

<p>Form 5500</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p>Annual Return/Report of Employee Benefit Plan</p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p>This Form is Open to Public Inspection</p>
---	---	--

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 (Filers checking this box must provide participating employer information in accordance with the form instructions.)

a single-employer plan a DFE (specify) _____

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

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

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

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

special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

<p>1a Name of plan <u>TALENTBURST, INC. 401K PLAN</u></p>	<p>1b Three-digit plan number (PN) ▶ <u>001</u></p>
<p>2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>TALENTBURST, INC.</u></p> <p><u>679 WORCESTER RD</u> <u>NATICK, MA 01760</u></p>	<p>1c Effective date of plan <u>01/01/2005</u></p> <p>2b Employer Identification Number (EIN) <u>14-1838216</u></p> <p>2c Plan Sponsor's telephone number <u>508-628-7529</u></p> <p>2d Business code (see instructions) <u>541990</u></p>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2025	HEATHER HAMMOND
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	3b Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	5	1896
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)	1688
	6a(2)	1778
	6b	1
	6c	169
	6d	1948
	6e	0
	6f	1948
	6g(1)	408
	6g(2)	382
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:
2F 2G 2J 2T 2E 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.
--	--	---

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

A Name of plan TALENTBURST, INC. 401K PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TALENTBURST, INC.	D Employer Identification Number (EIN) 14-1838216	

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

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

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

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

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

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

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

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

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

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

(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	45172	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

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

(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.	
METLIFE STABLE VAL K 200 PARK AVENUE NEW YORK, NY 10166	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MSIF GLBL OPP PTF I - SS&C GLOBAL 1345 AVENUE OF THE AMERICAS NEW YORK, NY 10105	0.15%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
TRP RETIRE BAL - T. ROWE PRICE SER 52-2269240	0.15%	

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.
---	--	---

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

A Name of plan <u>TALENTBURST, INC. 401K PLAN</u>	B Three-digit plan number (PN)	<u>001</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>TALENTBURST, INC.</u>	D Employer Identification Number (EIN) <u>14-1838216</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)
---------------	--

a Name of MTIA, CCT, PSA, or 103-12 IE: <u>METLIFE STABLE VAL K</u>		
b Name of sponsor of entity listed in (a): <u>GREAT GRAY TRUST COMPANY, LLC</u>		
c EIN-PN <u>26-0142858-094</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>341030</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)

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
--	--	--

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024	
A Name of plan TALENTBURST, INC. 401K PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 TALENTBURST, INC.	D Employer Identification Number (EIN) 14-1838216

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

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

		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	77675
(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)	187639	172053
(9) Value of interest in common/collective trusts	1c(9)	749733	341030
(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)	9711608	11913399
(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	10648980	12504157
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	10648980	12504157

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)	0	
(B) Participants.....	2a(1)(B)	2019101	
(C) Others (including rollovers).....	2a(1)(C)	676324	
(2) Noncash contributions.....	2a(2)	0	
(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)	2839	
(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)	15658	
(F) Other.....	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		18497
(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)	329668	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		329668
(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)	10243
(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)	1137290
c Other income	2c	0
d Total income. Add all income amounts in column (b) and enter total.....	2d	4191123

Expenses

e Benefit payment and payments to provide benefits:		
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	2271494
(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)	2271494
f Corrective distributions (see instructions)	2f	21910
g Certain deemed distributions of participant loans (see instructions).....	2g	0
h Interest expense.....	2h	0
i Administrative expenses:		
(1) Salaries and allowances	2i(1)	0
(2) Contract administrator fees	2i(2)	0
(3) Recordkeeping fees	2i(3)	44902
(4) IQPA audit fees	2i(4)	0
(5) Investment advisory and investment management fees	2i(5)	270
(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)	45172
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j	2338576

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k	1852547
l Transfers of assets:		
(1) To this plan.....	2l(1)	2630
(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: **CRR, LLP**

(2) EIN: **04-3257840**

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.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	1058
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
e Was this plan covered by a fidelity bond?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	
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.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
l Has the plan failed to provide any benefit when due under the plan?	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
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.	<input type="checkbox"/>	<input type="checkbox"/>	

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

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

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

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

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

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

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

A Name of plan TALENTBURST, INC. 401K PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 TALENTBURST, INC.	D Employer Identification Number (EIN) 14-1838216	

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): <u>04-6568107</u>		
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)?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?.....	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> 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.....	<input type="checkbox"/> Increase	<input type="checkbox"/> Decrease	<input type="checkbox"/> Both	<input type="checkbox"/> 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?	<input type="checkbox"/> Yes	<input type="checkbox"/> No
11 a Does the ESOP hold any preferred stock?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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.)	<input type="checkbox"/> Yes	<input type="checkbox"/> No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	<input type="checkbox"/> Yes	<input type="checkbox"/> 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.

