

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

Complete all entries in accordance with the instructions to the Form 5500.

Part I Annual Report Identification Information

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

- A This return/report is for: [] a multiemployer plan [] a multiple-employer plan... [X] a single-employer plan [] a DFE... B This return/report is: [] the first return/report [] the final return/report... C If the plan is a collectively-bargained plan, check here... D Check box if filing under: [X] Form 5558 [] automatic extension... E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here...

Part II Basic Plan Information—enter all requested information

1a Name of plan SATCOM DIRECT, INC. 401(K) PROFIT SHARING PLAN AND TRUST
1b Three-digit plan number (PN) 001
1c Effective date of plan 01/01/2004
2a Plan sponsor's name (employer, if for a single-employer plan) SATCOM DIRECT, INC.
2b Employer Identification Number (EIN) 41-1878523
2c Plan Sponsor's telephone number 321-777-3000
2d Business code (see instructions) 517000

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

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

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

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	447
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)	258
	6a(2)	209
	6b	1
	6c	213
	6d	423
	6e	1
	6f	424
	6g(1)	438
	6g(2)	420
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	

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

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

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

b General Schedules

- (1) **H** (Financial Information)
- (2) **I** (Financial Information – Small Plan)
- (3) **A** (Insurance Information) – Number Attached 0
- (4) **C** (Service Provider Information)
- (5) **D** (DFE/Participating Plan Information)
- (6) **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

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

A Name of plan SATCOM DIRECT, INC. 401(K) PROFIT SHARING PLAN AND TRUST	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SATCOM DIRECT, INC.	D Employer Identification Number (EIN) 41-1878523	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	39707	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)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	20363	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

(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.	
GS TECH OPPS INST - GOLDMAN SACHS 13-5108880	0.12%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

A Name of plan <u>SATCOM DIRECT, INC. 401(K) PROFIT SHARING PLAN AND TRUST</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>SATCOM DIRECT, INC.</u>	D Employer Identification Number (EIN) <u>41-1878523</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>MIP CL 2</u>		
b Name of sponsor of entity listed in (a): <u>FIDELITY MANAGEMENT TRUST COMPANY</u>		
c EIN-PN <u>04-3022712-024</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>1192893</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)

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2024 This Form is Open to Public Inspection
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan SATCOM DIRECT, INC. 401(K) PROFIT SHARING PLAN AND TRUST	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 SATCOM DIRECT, INC.	D Employer Identification Number (EIN) 41-1878523

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)	2526770	2605795
(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)	179355	492059
(9) Value of interest in common/collective trusts	1c(9)	1050219	1192893
(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)	65190694	73839428
(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	68947038	78130175
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	68947038	78130175

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)	1740526	
(B) Participants.....	2a(1)(B)	2611931	
(C) Others (including rollovers).....	2a(1)(C)	168949	
(2) Noncash contributions.....	2a(2)	0	4521406
(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)	129718	
(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)	32795	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		162513
(2) Dividends:			
(A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock.....	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	2386283	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		2386283
(3) Rents.....	2b(3)		0
(4) Net gain (loss) on sale of assets:			
(A) Aggregate proceeds.....	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result.....	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets:			
(A) Real estate.....	2b(5)(A)	0	
(B) Other.....	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

	(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)	11639
(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)	9892480
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total	2d	16974321

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	7725674
(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)	7725674
f Corrective distributions (see instructions)	2f	0
g Certain deemed distributions of participant loans (see instructions)	2g	5440
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)	39707
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	20363
(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)	60070
j Total expenses. Add all expense amounts in column (b) and enter total	2j	7791184

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k	9183137
l Transfers of assets:		
(1) To this plan	2l(1)	0
(2) From this plan	2l(2)	0

Part III Accountant's Opinion

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

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

(1) 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: **BERMAN HOPKINS WRIGHT AND LAHAM**

(2) EIN: **59-1152714**

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.			

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.	OMB No. 1210-0110 2024 This Form is Open to Public Inspection.
--	---	--

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

A Name of plan <u>SATCOM DIRECT, INC. 401(K) PROFIT SHARING PLAN AND TRUST</u>	B Three-digit plan number (PN) ▶	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SATCOM DIRECT, INC.</u>	D Employer Identification Number (EIN) <u>41-1878523</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.

Representation of:

Satcom Direct, Inc. 401k Profit Sharing Plan & Trust
1050 Satcom Ln
Melbourne, Florida 32940

Provided to:

Forvis Mazars, LLP

Certified Public Accountants
1901 S. Meyers Road, Suite 500
Oakbrook Terrace, IL 60181

The undersigned (“We”) are providing this letter in connection with Forvis Mazars’ audit of the financial statements of Satcom Direct, Inc. 401k Profit Sharing Plan & Trust (the Plan) as of and for the year ended December 31, 2024 and supplemental schedule as of December 31, 2024.

Our representations are current and effective as of the date of Forvis Mazars’ report: October 14, 2025.

Our engagement with Forvis Mazars is based on our contract for services dated: October 7, 2025.

Our Responsibility & Consideration of Material Matters

We confirm that we are responsible for the fair presentation of the financial statements subject to Forvis Mazars’ report in conformity with accounting principles generally accepted in the United States of America and for the fair presentation of the accompanying supplemental schedule in conformity with the Department of Labor’s (DOL) Rules and Regulations under the *Employee Retirement Income Security Act of 1974* (ERISA).

We are also responsible for adopting sound accounting policies; establishing and maintaining effective internal control over financial reporting, operations, and compliance; and preventing and detecting fraud.

We elected to have the audit of the Plan’s financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the DOL’s Rules and Regulations for Reporting and Disclosure under ERISA. We acknowledge that the audit did not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier, that is regulated, supervised and subject to periodic examination by a state or federal agency, a qualified institution, that prepared and certified the investment information in accordance with 29 CFR 2520.103-5 of the DOL Rules and Regulations for Reporting and Disclosure under ERISA. We have determined that an ERISA Section 103(a)(3)(C) audit is permissible under the circumstances. We have also determined that the investment information is prepared and certified by a qualified institution as described by 29 CFR 2520.103-8, that the certification meets the requirements in 29 CFR 2520.103-5 and, that the certified investment information is appropriately measured, presented, and disclosed in accordance with accounting principles generally accepted in the United States of America.

The purpose of an ERISA Section 103(a)(3)(C) audit is to express an opinion on whether the amounts and disclosures in the financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with generally accepted accounting principles and that the assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the certified investment information.

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

Confirmation of Matters Specific to the Subject Matter of Forvis Mazars' Report

We confirm, to the best of our knowledge and belief, the following:

Broad Matters

1. We have fulfilled our responsibilities, as set out in the terms of our contract, for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America (GAAP) .
2. We acknowledge our responsibility for the design, implementation, and maintenance of:
 - a. Internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.
 - b. Internal control to prevent and detect fraud.
3. We have provided you with:
 - a. Access to all information of which we are aware that is relevant to the preparation and fair presentation of the financial statements, such as financial records and related data, documentation, and other matters.
 - b. The most current Plan instrument for the audit period, including all Plan amendments.
 - c. A draft of the Form 5500 that is substantially complete.
 - d. Additional information that you have requested from us for the purpose of the audit.
 - e. Unrestricted access to persons within the Plan from whom you determined it necessary to obtain audit evidence.
 - f. All minutes of retirement plan committee meetings held through the date of this letter or summaries of actions of recent meetings for which minutes have not yet been prepared. All unsigned copies of minutes provided to you are copies of our original minutes approved by the retirement plan committee, if applicable, and maintained as part of our records.
 - g. All significant contracts.
4. We acknowledge the Plan does not meet the definition of a "public entity" under generally accepted accounting principles.
5. We have responded fully and truthfully to all your inquiries.

