mutual Fund investing in the domestic equity securities of companies selected by the Fund's adviser for their growth within various markets.	1,451,968
	Invesco Oppenheimer Development Markets	Mutual Fund that invests mainly in common stocks of issuers in emerging and developing markets.	44,905
	Invesco Comstock Fund	Mutual Fund that invests mainly in equity securities and emphasizes a value style of investing.	703,002
	Lord Abbot International Equity Fund R6	Mutual Fund that seeks to deliver long-term growth of capital by investing primarily in stocks of international companies	134,618
	AllianceBernstein Small Cap Growth Fund	Mutual Fund investing mainly in equity securities of companies with relatively small market capitalizations and are demonstrating improving fundamentals and favorable earnings momentum.	194,109
	Invesco Oppenheimer Gold & Special Minerals	Mutual Fund investing mainly in common stocks companies that are involved in mining, processing or dealing in gold and other minerals.	411,919
	Principal Midcap Value Fund I Class R-6	Mutual Fund that invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of companies with medium market capitalizations at the time of purchase.	455,486
*	Fidelity Government Money Market Fund	Money Market Fund that invests in cash, U.S. Government securities and/or repurchase agreements that are collateralized fully.	347,025
	JPMorgan Short Duration Core Plus Fund Class R6	Mutual Fund invests in traditional fixed income sectors, while also having the flexibility to allocate its assets to extended sectors.	12,062

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

RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF ASSETS (HELD AT YEAR END)-----DECEMBER 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including maturity date, rate of interest, and par value)	(e) Current Value
*	Fidelity Advisor Short-Term Bond I	Mutual Fund investing in investment grade debt securities of all types and repurchase agreements for those securities	6,761
*	Participant Loans	Interest rates from 4.25% to 9.50%	<u>50,418</u>
			<u>\$ 15,184,598</u>

*Party-in-interest

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

RANDALL REILLY TALENT, LLC 401(k) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF INVESTMENTS ----- DECEMBER 31, 2024

Fidelity Advisor Strategic Income Fund	\$ 162,515	\$ 165,083
Fidelity Advisor Investment Grade Bond Fund	76,132	76,256
Fidelity Advisor Capital & Income Fund - Class I	91,017	92,761
Fidelity Advisor Freedom 2020 Fund	151,022	149,552
Fidelity Advisor Freedom 2030 Fund	29,851	29,422
Fidelity Advisor Freedom 2040 Fund	1,253,514	1,260,228
Fidelity Advisor Freedom Income Fund	196,541	196,597
Fidelity Advisor Freedom 2025 Fund	822,693	816,036
Fidelity Advisor Freedom 2035 Fund	853,340	854,103
Fidelity Advisor Freedom 2045 Fund	943,206	957,442
Fidelity Advisor Freedom 2050 Fund	1,344,280	1,361,293
Fidelity Advisor Asset Manager 20% Fund	3,543	3,561
Fidelity Advisor Asset Manager 50% Fund	1,653	1,650
Fidelity Advisor Asset Manager 60% Fund	923,989	925,434
Fidelity 500 Index Fund	1,539,120	1,642,832
Fidelity Advisor Freedom 2055 Fund	687,964	698,828
Fidelity Global Ex U.S. Index Fund	80,734	77,911
Fidelity MidCap Index Fund	499,410	539,077
Fidelity Small Cap Index Fund	170,444	182,855
Fidelity Advisor Freedom 2060 Fund	872,991	887,186
Fidelity Advisor Freedom 2065 Fund	73,094	74,082
Fidelity Advisor Freedom 2070 Fund	410	396
Cohen&Steers Real Estate Securities Fund	23,727	24,406
Blackrock Midcap Capital Grade Equity	138,718	154,477
American Funds EuroPacific Growth R5E	214,326	200,857
AllianceBernstein Large Cap Growth Fund	1,479,359	1,451,968
Invesco Oppenheimer Development Markets	46,850	44,905
Invesco Comstock Fund	722,534	703,002
Lord Abbot International Equity Fund R6	143,872	134,618
AllianceBernstein Small Cap Growth Fund	173,540	194,109
Invesco Oppenheimer Gold & Special Minerals	395,213	411,919
Principal Midcap Value Fund I Class R-6	495,052	455,486
Fidelity Government Money Market Fund	347,025	347,025
JPMorgan Short Duration Core Plus Fund Class R6	11,919	12,062
Fidelity Advisor Short-Term Bond I	6,705	6,761
	<u>\$ 14,976,303</u>	<u>\$ 15,134,180</u>

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

RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF ASSETS (HELD AT YEAR END) -----DECEMBER 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including maturity date, rate of interest, and par value)	(e) Current Value
*	Fidelity Advisor Strategic Income Fund	Mutual Fund that invests mainly in domestic and foreign debt securities.	\$ 165,083
*	Fidelity Advisor Investment Grade Bond Fund	Mutual Fund that invests mainly in investment grade debt securities of all types and repurchase agreements for those securities.	76,256
*	Fidelity Advisor Capital & Income Fund - Class I	Mutual Fund that invests primarily in income-producing debt securities, preferred stocks, and convertible securities, with an emphasis on lower-quality debt securities.	92,761
*	Fidelity Advisor Freedom 2020 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	149,552
*	Fidelity Advisor Freedom 2030 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	29,422
*	Fidelity Advisor Freedom 2040 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	1,260,228
*	Fidelity Advisor Freedom Income Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	196,597
*	Fidelity Advisor Freedom 2025 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	816,036