Talentburst, Inc. 401(k)
Plan

Financial Statements and
Supplemental Schedules

Years Ended
December 31, 2024 and 2023



Talentburst, Inc. 401(k) Plan

Financial Statements and Supplemental Schedules
Years Ended December 31, 2024 and 2023

Table of Contents

Independent Auditor's Report.....	1-4
Financial Statements:	
Statements of Net Assets Available for Benefits.....	5
Statements of Changes in Net Assets Available for Benefits.....	6
Notes to Financial Statements.....	7-16
Supplemental Schedules:	
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions, December 31, 2024.....	17
Schedule H, Line 4i - Schedule of Assets (Held at Year End), December 31, 2024.....	18



Independent Auditor's Report

To the Administrative Committee of
the Talentburst, Inc. 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of Talentburst, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Talentburst, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about Talentburst, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4a – Schedule of Delinquent Participant Contributions and Schedule H, Line 4i - Schedule of Assets (Held at Year End), as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion-

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

CRR, LLP

Wakefield, Massachusetts
October 14, 2025

Talentburst, Inc. 401(k) Plan

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

	<u>2024</u>	<u>2023</u>
Assets:		
Investments, at fair value:		
Money market fund	\$ 77,675	\$ -
Mutual funds	<u>11,913,399</u>	<u>9,711,608</u>
Total investments, at fair value	11,991,074	9,711,608
Common collective trust, at contract value	<u>341,030</u>	<u>749,733</u>
Total investments	<u>12,332,104</u>	<u>10,461,341</u>
Receivables:		
Participant contribution receivable	1,058	70,361
Notes receivable from participants	<u>172,053</u>	<u>187,639</u>
Total receivables	<u>173,111</u>	<u>258,000</u>
Net assets available for benefits	<u>\$ 12,505,215</u>	<u>\$ 10,719,341</u>

Talentburst, Inc. 401(k) Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Additions:		
Additions to net assets attributed to:		
Investment income:		
Interest and dividends	\$ 332,507	\$ 241,907
Net appreciation in fair value of investments	<u>1,147,533</u>	<u>1,041,983</u>
	<u>1,480,040</u>	<u>1,283,890</u>
Other income	-	14,005
Interest income on notes receivable from participants	<u>15,658</u>	<u>8,752</u>
	<u>15,658</u>	<u>22,757</u>
Contributions:		
Participant	1,949,798	2,024,707
Rollover	<u>676,324</u>	<u>394,643</u>
	<u>2,626,122</u>	<u>2,419,350</u>
Total additions	<u>4,121,820</u>	<u>3,725,997</u>
Deductions:		
Deductions from net assets attributed to:		
Participant benefits and withdrawals	2,271,494	1,685,298
Corrective distributions	21,910	-
Deemed distributions	-	6,879
Administrative expenses	<u>45,172</u>	<u>22,048</u>
Total deductions	<u>2,338,576</u>	<u>1,714,225</u>
Net increase in assets available for benefits prior to transfer-in	1,783,244	2,011,772
Transfer-in	<u>2,630</u>	<u>-</u>
Net increase in assets available for benefits	1,785,874	2,011,772
Net assets available for benefits:		
Beginning of year	<u>10,719,341</u>	<u>8,707,569</u>
End of year	<u>\$ 12,505,215</u>	<u>\$ 10,719,341</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 1 - Description of Plan:

The following brief description of the Talentburst, Inc. 401(k) Plan (the "Plan") provides only general information. Participants should refer to the plan agreement for a more complete description of the plan's provisions.

(a) General

The Plan which was adopted by Talentburst, Inc. effective January 1, 2005 and amended from time to time thereafter, is a defined contribution plan covering all eligible full and part-time employees of Talentburst, Inc., Talentburst Payroll, Inc., and Insight Compliance and Financial Solutions, Inc. (collectively, the "Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Recent Legislation

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023 which included SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. Since SECURE Act 2.0 provisions include both required and optional elements, the plan administrator will determine the optional provisions to elect and amend the Plan document accordingly. Most of the significant provisions became effective in 2024 or will thereafter.

(b) Eligibility Requirements

All employees are eligible to contribute to the Plan upon hire and may enter the Plan on the first day of the next month after hire.

(c) Contributions

Each year, participants may contribute up to 70% of annual compensation, in the form of pre-tax deferrals or post-tax Roth deferrals, as defined in the Plan. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds, one money market fund and a collective trust fund as investment options for participants. The Company does not match eligible employee contributions. Contributions are subject to certain limitations.