Plan Design & Operations

6. We acknowledge our responsibility for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the ERISA plan 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.
7. The Plan is qualified under the appropriate section of the Internal Revenue Code, and we intend to continue them as a qualified Plan and trust. We do not have any intention at present to terminate the Plan. Required nondiscrimination testing under the appropriate Code Sections has been completed for the Plan, and any excess contributions have been disposed of in accordance with regulations.
8. The Plan instrument has not been amended during the year.
9. The Plan operates under a non-standardized adoption agreement in connection with a prototype 401(k) profit-sharing plan and trust sponsored by Fidelity. This prototype plan document has

been filed with the appropriate agency and has obtained an opinion letter from the IRS dated June 30, 2020 stating that the prototype constitutes a qualified plan under Section 401 of the Internal Revenue Code and that the related trust was tax exempt as of the financial statement date.

10. The Plan has complied with the fidelity bonding requirements of ERISA.
11. The Plan has made no investments during the year that violate the terms of the Plan or Trust Agreement.
12. We have reviewed the reports of all transactions processed by third-party servicers, and, based on our review, we believe the transactions shown in the reports are valid and in accordance with our instructions to the third-party processor. We also have had no communications from any of the Plan's service organizations regarding any fraud, noncompliance with laws and regulations, or uncorrected misstatements.
13. We have complied with the DOL's regulations concerning the timely remittance of participant contributions and loan repayments.
14. As applicable, we have complied with the DOL's regulations concerning the services provider fee disclosures in accordance with Section 408(b)(2).
15. We understand the values of the assets and liabilities recorded in the financial statements could change rapidly, resulting in material future adjustments to investment values that could negatively impact the Plan. We acknowledge that you have no responsibility for future changes caused by the current economic environment and the resulting impact on the Plan's financial statements. Further, the Plan Sponsor is solely responsible for all aspects of managing the Plan, including questioning the quality and valuation of investments.

Misappropriation, Misstatements, & Fraud

16. We have informed you of all current risks of a material amount that are not adequately prevented or detected by our procedures with respect to:
 - a. Misappropriation of assets.
 - b. Misrepresented or misstated assets or liabilities.
17. We have no knowledge of fraud or suspected fraud affecting the Plan involving:
 - a. Management or employees who have significant roles in internal control over financial reporting, or
 - b. Others when the fraud could have a material effect on the financial statements.
18. We have no knowledge of any allegations of fraud or suspected fraud affecting the Plan received in communications from participants, former participants, regulators, third-party servicers or others.
19. We have assessed the risk that the financial statements may be materially misstated as a result of fraud and disclosed to you any such risk identified.

Related Parties & Parties-in-Interest

20. We have disclosed to you the identity of all of the Plan's related parties and parties-in-interest and all the related-party and party-in-interest relationships of which we are aware.

In addition, we have disclosed to you all related-party transactions and amounts receivable from or payable to related parties of which we are aware, including any modifications during the year that were made to related-party transaction agreements which existed prior to the beginning of

the year under audit, as well as new related-party transaction agreements that were executed during the year under audit.

Related-party relationships and transactions have been appropriately accounted for and disclosed in accordance with accounting principles generally accepted in the United States of America.

21. We understand that the term related-party refers to:

- Affiliates
- Entities for which investments are accounted for by the equity method
- Trusts for the benefits of employees, such as pension and profit-sharing trusts that are managed by or under the trusteeship of management
- Principal owners and members of their immediate families
- Management and members of their immediate families
- Any other party with which the Plan may deal if one party can significantly influence the management or operating policies of the other to an extent that one of the transacting parties might be prevented from fully pursuing its own separate interests.

Another party is also a related party if it can significantly influence the management or operating policies of the transacting parties or if it has an ownership interest in one of the transacting parties and can significantly influence the other to an extent that one or more of the transacting parties might be prevented from fully pursuing its own separate interests.

The term affiliate refers to a party that directly or indirectly controls, or is controlled by, or is under common control with, the Plan.

Litigation, Laws, Rulings & Regulations

22. Neither the Plan nor the Plan Sponsor are aware of any pending or threatened litigation or claims whose effects should be considered when preparing the financial statements. Neither the Plan nor the Plan Sponsor have sought or received attorney's services related to pending or threatened litigation or claims during or subsequent to the audit period. Also, we are not aware of any litigation or claims, pending or threatened, for which legal counsel should be sought.
23. We have no knowledge of communications, other than those specifically disclosed, from regulatory agencies, governmental representatives, employees, or others concerning investigations or allegations of noncompliance with laws and regulations, deficiencies in financial reporting practices, or other matters that could have a material adverse effect on the financial statements.
24. We have disclosed to you all known instances of violations or noncompliance or possible violations or suspected noncompliance with laws and regulations whose effects should be considered when preparing financial statements or as a basis for recording a loss contingency.
25. We have apprised you of all communications, written or oral, with regulatory agencies concerning the operation of the Plan.

Nonattest Services

26. You have provided nonattest services, including the following, during the period of this engagement:
- Preparing a draft of the financial statements and related notes and supplemental schedules

27. With respect to these services:
- a. We have designated a qualified management-level individual to be responsible and accountable for overseeing the nonattest services.
 - b. We have established and monitored the performance of the nonattest services to ensure they meet our objectives.
 - c. We have made any and all decisions involving management functions with respect to the nonattest services and accept full responsibility for such decisions.
 - d. We have evaluated the adequacy of the services performed and any findings that resulted.
 - e. We have established and maintained internal controls, including monitoring ongoing activities.
 - f. When we receive final deliverables from you we will store those deliverables in information systems controlled by us. We have taken responsibility for maintaining internal control over these deliverables.

Financial Statements & Reports

28. We have reviewed and approved a draft of the financial statements and related notes referred to above, which you prepared in connection with your audit of our financial statements. We acknowledge that we are responsible for the fair presentation of the financial statements and related notes.
29. With regard to supplemental schedules:
- a. We acknowledge our responsibility for the fair presentation of the supplemental schedules including its form and content in conformity with relevant regulatory requirements or other applicable criteria.
 - b. The methods of measurement and presentation of the supplemental schedules are unchanged from those used in the prior period, and we have disclosed to you any significant assumptions or interpretations underlying the measurement and presentation of the supplemental schedules.
 - c. We believe the significant assumptions or interpretations underlying the measurement and/or presentation of the supplemental schedules are reasonable and appropriate.
 - d. The supplemental schedules including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Transactions, Records, & Adjustments

30. All transactions have been recorded in the accounting records and are reflected in the financial statements.
31. We have everything we need to keep our books and records.
32. We have disclosed any significant unusual transactions the Plan has entered into during the period, including the nature, terms, and business purpose of those transactions.