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RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SHCHEDULE OF ASSETS (HELD AT YEAR END) -----DECEMBER 31, 2024

(a)	(b)	(c)	(e)
Identity of Issue, Borrower, Lessor or Similar Party		Description of Investment (including maturity date, rate of interest, and par value)	Current Value
*	Fidelity Advisor Freedom 2035 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	854,103
*	Fidelity Advisor Freedom 2045 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	957,442
*	Fidelity Advisor Freedom 2050 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	1,361,293
*	Fidelity Advisor Asset Manager 20% Fund	Mutual Fund that invests in a combination of stocks, bonds and short-term and money market instruments, either through direct investment or by investing in Fidelity central funds that hold such investments.	3,561
*	Fidelity Advisor Asset Manager 50% Fund	Mutual Fund that invests in a combination of stocks, bonds and short-term and money market instruments, either through direct investment or by investing in Fidelity central funds that hold such investments.	1,650
*	Fidelity Advisor Asset Manager 60% Fund	Mutual Fund that invests in a combination of stocks, bonds and short-term and money market instruments, either through direct investment or by investing in Fidelity central funds that hold such investments.	925,434
*	Fidelity 500 Index Fund	Mutual Fund that invests mainly in companies with market values greater than \$10 billion	1,642,832
*	Fidelity Advisor Freedom 2055 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	698,828

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RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SHCHEDULE OF ASSETS (HELD AT YEAR END)-----DECEMBER 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including maturity date, rate of interest, and par value)	(e) Current Value
*	Fidelity Global Ex U.S. Index Fund	Mutual Fund that invests in securities in the USA Index and in depository receipts representing securities included in the index.	77,911
*	Fidelity MidCap Index Fund	Mutual Fund that invests in securities included in the Russell Midcap Index.	539,077
*	Fidelity Small Cap Index Fund	Mutual Fund that invests in securities included in the Russell 2000 Index.	182,855
*	Fidelity Advisor Freedom 2060 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	887,186
*	Fidelity Advisor Freedom 2065 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	74,082
*	Fidelity Advisor Freedom 2070 Fund	Mutual Fund that invests in a combination of Fidelity equity, fixed-income, and money market/short-term funds.	396
	Cohen&Steers Real Estate Securities Fund	Mutual Fund that invests mainly in income producing common stocks and other equity securities of companies that are principally engaged in the U.S. real estate industry.	24,406
	Blackrock Midcap Capital Grade Equity	Mutual Fund investing in at least 80% of its net assets in equity securities that consists of common & preferred stock	154,477
	American Funds EuroPacific Growth R5E	Mutual Fund that invests primarily in common stock of issuers in Europe and the Pacific Basin.	200,857

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RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF ASSETS (HELD AT YEAR END)-----DECEMBER 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including maturity date, rate of interest, and par value)	(e) Current Value
	AllianceBernstein Large Cap Growth Fund	Mutual Fund investing in the domestic equity securities of companies selected by the Fund's adviser for their growth within various markets.	1,451,968
	Invesco Oppenheimer Development Markets	Mutual Fund that invests mainly in common stocks of issuers in emerging and developing markets.	44,905
	Invesco Comstock Fund	Mutual Fund that invests mainly in equity securities and emphasizes a value style of investing.	703,002
	Lord Abbot International Equity Fund R6	Mutual Fund that seeks to deliver long-term growth of capital by investing primarily in stocks of international companies	134,618
	AllianceBernstein Small Cap Growth Fund	Mutual Fund investing mainly in equity securities of companies with relatively small market capitalizations and are demonstrating improving fundamentals and favorable earnings momentum.	194,109
	Invesco Oppenheimer Gold & Special Minerals	Mutual Fund investing mainly in common stocks companies that are involved in mining, processing or dealing in gold and other minerals.	411,919
	Principal Midcap Value Fund I Class R-6	Mutual Fund that invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of companies with medium market capitalizations at the time of purchase.	455,486
*	Fidelity Government Money Market Fund	Money Market Fund that invests in cash, U.S. Government securities and/or repurchase agreements that are collateralized fully.	347,025
	JPMorgan Short Duration Core Plus Fund Class R6	Mutual Fund invests in traditional fixed income sectors, while also having the flexibility to allocate its assets to extended sectors.	12,062

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RANDALL REILLY TALENT, LLC 401(K) PROFIT SHARING PLAN #001

TUSCALOOSA, ALABAMA

93-3510453

SCHEDULE OF ASSETS (HELD AT YEAR END)-----DECEMBER 31, 2024

(a)	(b) Identity of Issue, Borrower, Lessor or Similar Party	(c) Description of Investment (including maturity date, rate of interest, and par value)	(e) Current Value
*	Fidelity Advisor Short-Term Bond I	Mutual Fund investing in investment grade debt securities of all types and repurchase agreements for those securities	6,761
*	Participant Loans	Interest rates from 4.25% to 9.50%	50,418
			<u>\$ 15,184,598</u>

*Party-in-interest

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