The maximum allowable calendar-year pre-tax or post-tax voluntary contribution, as determined by the Internal Revenue Service, was \$23,000 and \$22,500 during the years ended December 31, 2024 and 2023, respectively, in addition to a maximum allowable catch-up contribution of \$7,500 for each year.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 1 - Description of Plan (continued):

(d) Participant Accounts

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

(e) Vesting

Participants are immediately vested in their contributions plus actual earnings thereon.

(f) Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$500 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. A participant may not have more than one loan outstanding at any time. The loans are secured by the balance in the participant's account and bear interest at the prime interest rate plus 2%, which is commensurate with local prevailing rates as determined quarterly by the plan administrator. Principal and interest are paid ratably through regular payroll deductions.

(g) Payment of Benefits

In-service withdrawals may be made from a participant's employee contributions account based on financial hardship or upon reaching age 59½. On termination of service due to death, disability, or retirement, a participant, or his/her beneficiary, may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or installment payments. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.

(h) Forfeited Accounts

At December 31, 2024 and 2023 there are no forfeited accounts, as participants are always 100% vested in participant contributions, and there is no employer match.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 2 - Summary of Significant Accounting Policies:

(a) Basis of Accounting

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

(b) Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of Plan assets and disclosures in the financial statements. Actual results could differ from these estimates.

(c) Investment Valuation and Income Recognition

Investments are reported at fair value, except for the common collective trust which is reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements and Note 6 for discussion on contract value of the common collective trust.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

At December 31, 2024 and 2023, the common collective trust with underlying investments in fully benefit responsive investment contracts, the MetLife Stable Value (MSV) is valued at the fair market value of the underlying investment and then adjusted by the issuer to contract value. The contract value of the MSV was \$341,030 and \$749,733, at December 31, 2024 and 2023, respectively. There are no reserves against contract value for credit risk of the contract issuer or otherwise.

(d) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded as a deemed distribution on the statements of changes in net assets available for benefits. Deemed distributions for the years ended December 31, 2024 and 2023 amounted to \$0 and \$6,879, respectively.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 2 - Summary of Significant Accounting Policies (continued):

(e) Corrective Distributions

Amounts paid to participants for contributions in excess of amounts allowed by the IRS are recorded as corrective distributions on the statements of changes in net assets available for benefits. As of December 31, 2024 and 2023, corrective distributions amounted to \$21,910 and \$0, respectively. Corrective distributions are required to be made to applicable participants prior to March 15th of the following year.

(f) Payment of Benefits

Benefits payments to participants are recorded when paid.

(g) Concentration of Credit Risk

Financial instruments that potentially subject the Plan to concentrations of credit risk are part of the holdings in the Plan's investments. Management believes that the trustee maintains the Plan's investments with high credit quality institutions and attempts to limit the credit exposure to any particular investment.

(h) Expenses

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

(i) Subsequent events

The Plan has evaluated subsequent events through October 14, 2025, the date the financial statements were available to be issued.

Note 3 - Information Prepared and Certified by the Plan's Trustees (Unaudited):

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the years ended December 31, 2024 and 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by the Plan's trustees, Fidelity Management Trust Company for the year ended December 31, 2024 and the period December 1, 2023 through December 31, 2024 and Reliance Trust Company for the period January 1, 2023 through November 30, 2023.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 4 - Investments:

During 2024 and 2023, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated in value by \$1,147,533 and \$1,041,983, respectively.

Note 5 - Fair Value Measurements:

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

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 5 - Fair Value Measurements (continued):

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

Mutual Funds and Money Market Fund: Valued at the daily closing price as reported by the fund. Mutual funds and the money market fund held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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

Assets at Fair Value as of December 31, 2024

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 11,913,399	\$ -	\$ -	\$ 11,913,399
Money market fund	<u>77,675</u>	<u>-</u>	<u>-</u>	<u>77,675</u>
Total assets, at fair value	<u>\$ 11,991,074</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 11,991,074</u>

Assets at Fair Value as of December 31, 2023

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	<u>\$ 9,711,608</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,711,608</u>
Total assets, at fair value	<u>\$ 9,711,608</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,711,608</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 6 - Investment in Common Collective Trusts:

The Plan entered into a fully benefit-responsive investment contract with Reliance Trust Company ("Reliance") for the period January 1, 2023 through November 30, 2023. The Plan entered into a fully benefit-responsive investment contract with its new trustee, Fidelity Management Trust Company, for the period December 1, 2023 through December 31, 2024. Fidelity maintained the contributions in the MetLife Stable Value Fund as of December 31, 2024 and 2023. The account is credited with earnings on the underlying investment and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value as reported to the Plan by Fidelity. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

As described in Note 2, because the common collective trust is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the common collective trust. Contract value, as reported to the Plan by Fidelity, is equal to the sum of all of the benefits owed to the participants in that fund (invested principal and accrued interest). The fair value of a managed income portfolio is equal to the sum of the market value of all of the fund's investments. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer.