Accounting & Disclosure

33. We are not aware of any side agreements or other arrangements (either written or oral) that are in place.
34. Except as reflected in the financial statements, there are no:
- a. Plans or intentions that may materially affect carrying values of assets, liabilities or net

- assets.
- b. Material transactions omitted or improperly recorded in the financial records.
 - c. Material unasserted claims or assessments that are probable of assertion or other gain/loss contingencies requiring accrual or disclosure in accordance with Accounting Standards Codification (ASC) Topic 450, *Contingencies*, including those arising from environmental remediation obligations.
 - d. Events occurring subsequent to the date of the statement of net assets available for benefits through the date of this letter, which is the date the financial statements were available to be issued, requiring adjustment or disclosure in the financial statements.
 - e. Reportable transactions as defined in Section 103(b)(3)(H) of ERISA.
35. Except as disclosed in the financial statements, the Plan has:
- a. Satisfactory title to all recorded assets, and those assets are not subject to any liens, pledges, or other encumbrances.
 - b. Complied with all aspects of contractual agreements, for which noncompliance would materially affect the financial statements.

Receivables

36. Adequate allowances have been accrued for any material losses from uncollectible receivables.

Estimates

37. We have identified all accounting estimates that could be material to the financial statements, and we confirm the appropriateness of the methods and the consistency in their application, the accuracy and completeness of data, and the reasonableness of significant assumptions used by the Plan in making the accounting estimates, including those measured at fair value reported in the financial statements.
38. Significant estimates that may be subject to a material change in the near term have been properly disclosed in the financial statements. We understand that “near term” means the period within one year of the date of the financial statements. In addition, we have no knowledge of concentrations, which refer to volumes of loans, investments, or deposits, existing at the date of the financial statements that would make the Plan vulnerable to the risk of severe impact in the near term that have not been properly disclosed in the financial statements.

Fair Value

39. With respect to the fair value measurements of financial assets and liabilities, recognized in the financial statements or disclosed in the notes thereto:
- a. The underlying assumptions are reasonable and they appropriately reflect management’s intent and ability to carry out its stated course of action.
 - b. The measurement methods and significant assumptions used in determining fair value are appropriate in the circumstances for financial statement measurement and disclosure purposes and have been consistently applied.
 - c. The significant assumptions appropriately reflect market participant assumptions.
 - d. The disclosures related to fair values are complete, adequate, and in conformity with accounting principles generally accepted in the United States of America.
 - e. There are no subsequent events that require adjustments to the fair value measurements and disclosures included in the financial statements.

Investments

40. Investments are properly measured at fair value, except for fully benefit responsive investment contracts which are reported at contract value. Investments measured at fair value include:
- a. Investments with a readily determinable fair value that are reported at net asset value (NAV) per share/unit.
 - b. Investment values determined using NAV as a practical expedient.

Nikki Wouralis

Nikki Wouralis (Oct 14, 2025 12:32:17 EDT)

Nikki Wouralis, Human Resources Vice President



Blake Limestall, Senior Director, Total Rewards, HR Operations
and Technology


Management representation letter - EBP


Final Audit Report


2025-10-14


Created:	2025-10-14
By:	Rachael Bowman (rachael.bowman@us.forvismazars.com)
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"Management representation letter - EBP" History


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SUMMARY OF PLAN OPERATIONS (TOTALS)

	<u>TOTAL FUND ACTIVITY</u>	<u>TOTAL LOAN ACTIVITY</u>	<u>TOTAL PLAN ACTIVITY</u>
Market Value as of 12/31/2023	\$68,831,078.79	\$182,727.29	\$69,013,806.08
Adjustment to Prior Year	\$0.00	\$0.00	\$0.00
A. TOTAL RECEIPTS			
Contributions/Employer			
EMPLOYER MATCH	\$1,740,525.71	\$0.00	\$1,740,525.71
Contributions/Employee			
EMPLOYEE DEFERRAL	\$2,341,327.62	\$0.00	\$2,341,327.62
ROTH DEFERRAL	\$270,603.52	\$0.00	\$270,603.52
ROLLOVER	\$168,949.04	\$0.00	\$168,949.04
Interest and Dividends	\$2,540,581.18	\$0.00	\$2,540,581.18
Realized Gain/(Loss)	\$1,312,821.51	\$0.00	\$1,312,821.51
Unrealized Gain/(Loss)	\$8,579,660.26	\$0.00	\$8,579,660.26
Loan Repayment (Principal)	\$156,450.88	(\$156,450.88)	\$0.00
Loan Repayment (Interest)	\$32,633.91	\$406.14	\$33,040.05
Exchange In	\$5,494,068.99	\$0.00	\$5,494,068.99
Forfeiture Credit	\$71,714.77	\$0.00	\$71,714.77
Balance Forward	\$0.00	\$0.00	\$0.00
Transfer In	\$1,515.69	\$0.00	\$1,515.69
Adjustment (+)	\$0.00	\$0.00	\$0.00
	-----	-----	-----
TOTAL RECEIPTS	\$22,710,853.08	(\$156,044.74)	\$22,554,808.34
B. TOTAL DISBURSEMENTS			
Benefit Payments	(\$7,716,643.25)	(\$9,031.16)	(\$7,725,674.41)
Forfeiture Debit	(\$71,714.77)	\$0.00	(\$71,714.77)
Administrative Fee	(\$60,069.92)	\$0.00	(\$60,069.92)
Exchange Out	(\$5,494,068.99)	\$0.00	(\$5,494,068.99)
Loan Withdrawal	(\$483,466.00)	\$483,466.00	\$0.00
Transfer Out	(\$1,515.69)	\$0.00	(\$1,515.69)
Adjustment (-)	\$0.00	\$0.00	\$0.00
Offset/Previously Defaulted Loans	\$0.00	(\$5,456.21)	(\$5,456.21)
	-----	-----	-----
TOTAL DISBURSEMENTS	(\$13,827,478.62)	\$468,978.63	(\$13,358,499.99)
Market Value as of 12/31/2024	\$77,714,453.25	\$495,661.18	\$78,210,114.43

SUMMARY OF TOTAL LOAN ACTIVITY

	<u>ACTIVE LOANS</u>	<u>DEEMED W/POST DEFAULT PMTS</u>	<u>DEEMED NO POST DEFAULT PMTS</u>
Market Value as of 12/31/2023	\$179,354.82	\$0.00	\$3,372.47
Adjustment to Prior Year	\$0.00	\$0.00	\$0.00
A. TOTAL RECEIPTS			
Loan Repayment (Principal)	(\$156,450.88)	\$0.00	\$0.00
Loan Repayment (Interest)	\$160.74	\$0.00	\$245.40
Balance Forward	\$0.00	\$0.00	\$0.00
Transfer In	\$0.00	\$0.00	\$0.00
Adjustment (+)	\$0.00	\$0.00	\$0.00
	-----	-----	-----
TOTAL RECEIPTS	(\$156,290.14)	\$0.00	\$245.40
B. TOTAL DISBURSEMENTS			
Benefit Payments	(\$9,031.16)	\$0.00	\$0.00
Loan Withdrawal	\$483,466.00	\$0.00	\$0.00
Transfer Out	\$0.00	\$0.00	\$0.00
Adjustment (-)	\$0.00	\$0.00	\$0.00
Deemed Distributions	(\$5,440.38)	\$0.00	\$5,440.38
Deemed/Post-Default Payment Received	\$0.00	\$0.00	\$0.00
Offset/Previously Defaulted Loans	\$0.00	\$0.00	(\$5,456.21)
	-----	-----	-----
TOTAL DISBURSEMENTS	\$468,994.46	\$0.00	(\$15.83)
Market Value as of 12/31/2024	\$492,059.14	\$0.00	\$3,602.04

Please Note: The loan information that is required to be reported on the Schedule H (Form 5500) and Schedule I (Form 5500) is the sum of the values reported under "Active Loans" and "Deemed w/Post-Default Pmts". Loans that have been deemed distributed and have had no post-default payment activity are disregarded for purposes of Schedules H and I. The total of the values reported in the three columns on this page reflect the total loan balances and activity on the Fidelity Participant Recordkeeping System for the reporting year. The sum of these columns is reported under the Total Loan Activity column on the prior page and reconciles to the loan information reported on the Trial Balance.