Certain events limit the ability of the plan to transact with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial plan termination or merger with another plan), (2) changes to the plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-off's of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The plan administrator does not believe that the occurrence of any such value event, which would limit the plan's ability to transact at contract value with participants, is probable.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 7 - Related Party and Party in Interest Transactions:

Certain Plan investments are managed by ADP, LLC ("ADP") and Fidelity Management and Research Company ("FMR Corp"). From January 1, 2023 through November 30, 2023, ADP was the custodian and recordkeeper of the Plan while FMR was the custodian and recordkeeper from December 1, 2023 through December 31, 2024, and therefore, these transactions qualify as party-in-interest transactions. During 2024, plan participants paid administrative fees of \$45,172 to FMR. During 2023, plan participants paid administrative fees of \$21,998 to ADP and \$50 to FMR, respectively.

Note 8 - Benefit Claims Payable:

Benefit claims payable are benefit payments requested by Plan participants prior to the plan year end that have not yet been disbursed. The total amount of benefit claims payable as of December 31, 2024 and 2023 amounted to \$0.

Note 9 - Concentrations:

As of December 31, 2024, the Plan held investments in Fidelity Freedom 2035 K6 with a fair value of \$1,787,506 and Fidelity Freedom 2025 K6 with a fair value of \$1,643,440, each of which represented more than 10% of the Plan's net assets available for benefits. As of December 31, 2023, the Plan held investments in Fidelity Freedom 2035 K6 with a fair value of \$1,962,117, Fidelity Freedom 2025 K6 with a fair value of \$1,648,024, Fidelity Freedom 2040 K6 with a fair value of \$1,119,791 and Fidelity Freedom 2030 K6 with a fair value of \$1,103,253, each of which represented more than 10% of the Plan's net assets available for benefits.

Note 10 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the net assets of the Plan must be allocated among the participants and beneficiaries of the Plan in the order provided for by ERISA.

Note 11 - Tax Status:

The Plan is based on a "prototype" plan drafted by ADP. The prototype received an Internal Revenue Service ("IRS") "prototype" letter on July 8, 2014. The letter states the prototype plan, as designed, was in compliance with the applicable requirements of the Internal Revenue Code. The plan has been amended since receiving the "prototype" letter. However, the plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Service.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 11 - Tax Status (continued):

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more-likely-than-not would not be sustained upon examination by the applicable taxing authorities. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

Note 12 - Risks and Uncertainties:

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

Note 13 - Reconciliation of Financial Statements to Form 5500:

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

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per financial statements	\$12,505,215	\$10,719,341
Less: Amounts recorded as contributions receivable, end of plan year	<u>(1,058)</u>	<u>(70,361)</u>
Net assets available for benefits per form 5500	<u>\$12,504,157</u>	<u>\$10,648,980</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 13 - Reconciliation of Financial Statements to Form 5500 (continued):

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

	<u>2024</u>	<u>2023</u>
Net increase in assets available for benefits per financial statements	\$ 1,783,244	\$ 2,011,772
Add: Amounts recorded as contributions receivable, beginning of plan year	70,361	25,977
Less: Amounts recorded as contributions receivable, end of plan year	(1,058)	(70,361)
Less: Amounts recorded as corrective distributions payable, beginning of plan year	<u>-</u>	<u>(56,151)</u>
Net increase in assets available for benefits per the Form 5500	<u>\$ 1,852,547</u>	<u>\$ 1,911,237</u>

Note 14 – Prohibited Transactions:

During the year ended December 31, 2023, the plan sponsor failed to remit to the Plan's trustee, contributions totaling \$960 within the period prescribed by Department of Labor regulations. The delay in remitting the contributions to the trustee was due to administrative errors during the year. The Company made the lost earnings contributions for the uncorrected late remittances to the affected participant's account in 2024. During the year ended December 31, 2024, the plan sponsor failed to remit to the Plan's trustee, contributions totaling \$1,058 within the period prescribed by Department of Labor regulations. The delay in remitting the contributions to the trustee was due to administrative errors during the year. The Company will make the lost earnings contributions for the uncorrected late remittances to the affected participant's account in 2025.

Supplemental Schedules

Talentburst, Inc. 401(k) Plan

EIN: 14-1838216 Plan No.: 001

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
December 31, 2024

Participant Contributions Transferred Late to the Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are included: <input type="checkbox"/>	Contributions Not Corrected \$1,058	Contributions Corrected Outside VFCP -	Contributions Pending Correction in VFCP -	-

The plan sponsor will remit the lost earnings on the 2024 late contributions of \$1,058 in November 2025 and all affected participant accounts will be adjusted accordingly.

The Plan sponsor will file the excise tax return (Form 5330) as required.

Talentburst, Inc. 401(k) Plan

EIN: 14-1838216 Plan No.: 001

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

(a)	Identity of Issue, Borrower, Lessor, or Similar Party (b)	Description of investment including maturity date, rate of interest, collateral, par, or maturity value (c)	2024	
			Cost (d)	Current Value (e)
<u>Mutual Funds:</u>				
*	FID FREEDOM 2035 K6	Registered Investment Company	\$	1,787,506
*	FID FREEDOM 2025 K6	Registered Investment Company		1,643,440
*	FID FREEDOM 2030 K6	Registered Investment Company		1,194,700
*	FID FREEDOM 2040 K6	Registered Investment Company		971,122
*	FID CONTRAFUND K6	Registered Investment Company		875,638
*	FID FREEDOM 2055 K6	Registered Investment Company		855,002
*	FID 500 INDEX	Registered Investment Company		790,627
*	FID FREEDOM 2060 K6	Registered Investment Company		683,323
*	FID FREEDOM 2020 K6	Registered Investment Company		661,816
*	FID FREEDOM 2045 K6	Registered Investment Company		594,745
*	FID BLUE CHIP GR K6	Registered Investment Company		503,216
*	FID FREEDOM 2050 K6	Registered Investment Company		480,142
*	JPM US EQUITY R6	Registered Investment Company		211,335
*	FID FREEDOM 2065 K6	Registered Investment Company		123,167
*	FID EQUITY INCOME K6	Registered Investment Company		80,300
*	FID SM CAP IDX	Registered Investment Company		75,812
*	FID INTL CAP APPR K6	Registered Investment Company		66,461
*	FID SMALL CAP GR K6	Registered Investment Company		59,537
*	FID MID CAP IDX	Registered Investment Company		58,825
*	FID GLB EX US IDX	Registered Investment Company		32,804
*	GQG EMRG MKTS EQ R6	Registered Investment Company		32,589
*	MSIF GLBL OPP PTF I	Registered Investment Company		20,147
*	AS SPL MID CP VAL R6	Registered Investment Company		17,862
*	FID TOTAL BOND K6	Registered Investment Company		15,911
*	C&S REALTY SHARES Z	Registered Investment Company		15,695
*	FID FREEDOM 2015 K6	Registered Investment Company		14,453
*	JPM GOVT BOND R6	Registered Investment Company		11,358
*	FID US BOND IDX	Registered Investment Company		10,736
*	FID FREEDOM 2010 K6	Registered Investment Company		7,830
*	FID INFL PR BD IDX	Registered Investment Company		6,043
*	PIM RAE US SM I	Registered Investment Company		4,707
*	TRP RETIRE BAL	Registered Investment Company		3,203
*	J H ENTERPRISE N	Registered Investment Company		2,023
*	FID FREEDOM 2070 K6	Registered Investment Company		1,031
*	FID FREEDOM INC K6	Registered Investment Company		293
				11,913,399
<u>Money Market Fund:</u>				
*	FID GOVT MMTK K6	Cash		77,675
<u>Common Collective Trust:</u>				
	METLIFE STABLE VAL K	Common Collective Trust		341,030
*	Notes receivable from participants with interest rates ranging from 6.25% to 10.50% maturing between 2025 and 2029			172,053
	Total investments		\$	12,504,157

* Party-in-interest

Note - Column (d) is blank as all investments are participant directed.

Talentburst, Inc. 401(k)
Plan

Financial Statements and
Supplemental Schedules

Years Ended
December 31, 2024 and 2023



Talentburst, Inc. 401(k) Plan

Financial Statements and Supplemental Schedules
Years Ended December 31, 2024 and 2023

Table of Contents

Independent Auditor's Report.....	1-4
Financial Statements:	
Statements of Net Assets Available for Benefits.....	5
Statements of Changes in Net Assets Available for Benefits.....	6
Notes to Financial Statements.....	7-16
Supplemental Schedules:	
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions, December 31, 2024.....	17
Schedule H, Line 4i - Schedule of Assets (Held at Year End), December 31, 2024.....	18



Independent Auditor's Report

To the Administrative Committee of
the Talentburst, Inc. 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of Talentburst, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Talentburst, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about Talentburst, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4a – Schedule of Delinquent Participant Contributions and Schedule H, Line 4i - Schedule of Assets (Held at Year End), as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion-