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID US BOND IDX

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,890,325.79	181,239.290
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$38,233.45	3,713.789
Contributions/Employee EMPLOYEE DEFERRAL	\$54,954.61	5,337.339
ROTH DEFERRAL	\$7,498.15	727.415
ROLLOVER	\$13,185.70	1,279.792
Interest and Dividends	\$50,238.27	4,878.975
Realized Gain/(Loss)	(\$20,301.03)	0.000
Unrealized Gain/(Loss)	(\$19,489.73)	0.000
Loan Repayment (Principal)	\$2,489.82	241.124
Loan Repayment (Interest)	\$687.72	66.414
Exchange In	\$137,894.54	13,409.222
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$265,391.50	29,654.070
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$264,974.55)	(25,663.408)
Forfeiture Debit	(\$1,832.34)	(176.519)
Administrative Fee	(\$3,358.28)	(328.214)
Exchange Out	(\$718,771.64)	(70,561.038)
Loan Withdrawal	(\$18,275.08)	(1,785.962)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$1,007,211.89)	(98,515.141)
Market Value as of 12/31/2024	\$1,148,505.40	112,378.219

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID 500 INDEX

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$5,872,532.13	35,485.722
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$177,646.98	942.180
Contributions/Employee		
EMPLOYEE DEFERRAL	\$226,314.68	1,203.524
ROTH DEFERRAL	\$48,881.16	258.593
ROLLOVER	\$15,342.48	82.621
Interest and Dividends	\$96,074.19	490.860
Realized Gain/(Loss)	\$130,224.86	0.000
Unrealized Gain/(Loss)	\$1,300,296.37	0.000
Loan Repayment (Principal)	\$16,446.96	83.542
Loan Repayment (Interest)	\$3,677.73	18.728
Exchange In	\$1,309,581.22	6,760.536
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$3,324,486.63	9,840.584
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$415,787.48)	(2,096.856)
Forfeiture Debit	(\$11,563.24)	(56.478)
Administrative Fee	(\$5,830.97)	(30.991)
Exchange Out	(\$434,506.19)	(2,330.828)
Loan Withdrawal	(\$68,112.01)	(352.664)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$935,799.89)	(4,867.817)
Market Value as of 12/31/2024	\$8,261,218.87	40,458.489

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID GLB EX US IDX

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$776,584.79	55,155.170
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$27,276.47	1,827.828
Contributions/Employee		
EMPLOYEE DEFERRAL	\$36,737.06	2,462.969
ROTH DEFERRAL	\$9,575.88	641.937
ROLLOVER	\$6,213.19	413.495
Interest and Dividends	\$37,204.82	2,503.685
Realized Gain/(Loss)	\$11,237.35	0.000
Unrealized Gain/(Loss)	(\$27,099.31)	0.000
Loan Repayment (Principal)	\$5,537.09	359.691
Loan Repayment (Interest)	\$754.57	50.056
Exchange In	\$598,503.83	38,883.044
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$705,940.95	47,142.705
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$102,271.66)	(6,933.375)
Forfeiture Debit	(\$1,872.66)	(120.581)
Administrative Fee	(\$1,851.22)	(124.041)
Exchange Out	(\$55,318.36)	(3,526.795)
Loan Withdrawal	(\$9,233.17)	(609.819)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$170,547.07)	(11,314.611)
Market Value as of 12/31/2024	\$1,311,978.67	90,983.264

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID MID CAP IDX

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$894,597.52	29,869.700
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$6,183.09	191.243
Contributions/Employee		
EMPLOYEE DEFERRAL	\$8,916.78	275.524
ROTH DEFERRAL	\$1,725.31	52.607
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$24,430.95	717.374
Realized Gain/(Loss)	\$5,505.34	0.000
Unrealized Gain/(Loss)	\$113,929.53	0.000
Loan Repayment (Principal)	\$686.63	21.138
Loan Repayment (Interest)	\$68.76	2.134
Exchange In	\$80,041.46	2,564.123
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$241,487.85	3,824.143
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$38,156.53)	(1,187.031)
Forfeiture Debit	(\$817.85)	(23.525)
Administrative Fee	(\$505.62)	(15.638)
Exchange Out	(\$22,954.21)	(674.603)
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$62,434.21)	(1,900.797)
Market Value as of 12/31/2024	\$1,073,651.16	31,793.046

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID SM CAP IDX

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,194,818.11	47,716.378
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$20,050.24	769.365
Contributions/Employee EMPLOYEE DEFERRAL	\$33,050.78	1,270.095
ROTH DEFERRAL	\$3,083.44	116.992
ROLLOVER	\$824.08	29.815
Interest and Dividends	\$13,267.56	482.716
Realized Gain/(Loss)	\$17,138.08	0.000
Unrealized Gain/(Loss)	\$119,265.88	0.000
Loan Repayment (Principal)	\$724.26	27.443
Loan Repayment (Interest)	\$201.18	7.203
Exchange In	\$81,972.41	3,289.780
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$289,577.91	5,993.409
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$52,560.69)	(1,894.712)
Forfeiture Debit	(\$841.38)	(30.125)
Administrative Fee	(\$706.97)	(26.764)
Exchange Out	(\$132,237.97)	(4,869.045)
Loan Withdrawal	(\$15,071.82)	(538.809)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$201,418.83)	(7,359.455)
Market Value as of 12/31/2024	\$1,282,977.19	46,350.332

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID TOTAL BOND K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,145,197.09	128,529.415
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$54,608.74	6,192.650
Contributions/Employee EMPLOYEE DEFERRAL	\$89,735.10	10,180.567
ROTH DEFERRAL	\$4,415.69	500.484
ROLLOVER	\$12,033.10	1,363.754
Interest and Dividends	\$73,036.99	8,292.011
Realized Gain/(Loss)	(\$5,095.37)	0.000
Unrealized Gain/(Loss)	(\$19,619.13)	0.000
Loan Repayment (Principal)	\$6,025.81	679.426
Loan Repayment (Interest)	\$1,188.07	134.317
Exchange In	\$707,440.75	81,148.990
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$923,769.75	108,492.199
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$383,441.54)	(43,549.651)
Forfeiture Debit	(\$515.51)	(57.923)
Administrative Fee	(\$2,747.63)	(313.194)
Exchange Out	(\$96,384.17)	(10,837.466)
Loan Withdrawal	(\$19,862.70)	(2,261.623)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$502,951.55)	(57,019.857)
Market Value as of 12/31/2024	\$1,566,015.29	180,001.757

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID INTL CAP APPR K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,973,207.03	128,967.780
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$39,081.40	2,372.090
Contributions/Employee		
EMPLOYEE DEFERRAL	\$52,223.79	3,174.075
ROTH DEFERRAL	\$9,292.07	562.730
ROLLOVER	\$3,880.37	245.545
Interest and Dividends	\$44,368.41	2,653.613
Realized Gain/(Loss)	\$85,324.49	0.000
Unrealized Gain/(Loss)	\$56,412.90	0.000
Loan Repayment (Principal)	\$4,141.96	243.300
Loan Repayment (Interest)	\$834.41	50.048
Exchange In	\$121,301.89	7,375.008
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$416,861.69	16,676.409
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$430,072.00)	(25,469.320)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$2,750.49)	(169.445)
Exchange Out	(\$427,072.76)	(25,038.541)
Loan Withdrawal	(\$10,898.17)	(660.533)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$870,793.42)	(51,337.839)
Market Value as of 12/31/2024	\$1,519,275.30	94,306.350

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID SMALL CAP GR K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,808,427.65	120,001.835
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$39,078.92	2,306.270
Contributions/Employee		
EMPLOYEE DEFERRAL	\$53,749.74	3,177.509
ROTH DEFERRAL	\$3,517.70	207.453
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$47,784.93	2,744.260
Realized Gain/(Loss)	\$113,067.33	0.000
Unrealized Gain/(Loss)	\$233,952.38	0.000
Loan Repayment (Principal)	\$6,184.16	341.434
Loan Repayment (Interest)	\$1,279.63	74.469
Exchange In	\$177,498.64	10,769.195
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$676,113.43	19,620.590
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$412,176.61)	(22,802.428)
Forfeiture Debit	\$24.89	1.549
Administrative Fee	(\$1,210.11)	(71.590)
Exchange Out	(\$322,199.43)	(18,536.729)
Loan Withdrawal	(\$16,452.29)	(989.460)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$752,013.55)	(42,398.658)
Market Value as of 12/31/2024	\$1,732,527.53	97,223.767

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2010 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$425,936.16	31,457.619
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$0.00	0.000
Contributions/Employee		
EMPLOYEE DEFERRAL	\$0.00	0.000
ROTH DEFERRAL	\$0.00	0.000
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$14,308.33	1,035.009
Realized Gain/(Loss)	\$145.78	0.000
Unrealized Gain/(Loss)	\$8,995.93	0.000
Loan Repayment (Principal)	\$0.00	0.000
Loan Repayment (Interest)	\$0.00	0.000
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$23,450.04	1,035.009
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$6,115.22)	(441.361)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$222.86)	(15.973)
Exchange Out	\$0.00	0.000
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$6,338.08)	(457.334)
Market Value as of 12/31/2024	\$443,048.12	32,035.294

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2015 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$71,735.18	6,462.629
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$2,487.73	210.255
Contributions/Employee		
EMPLOYEE DEFERRAL	\$0.00	0.000
ROTH DEFERRAL	\$2,487.73	210.255
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$3,338.28	294.686
Realized Gain/(Loss)	\$1.28	0.000
Unrealized Gain/(Loss)	\$1,346.83	0.000
Loan Repayment (Principal)	\$0.00	0.000
Loan Repayment (Interest)	\$0.00	0.000
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
	-----	-----
TOTAL RECEIPTS	\$9,661.85	715.196
B. TOTAL DISBURSEMENTS		
Benefit Payments	\$0.00	0.000
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$37.81)	(3.291)
Exchange Out	\$0.00	0.000
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
	-----	-----
TOTAL DISBURSEMENTS	(\$37.81)	(3.291)
Market Value as of 12/31/2024	\$81,359.22	7,174.534

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2020 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$2,347,127.56	168,252.872
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$21,600.81	1,483.341
Contributions/Employee		
EMPLOYEE DEFERRAL	\$39,784.49	2,732.099
ROTH DEFERRAL	\$32.76	2.249
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$113,854.70	7,980.864
Realized Gain/(Loss)	\$26,621.66	0.000
Unrealized Gain/(Loss)	\$47,077.19	0.000
Loan Repayment (Principal)	\$62.83	4.502
Loan Repayment (Interest)	\$0.24	0.017
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
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TOTAL RECEIPTS	\$249,034.68	12,203.072
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$336,921.42)	(22,247.288)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$1,262.39)	(86.917)
Exchange Out	\$0.00	0.000
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
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TOTAL DISBURSEMENTS	(\$338,183.81)	(22,334.205)
Market Value as of 12/31/2024	\$2,257,978.43	158,121.739

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2025 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,384,893.94	106,285.030
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$20,082.24	1,464.239
Contributions/Employee		
EMPLOYEE DEFERRAL	\$35,066.02	2,553.991
ROTH DEFERRAL	\$32.76	2.386
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$57,717.50	4,263.065
Realized Gain/(Loss)	\$11,088.76	0.000
Unrealized Gain/(Loss)	\$49,589.02	0.000
Loan Repayment (Principal)	\$62.83	4.814
Loan Repayment (Interest)	\$0.21	0.017
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$173,639.34	8,288.512
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$162,064.41)	(11,589.627)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$779.54)	(56.973)
Exchange Out	\$0.00	0.000
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$162,843.95)	(11,646.600)
Market Value as of 12/31/2024	\$1,395,689.33	102,926.942

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2030 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$3,910,781.54	237,160.797
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$46,120.35	2,636.368
Contributions/Employee		
EMPLOYEE DEFERRAL	\$99,398.18	5,675.082
ROTH DEFERRAL	\$258.90	14.997
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$135,420.79	7,764.561
Realized Gain/(Loss)	\$18,303.48	0.000
Unrealized Gain/(Loss)	\$211,300.30	0.000
Loan Repayment (Principal)	\$62.82	3.797
Loan Repayment (Interest)	\$0.24	0.016
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
	-----	-----
TOTAL RECEIPTS	\$510,865.06	16,094.821
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$271,957.88)	(15,702.349)
Forfeiture Debit	(\$13,195.57)	(745.931)
Administrative Fee	(\$2,014.58)	(115.550)
Exchange Out	(\$45,634.82)	(2,508.297)
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
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TOTAL DISBURSEMENTS	(\$332,802.85)	(19,072.127)
Market Value as of 12/31/2024	\$4,088,843.75	234,183.491

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2035 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$3,164,582.80	218,850.816
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$90,433.31	5,828.268
Contributions/Employee		
EMPLOYEE DEFERRAL	\$149,233.57	9,609.920
ROTH DEFERRAL	\$1,808.26	116.573
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$117,701.75	7,560.540
Realized Gain/(Loss)	\$23,984.18	0.000
Unrealized Gain/(Loss)	\$201,773.51	0.000
Loan Repayment (Principal)	\$3,777.73	240.842
Loan Repayment (Interest)	\$728.48	46.153
Exchange In	\$400,003.24	24,331.098
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$989,444.03	47,733.394
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$327,747.94)	(21,109.843)
Forfeiture Debit	(\$5,721.03)	(377.626)
Administrative Fee	(\$2,086.08)	(134.022)
Exchange Out	(\$11,203.38)	(737.064)
Loan Withdrawal	(\$10,000.00)	(654.879)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$356,758.43)	(23,013.434)
Market Value as of 12/31/2024	\$3,797,268.40	243,570.776