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

CRR, LLP

Wakefield, Massachusetts
October 14, 2025

Talentburst, Inc. 401(k) Plan

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

	<u>2024</u>	<u>2023</u>
Assets:		
Investments, at fair value:		
Money market fund	\$ 77,675	\$ -
Mutual funds	<u>11,913,399</u>	<u>9,711,608</u>
Total investments, at fair value	11,991,074	9,711,608
Common collective trust, at contract value	<u>341,030</u>	<u>749,733</u>
Total investments	<u>12,332,104</u>	<u>10,461,341</u>
Receivables:		
Participant contribution receivable	1,058	70,361
Notes receivable from participants	<u>172,053</u>	<u>187,639</u>
Total receivables	<u>173,111</u>	<u>258,000</u>
Net assets available for benefits	<u>\$ 12,505,215</u>	<u>\$ 10,719,341</u>

Talentburst, Inc. 401(k) Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Additions:		
Additions to net assets attributed to:		
Investment income:		
Interest and dividends	\$ 332,507	\$ 241,907
Net appreciation in fair value of investments	<u>1,147,533</u>	<u>1,041,983</u>
	<u>1,480,040</u>	<u>1,283,890</u>
Other income	-	14,005
Interest income on notes receivable from participants	<u>15,658</u>	<u>8,752</u>
	<u>15,658</u>	<u>22,757</u>
Contributions:		
Participant	1,949,798	2,024,707
Rollover	<u>676,324</u>	<u>394,643</u>
	<u>2,626,122</u>	<u>2,419,350</u>
Total additions	<u>4,121,820</u>	<u>3,725,997</u>
Deductions:		
Deductions from net assets attributed to:		
Participant benefits and withdrawals	2,271,494	1,685,298
Corrective distributions	21,910	-
Deemed distributions	-	6,879
Administrative expenses	<u>45,172</u>	<u>22,048</u>
Total deductions	<u>2,338,576</u>	<u>1,714,225</u>
Net increase in assets available for benefits prior to transfer-in	1,783,244	2,011,772
Transfer-in	<u>2,630</u>	<u>-</u>
Net increase in assets available for benefits	1,785,874	2,011,772
Net assets available for benefits:		
Beginning of year	<u>10,719,341</u>	<u>8,707,569</u>
End of year	<u>\$ 12,505,215</u>	<u>\$ 10,719,341</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 1 - Description of Plan:

The following brief description of the Talentburst, Inc. 401(k) Plan (the "Plan") provides only general information. Participants should refer to the plan agreement for a more complete description of the plan's provisions.

(a) General

The Plan which was adopted by Talentburst, Inc. effective January 1, 2005 and amended from time to time thereafter, is a defined contribution plan covering all eligible full and part-time employees of Talentburst, Inc., Talentburst Payroll, Inc., and Insight Compliance and Financial Solutions, Inc. (collectively, the "Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Recent Legislation

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023 which included SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. Since SECURE Act 2.0 provisions include both required and optional elements, the plan administrator will determine the optional provisions to elect and amend the Plan document accordingly. Most of the significant provisions became effective in 2024 or will thereafter.

(b) Eligibility Requirements

All employees are eligible to contribute to the Plan upon hire and may enter the Plan on the first day of the next month after hire.

(c) Contributions

Each year, participants may contribute up to 70% of annual compensation, in the form of pre-tax deferrals or post-tax Roth deferrals, as defined in the Plan. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds, one money market fund and a collective trust fund as investment options for participants. The Company does not match eligible employee contributions. Contributions are subject to certain limitations.

The maximum allowable calendar-year pre-tax or post-tax voluntary contribution, as determined by the Internal Revenue Service, was \$23,000 and \$22,500 during the years ended December 31, 2024 and 2023, respectively, in addition to a maximum allowable catch-up contribution of \$7,500 for each year.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 1 - Description of Plan (continued):

(d) Participant Accounts

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

(e) Vesting

Participants are immediately vested in their contributions plus actual earnings thereon.

(f) Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$500 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. A participant may not have more than one loan outstanding at any time. The loans are secured by the balance in the participant's account and bear interest at the prime interest rate plus 2%, which is commensurate with local prevailing rates as determined quarterly by the plan administrator. Principal and interest are paid ratably through regular payroll deductions.

(g) Payment of Benefits

In-service withdrawals may be made from a participant's employee contributions account based on financial hardship or upon reaching age 59½. On termination of service due to death, disability, or retirement, a participant, or his/her beneficiary, may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or installment payments. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.

(h) Forfeited Accounts

At December 31, 2024 and 2023 there are no forfeited accounts, as participants are always 100% vested in participant contributions, and there is no employer match.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 2 - Summary of Significant Accounting Policies:

(a) Basis of Accounting

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

(b) Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of Plan assets and disclosures in the financial statements. Actual results could differ from these estimates.