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2040 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$2,232,154.04	214,012.851
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$153,074.88	13,492.471
Contributions/Employee EMPLOYEE DEFERRAL	\$178,396.84	15,729.579
ROTH DEFERRAL	\$15,520.50	1,333.294
ROLLOVER	\$25,069.64	2,310.566
Interest and Dividends	\$82,580.99	7,194.582
Realized Gain/(Loss)	\$9,445.27	0.000
Unrealized Gain/(Loss)	\$222,979.09	0.000
Loan Repayment (Principal)	\$25,443.76	2,166.586
Loan Repayment (Interest)	\$5,870.36	508.847
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$718,381.33	42,735.925
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$21,025.93)	(1,871.104)
Forfeiture Debit	(\$3,386.79)	(293.737)
Administrative Fee	(\$1,488.65)	(131.867)
Exchange Out	(\$33,644.23)	(2,804.273)
Loan Withdrawal	(\$62,200.75)	(5,666.141)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$121,746.35)	(10,767.122)
Market Value as of 12/31/2024	\$2,828,789.02	245,981.654

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2045 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$2,934,051.13	244,300.677
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$167,816.73	12,685.770
Contributions/Employee EMPLOYEE DEFERRAL	\$219,467.48	16,585.562
ROTH DEFERRAL	\$24,106.65	1,825.828
ROLLOVER	\$54,361.25	4,328.125
Interest and Dividends	\$87,334.22	6,520.438
Realized Gain/(Loss)	\$14,987.45	0.000
Unrealized Gain/(Loss)	\$332,558.86	0.000
Loan Repayment (Principal)	\$5,847.16	436.396
Loan Repayment (Interest)	\$3,157.57	235.910
Exchange In	\$1,642.09	117.377
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$911,279.46	42,735.406
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$99,240.83)	(7,352.899)
Forfeiture Debit	(\$4,790.74)	(335.251)
Administrative Fee	(\$1,727.50)	(131.504)
Exchange Out	(\$63,574.77)	(5,037.621)
Loan Withdrawal	(\$7,022.79)	(578.960)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$176,356.63)	(13,436.235)
Market Value as of 12/31/2024	\$3,668,973.96	273,599.848

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2050 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$2,209,771.29	181,426.214
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$147,033.48	10,989.838
Contributions/Employee EMPLOYEE DEFERRAL	\$167,712.98	12,520.430
ROTH DEFERRAL	\$19,422.20	1,442.787
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$56,848.58	4,176.725
Realized Gain/(Loss)	\$28,440.60	0.000
Unrealized Gain/(Loss)	\$226,090.64	0.000
Loan Repayment (Principal)	\$9,710.62	725.826
Loan Repayment (Interest)	\$662.91	49.967
Exchange In	\$1,656.08	116.625
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$657,578.09	30,022.198
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$234,220.81)	(17,075.725)
Forfeiture Debit	(\$5,678.74)	(401.053)
Administrative Fee	(\$1,302.72)	(97.875)
Exchange Out	(\$134,187.26)	(10,910.481)
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$375,389.53)	(28,485.134)
Market Value as of 12/31/2024	\$2,491,959.85	182,963.278

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2055 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,412,716.13	100,121.625
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$92,849.91	5,982.866
Contributions/Employee		
EMPLOYEE DEFERRAL	\$99,717.56	6,419.753
ROTH DEFERRAL	\$16,417.47	1,055.079
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$40,410.27	2,561.892
Realized Gain/(Loss)	\$5,490.48	0.000
Unrealized Gain/(Loss)	\$163,840.55	0.000
Loan Repayment (Principal)	\$2,244.14	143.487
Loan Repayment (Interest)	\$528.41	33.564
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$421,498.79	16,196.641
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$48,842.12)	(3,162.060)
Forfeiture Debit	(\$6,430.93)	(399.590)
Administrative Fee	(\$984.54)	(64.157)
Exchange Out	\$0.00	0.000
Loan Withdrawal	(\$6,499.17)	(432.753)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$62,756.76)	(4,058.560)
Market Value as of 12/31/2024	\$1,771,458.16	112,259.706

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2060 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$407,913.62	31,426.319
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$58,029.36	4,057.219
Contributions/Employee		
EMPLOYEE DEFERRAL	\$60,292.30	4,213.716
ROTH DEFERRAL	\$4,922.19	343.011
ROLLOVER	\$644.80	46.355
Interest and Dividends	\$12,853.17	890.619
Realized Gain/(Loss)	\$6,651.97	0.000
Unrealized Gain/(Loss)	\$41,958.62	0.000
Loan Repayment (Principal)	\$160.15	10.804
Loan Repayment (Interest)	\$91.53	6.177
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$185,604.09	9,567.901
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$54,550.60)	(3,761.513)
Forfeiture Debit	(\$4,448.14)	(304.766)
Administrative Fee	(\$313.19)	(22.080)
Exchange Out	(\$3,581.80)	(258.427)
Loan Withdrawal	(\$2,000.00)	(140.253)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$64,893.73)	(4,487.039)
Market Value as of 12/31/2024	\$528,623.98	36,507.181

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM INC K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$417,092.43	40,066.516
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$0.00	0.000
Contributions/Employee		
EMPLOYEE DEFERRAL	\$0.00	0.000
ROTH DEFERRAL	\$0.00	0.000
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$14,456.43	1,366.675
Realized Gain/(Loss)	\$16.39	0.000
Unrealized Gain/(Loss)	\$4,727.20	0.000
Loan Repayment (Principal)	\$0.00	0.000
Loan Repayment (Interest)	\$0.00	0.000
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$1,515.69	144.351
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$20,715.71	1,511.026
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$1,515.69)	(144.351)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$214.73)	(20.302)
Exchange Out	\$0.00	0.000
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$1,730.42)	(164.653)
Market Value as of 12/31/2024	\$436,077.72	41,412.889

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID FREEDOM 2065 K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$108,340.93	9,089.004
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$31,185.92	2,379.742
Contributions/Employee		
EMPLOYEE DEFERRAL	\$28,884.53	2,195.924
ROTH DEFERRAL	\$4,452.98	345.791
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$3,901.65	295.683
Realized Gain/(Loss)	\$4,576.43	0.000
Unrealized Gain/(Loss)	\$7,781.72	0.000
Loan Repayment (Principal)	\$0.00	0.000
Loan Repayment (Interest)	\$0.00	0.000
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$80,783.23	5,217.140
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$31,601.49)	(2,447.354)
Forfeiture Debit	(\$8,145.18)	(606.173)
Administrative Fee	(\$88.87)	(6.700)
Exchange Out	(\$9,630.60)	(705.689)
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$49,466.14)	(3,765.916)
Market Value as of 12/31/2024	\$139,658.02	10,540.228

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID GROWTH CO K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$13,067,392.66	582,066.488
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$134,637.05	4,955.085
Contributions/Employee EMPLOYEE DEFERRAL	\$182,616.40	6,728.058
ROTH DEFERRAL	\$24,583.11	894.505
ROLLOVER	\$8,444.04	319.488
Interest and Dividends	\$367,893.33	11,682.859
Realized Gain/(Loss)	\$448,772.60	0.000
Unrealized Gain/(Loss)	\$4,154,140.54	0.000
Loan Repayment (Principal)	\$14,101.84	489.898
Loan Repayment (Interest)	\$2,270.97	80.622
Exchange In	\$557,435.63	20,663.254
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$5,894,895.51	45,813.769
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$919,151.37)	(31,933.748)
Forfeiture Debit	(\$850.81)	(33.691)
Administrative Fee	(\$11,236.97)	(418.508)
Exchange Out	(\$1,085,874.16)	(37,849.548)
Loan Withdrawal	(\$68,374.38)	(2,669.409)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$2,085,487.69)	(72,904.904)
Market Value as of 12/31/2024	\$16,876,800.48	554,975.353

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: FID BALANCED K6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,687,660.07	119,353.612
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$20,295.91	1,316.066
Contributions/Employee EMPLOYEE DEFERRAL	\$25,595.20	1,664.810
ROTH DEFERRAL	\$3,449.74	221.701
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$52,716.78	3,336.718
Realized Gain/(Loss)	\$14,946.88	0.000
Unrealized Gain/(Loss)	\$199,013.12	0.000
Loan Repayment (Principal)	\$341.93	23.309
Loan Repayment (Interest)	\$15.93	1.085
Exchange In	\$2,215.92	137.464
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$318,591.41	6,701.153
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$139,677.63)	(9,046.992)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$903.16)	(59.049)
Exchange Out	(\$33,864.05)	(2,173.872)
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$174,444.84)	(11,279.913)
Market Value as of 12/31/2024	\$1,831,806.64	114,774.852

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: MIP CL 2

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,113,614.97	1,113,614.970
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$21,296.41	21,296.410
Contributions/Employee		
EMPLOYEE DEFERRAL	\$27,433.99	27,433.990
ROTH DEFERRAL	\$4,005.11	4,005.110
ROLLOVER	\$6,654.21	6,654.210
Interest and Dividends	\$24,580.21	24,580.210
Realized Gain/(Loss)	\$0.00	0.000
Unrealized Gain/(Loss)	\$0.00	0.000
Loan Repayment (Principal)	\$3,285.39	3,285.390
Loan Repayment (Interest)	\$585.79	585.790
Exchange In	\$558,550.56	558,550.560
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$646,391.67	646,391.670
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$222,450.44)	(222,450.440)
Forfeiture Debit	(\$267.29)	(267.290)
Administrative Fee	(\$1,670.85)	(1,670.850)
Exchange Out	(\$247,551.16)	(247,551.160)
Loan Withdrawal	(\$18,836.96)	(18,836.960)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$490,776.70)	(490,776.700)
Market Value as of 12/31/2024	\$1,269,229.94	1,269,229.940

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: GABELLI US MM I

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$2,526,769.64	2,526,769.640
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$23,754.45	23,754.450
Contributions/Employee		
EMPLOYEE DEFERRAL	\$45,981.80	45,981.800
ROTH DEFERRAL	\$32.76	32.760
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$129,717.99	129,717.990
Realized Gain/(Loss)	\$0.00	0.000
Unrealized Gain/(Loss)	\$0.00	0.000
Loan Repayment (Principal)	\$62.82	62.820
Loan Repayment (Interest)	\$0.23	0.230
Exchange In	\$51,080.46	51,080.460
Forfeiture Credit	\$71,714.77	71,714.770
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
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TOTAL RECEIPTS	\$322,345.28	322,345.280
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$93,805.36)	(93,805.360)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$1,189.44)	(1,189.440)
Exchange Out	(\$146,809.47)	(146,809.470)
Loan Withdrawal	\$0.00	0.000
Transfer Out	(\$1,515.69)	(1,515.690)
Adjustment (-)	\$0.00	0.000
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TOTAL DISBURSEMENTS	(\$243,319.96)	(243,319.960)
Market Value as of 12/31/2024	\$2,605,794.96	2,605,794.960

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: TRP DIV GROWTH I

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,745,532.14	24,664.860
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$45,415.61	585.681
Contributions/Employee EMPLOYEE DEFERRAL	\$55,574.32	717.250
ROTH DEFERRAL	\$15,531.63	199.975
ROLLOVER	\$4,640.63	57.863
Interest and Dividends	\$87,205.83	1,103.962
Realized Gain/(Loss)	\$69,000.73	0.000
Unrealized Gain/(Loss)	\$92,190.11	0.000
Loan Repayment (Principal)	\$6,737.27	85.665
Loan Repayment (Interest)	\$1,056.78	13.415
Exchange In	\$153,883.77	1,991.998
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$531,236.68	4,755.809
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$501,543.29)	(6,424.768)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$1,088.16)	(14.058)
Exchange Out	(\$164,581.35)	(2,031.284)
Loan Withdrawal	(\$13,892.16)	(179.095)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$681,104.96)	(8,649.205)
Market Value as of 12/31/2024	\$1,595,663.86	20,771.464

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: PUTN LG CAP VAL R6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$3,605,010.42	116,780.383
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$102,165.96	2,929.776
Contributions/Employee		
EMPLOYEE DEFERRAL	\$143,472.21	4,119.294
ROTH DEFERRAL	\$24,094.48	688.666
ROLLOVER	\$11,566.30	345.950
Interest and Dividends	\$277,524.55	7,694.823
Realized Gain/(Loss)	\$146,438.77	0.000
Unrealized Gain/(Loss)	\$310,535.87	0.000
Loan Repayment (Principal)	\$12,298.66	344.719
Loan Repayment (Interest)	\$2,796.11	78.033
Exchange In	\$330,794.53	9,457.837
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$1,361,687.44	25,659.098
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$301,766.14)	(8,205.451)
Forfeiture Debit	(\$173.55)	(4.474)
Administrative Fee	(\$6,418.14)	(185.092)
Exchange Out	(\$583,610.14)	(15,913.902)
Loan Withdrawal	(\$43,093.60)	(1,237.657)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$935,061.57)	(25,546.576)
Market Value as of 12/31/2024	\$4,031,636.29	116,892.905

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: COL EMRG MKT I3

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$988,575.98	77,963.405
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$34,725.45	2,630.641
Contributions/Employee		
EMPLOYEE DEFERRAL	\$48,225.78	3,657.910
ROTH DEFERRAL	\$6,330.12	477.243
ROLLOVER	\$3,957.50	301.763
Interest and Dividends	\$14,423.92	1,078.018
Realized Gain/(Loss)	\$13,904.30	0.000
Unrealized Gain/(Loss)	\$38,524.64	0.000
Loan Repayment (Principal)	\$7,011.49	511.886
Loan Repayment (Interest)	\$1,366.88	102.164
Exchange In	\$130,201.11	9,524.467
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$298,671.19	18,284.092
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$148,357.90)	(11,283.327)
Forfeiture Debit	(\$33.02)	(2.111)
Administrative Fee	(\$1,840.08)	(140.265)
Exchange Out	(\$109,778.67)	(8,024.715)
Loan Withdrawal	(\$15,621.30)	(1,190.487)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$275,630.97)	(20,640.905)
Market Value as of 12/31/2024	\$1,011,616.20	75,606.592