(c) Investment Valuation and Income Recognition

Investments are reported at fair value, except for the common collective trust which is reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements and Note 6 for discussion on contract value of the common collective trust.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

At December 31, 2024 and 2023, the common collective trust with underlying investments in fully benefit responsive investment contracts, the MetLife Stable Value (MSV) is valued at the fair market value of the underlying investment and then adjusted by the issuer to contract value. The contract value of the MSV was \$341,030 and \$749,733, at December 31, 2024 and 2023, respectively. There are no reserves against contract value for credit risk of the contract issuer or otherwise.

(d) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded as a deemed distribution on the statements of changes in net assets available for benefits. Deemed distributions for the years ended December 31, 2024 and 2023 amounted to \$0 and \$6,879, respectively.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 2 - Summary of Significant Accounting Policies (continued):

(e) Corrective Distributions

Amounts paid to participants for contributions in excess of amounts allowed by the IRS are recorded as corrective distributions on the statements of changes in net assets available for benefits. As of December 31, 2024 and 2023, corrective distributions amounted to \$21,910 and \$0, respectively. Corrective distributions are required to be made to applicable participants prior to March 15th of the following year.

(f) Payment of Benefits

Benefits payments to participants are recorded when paid.

(g) Concentration of Credit Risk

Financial instruments that potentially subject the Plan to concentrations of credit risk are part of the holdings in the Plan's investments. Management believes that the trustee maintains the Plan's investments with high credit quality institutions and attempts to limit the credit exposure to any particular investment.

(h) Expenses

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

(i) Subsequent events

The Plan has evaluated subsequent events through October 14, 2025, the date the financial statements were available to be issued.

Note 3 - Information Prepared and Certified by the Plan's Trustees (Unaudited):

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the years ended December 31, 2024 and 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by the Plan's trustees, Fidelity Management Trust Company for the year ended December 31, 2024 and the period December 1, 2023 through December 31, 2024 and Reliance Trust Company for the period January 1, 2023 through November 30, 2023.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 4 - Investments:

During 2024 and 2023, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated in value by \$1,147,533 and \$1,041,983, respectively.

Note 5 - Fair Value Measurements:

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

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 5 - Fair Value Measurements (continued):

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

Mutual Funds and Money Market Fund: Valued at the daily closing price as reported by the fund. Mutual funds and the money market fund held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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

Assets at Fair Value as of December 31, 2024

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 11,913,399	\$ -	\$ -	\$ 11,913,399
Money market fund	<u>77,675</u>	<u>-</u>	<u>-</u>	<u>77,675</u>
Total assets, at fair value	<u>\$ 11,991,074</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 11,991,074</u>

Assets at Fair Value as of December 31, 2023

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	<u>\$ 9,711,608</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,711,608</u>
Total assets, at fair value	<u>\$ 9,711,608</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,711,608</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 6 - Investment in Common Collective Trusts:

The Plan entered into a fully benefit-responsive investment contract with Reliance Trust Company ("Reliance") for the period January 1, 2023 through November 30, 2023. The Plan entered into a fully benefit-responsive investment contract with its new trustee, Fidelity Management Trust Company, for the period December 1, 2023 through December 31, 2024. Fidelity maintained the contributions in the MetLife Stable Value Fund as of December 31, 2024 and 2023. The account is credited with earnings on the underlying investment and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value as reported to the Plan by Fidelity. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

As described in Note 2, because the common collective trust is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the common collective trust. Contract value, as reported to the Plan by Fidelity, is equal to the sum of all of the benefits owed to the participants in that fund (invested principal and accrued interest). The fair value of a managed income portfolio is equal to the sum of the market value of all of the fund's investments. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer.

Certain events limit the ability of the plan to transact with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial plan termination or merger with another plan), (2) changes to the plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-off's of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The plan administrator does not believe that the occurrence of any such value event, which would limit the plan's ability to transact at contract value with participants, is probable.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 7 - Related Party and Party in Interest Transactions:

Certain Plan investments are managed by ADP, LLC ("ADP") and Fidelity Management and Research Company ("FMR Corp"). From January 1, 2023 through November 30, 2023, ADP was the custodian and recordkeeper of the Plan while FMR was the custodian and recordkeeper from December 1, 2023 through December 31, 2024, and therefore, these transactions qualify as party-in-interest transactions. During 2024, plan participants paid administrative fees of \$45,172 to FMR. During 2023, plan participants paid administrative fees of \$21,998 to ADP and \$50 to FMR, respectively.

Note 8 - Benefit Claims Payable:

Benefit claims payable are benefit payments requested by Plan participants prior to the plan year end that have not yet been disbursed. The total amount of benefit claims payable as of December 31, 2024 and 2023 amounted to \$0.