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: PGIM HIGH YIELD R6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$379,991.03	80,166.885
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$5,505.70	1,157.461
Contributions/Employee		
EMPLOYEE DEFERRAL	\$8,120.34	1,707.079
ROTH DEFERRAL	\$764.40	160.756
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$23,883.63	5,030.776
Realized Gain/(Loss)	\$2,608.68	0.000
Unrealized Gain/(Loss)	\$988.47	0.000
Loan Repayment (Principal)	\$755.16	157.247
Loan Repayment (Interest)	\$55.30	11.634
Exchange In	\$3,853.34	794.502
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$46,535.02	9,019.455
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$238,651.89)	(49,795.445)
Forfeiture Debit	\$32.54	7.179
Administrative Fee	(\$172.80)	(36.441)
Exchange Out	(\$950.24)	(204.794)
Loan Withdrawal	(\$335.36)	(69.146)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$240,077.75)	(50,098.647)
Market Value as of 12/31/2024	\$186,448.30	39,087.693

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: DWS R REAL ESTATE R6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$527,659.86	25,138.631
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$16,665.66	786.225
Contributions/Employee EMPLOYEE DEFERRAL	\$21,360.15	1,006.050
ROTH DEFERRAL	\$4,069.75	192.925
ROLLOVER	\$79.31	3.397
Interest and Dividends	\$13,920.65	647.986
Realized Gain/(Loss)	\$5,389.39	0.000
Unrealized Gain/(Loss)	\$11,417.05	0.000
Loan Repayment (Principal)	\$2,046.44	94.219
Loan Repayment (Interest)	\$666.63	29.863
Exchange In	\$27,609.12	1,258.069
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$103,224.15	4,018.734
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$157,454.38)	(7,216.053)
Forfeiture Debit	(\$436.79)	(18.285)
Administrative Fee	(\$280.56)	(13.055)
Exchange Out	(\$33,416.40)	(1,608.407)
Loan Withdrawal	(\$9,671.16)	(475.782)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$201,259.29)	(9,331.582)
Market Value as of 12/31/2024	\$429,624.72	19,825.783

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: PGIM ST CORP BOND R6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$570,523.89	54,335.609
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$6,422.55	608.088
Contributions/Employee		
EMPLOYEE DEFERRAL	\$13,465.96	1,274.857
ROTH DEFERRAL	\$32.76	3.103
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$18,714.12	1,775.491
Realized Gain/(Loss)	\$3,360.58	0.000
Unrealized Gain/(Loss)	\$2,594.82	0.000
Loan Repayment (Principal)	\$185.98	17.647
Loan Repayment (Interest)	\$29.49	2.795
Exchange In	\$4,846.99	452.566
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$49,653.25	4,134.547
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$365,056.45)	(34,447.288)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$247.61)	(23.520)
Exchange Out	\$0.00	0.000
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$365,304.06)	(34,470.808)
Market Value as of 12/31/2024	\$254,873.08	23,999.348

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: VICTORY S EST VAL R6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$2,047,494.29	44,108.020
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$26,485.40	537.829
Contributions/Employee		
EMPLOYEE DEFERRAL	\$40,015.85	814.837
ROTH DEFERRAL	\$3,380.48	68.608
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$204,088.34	4,256.681
Realized Gain/(Loss)	\$11,704.06	0.000
Unrealized Gain/(Loss)	(\$28,848.15)	0.000
Loan Repayment (Principal)	\$4,568.65	90.299
Loan Repayment (Interest)	\$380.85	7.589
Exchange In	\$0.00	0.000
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$261,775.48	5,775.843
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$222,744.97)	(4,653.639)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$990.03)	(19.964)
Exchange Out	(\$148,632.22)	(3,110.136)
Loan Withdrawal	(\$7,117.95)	(139.163)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$379,485.17)	(7,922.902)
Market Value as of 12/31/2024	\$1,929,784.60	41,960.961

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: MFS MID CAP GRTH R6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,938,227.06	66,332.206
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer EMPLOYER MATCH	\$27,926.85	882.586
Contributions/Employee EMPLOYEE DEFERRAL	\$41,552.48	1,314.510
ROTH DEFERRAL	\$1,551.63	49.205
ROLLOVER	\$874.48	28.430
Interest and Dividends	\$121,773.05	3,706.945
Realized Gain/(Loss)	\$54,575.96	0.000
Unrealized Gain/(Loss)	\$92,810.35	0.000
Loan Repayment (Principal)	\$4,978.14	149.301
Loan Repayment (Interest)	\$1,196.94	37.454
Exchange In	\$34,541.95	1,102.192
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$381,781.83	7,270.623
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$435,083.13)	(13,705.369)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$1,234.67)	(39.256)
Exchange Out	(\$228,436.11)	(7,178.359)
Loan Withdrawal	(\$16,298.26)	(516.996)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$681,052.17)	(21,439.980)
Market Value as of 12/31/2024	\$1,638,956.72	52,162.849

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: AS SPL SM CAP VAL R6

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$197,271.84	4,778.872
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$3,390.47	80.244
Contributions/Employee		
EMPLOYEE DEFERRAL	\$5,476.31	129.313
ROTH DEFERRAL	\$340.99	8.274
ROLLOVER	\$1,177.96	28.650
Interest and Dividends	\$2,214.36	51.883
Realized Gain/(Loss)	\$5,805.73	0.000
Unrealized Gain/(Loss)	(\$774.50)	0.000
Loan Repayment (Principal)	\$16.91	0.410
Loan Repayment (Interest)	\$5.37	0.131
Exchange In	\$2,590.62	60.839
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$20,244.22	359.744
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$36,205.91)	(829.212)
Forfeiture Debit	\$0.00	0.000
Administrative Fee	(\$171.72)	(4.162)
Exchange Out	(\$165,207.74)	(3,909.350)
Loan Withdrawal	\$0.00	0.000
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$201,585.37)	(4,742.724)
Market Value as of 12/31/2024	\$15,930.69	395.892

SUMMARY OF PLAN OPERATIONS (FUND)

FUND: GS TECH OPPS INST

	<u>CASH</u>	<u>SHARES</u>
Market Value as of 12/31/2023	\$1,852,568.08	64,707.233
Adjustment to Prior Year	\$0.00	0.000
A. TOTAL RECEIPTS		
Contributions/Employer		
EMPLOYER MATCH	\$38,964.23	1,184.783
Contributions/Employee		
EMPLOYEE DEFERRAL	\$48,800.34	1,479.121
ROTH DEFERRAL	\$4,984.76	151.721
ROLLOVER	\$0.00	0.000
Interest and Dividends	\$74,791.64	2,002.985
Realized Gain/(Loss)	\$49,459.05	0.000
Unrealized Gain/(Loss)	\$429,399.59	0.000
Loan Repayment (Principal)	\$10,451.47	315.911
Loan Repayment (Interest)	\$2,474.62	73.185
Exchange In	\$18,928.84	559.528
Forfeiture Credit	\$0.00	0.000
Balance Forward	\$0.00	0.000
Transfer In	\$0.00	0.000
Adjustment (+)	\$0.00	0.000
TOTAL RECEIPTS	\$678,254.54	5,767.234
B. TOTAL DISBURSEMENTS		
Benefit Payments	(\$239,448.99)	(6,971.942)
Forfeiture Debit	(\$770.64)	(24.566)
Administrative Fee	(\$1,140.98)	(35.001)
Exchange Out	(\$34,455.69)	(1,050.180)
Loan Withdrawal	(\$44,596.92)	(1,382.306)
Transfer Out	\$0.00	0.000
Adjustment (-)	\$0.00	0.000
TOTAL DISBURSEMENTS	(\$320,413.22)	(9,463.995)
Market Value as of 12/31/2024	\$2,210,409.40	61,010.472