Note 9 - Concentrations:

As of December 31, 2024, the Plan held investments in Fidelity Freedom 2035 K6 with a fair value of \$1,787,506 and Fidelity Freedom 2025 K6 with a fair value of \$1,643,440, each of which represented more than 10% of the Plan's net assets available for benefits. As of December 31, 2023, the Plan held investments in Fidelity Freedom 2035 K6 with a fair value of \$1,962,117, Fidelity Freedom 2025 K6 with a fair value of \$1,648,024, Fidelity Freedom 2040 K6 with a fair value of \$1,119,791 and Fidelity Freedom 2030 K6 with a fair value of \$1,103,253, each of which represented more than 10% of the Plan's net assets available for benefits.

Note 10 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the net assets of the Plan must be allocated among the participants and beneficiaries of the Plan in the order provided for by ERISA.

Note 11 - Tax Status:

The Plan is based on a "prototype" plan drafted by ADP. The prototype received an Internal Revenue Service ("IRS") "prototype" letter on July 8, 2014. The letter states the prototype plan, as designed, was in compliance with the applicable requirements of the Internal Revenue Code. The plan has been amended since receiving the "prototype" letter. However, the plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Service.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 11 - Tax Status (continued):

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more-likely-than-not would not be sustained upon examination by the applicable taxing authorities. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

Note 12 - Risks and Uncertainties:

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

Note 13 - Reconciliation of Financial Statements to Form 5500:

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

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per financial statements	\$12,505,215	\$10,719,341
Less: Amounts recorded as contributions receivable, end of plan year	<u>(1,058)</u>	<u>(70,361)</u>
Net assets available for benefits per form 5500	<u>\$12,504,157</u>	<u>\$10,648,980</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 13 - Reconciliation of Financial Statements to Form 5500 (continued):

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

	<u>2024</u>	<u>2023</u>
Net increase in assets available for benefits per financial statements	\$ 1,783,244	\$ 2,011,772
Add: Amounts recorded as contributions receivable, beginning of plan year	70,361	25,977
Less: Amounts recorded as contributions receivable, end of plan year	(1,058)	(70,361)
Less: Amounts recorded as corrective distributions payable, beginning of plan year	<u>-</u>	<u>(56,151)</u>
Net increase in assets available for benefits per the Form 5500	<u>\$ 1,852,547</u>	<u>\$ 1,911,237</u>

Note 14 – Prohibited Transactions:

During the year ended December 31, 2023, the plan sponsor failed to remit to the Plan's trustee, contributions totaling \$960 within the period prescribed by Department of Labor regulations. The delay in remitting the contributions to the trustee was due to administrative errors during the year. The Company made the lost earnings contributions for the uncorrected late remittances to the affected participant's account in 2024. During the year ended December 31, 2024, the plan sponsor failed to remit to the Plan's trustee, contributions totaling \$1,058 within the period prescribed by Department of Labor regulations. The delay in remitting the contributions to the trustee was due to administrative errors during the year. The Company will make the lost earnings contributions for the uncorrected late remittances to the affected participant's account in 2025.

Supplemental Schedules

Talentburst, Inc. 401(k) Plan

EIN: 14-1838216 Plan No.: 001

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
December 31, 2024

Participant Contributions Transferred Late to the Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are included: <input type="checkbox"/>	Contributions Not Corrected \$1,058	Contributions Corrected Outside VFCP -	Contributions Pending Correction in VFCP -	-

The plan sponsor will remit the lost earnings on the 2024 late contributions of \$1,058 in November 2025 and all affected participant accounts will be adjusted accordingly.

The Plan sponsor will file the excise tax return (Form 5330) as required.

Talentburst, Inc. 401(k) Plan

EIN: 14-1838216 Plan No.: 001

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

(a)	Identity of Issue, Borrower, Lessor, or Similar Party (b)	Description of investment including maturity date, rate of interest, collateral, par, or maturity value (c)	2024	
			Cost (d)	Current Value (e)
<u>Mutual Funds:</u>				
*	FID FREEDOM 2035 K6	Registered Investment Company	\$	1,787,506
*	FID FREEDOM 2025 K6	Registered Investment Company		1,643,440
*	FID FREEDOM 2030 K6	Registered Investment Company		1,194,700
*	FID FREEDOM 2040 K6	Registered Investment Company		971,122
*	FID CONTRAFUND K6	Registered Investment Company		875,638
*	FID FREEDOM 2055 K6	Registered Investment Company		855,002
*	FID 500 INDEX	Registered Investment Company		790,627
*	FID FREEDOM 2060 K6	Registered Investment Company		683,323
*	FID FREEDOM 2020 K6	Registered Investment Company		661,816
*	FID FREEDOM 2045 K6	Registered Investment Company		594,745
*	FID BLUE CHIP GR K6	Registered Investment Company		503,216
*	FID FREEDOM 2050 K6	Registered Investment Company		480,142
*	JPM US EQUITY R6	Registered Investment Company		211,335
*	FID FREEDOM 2065 K6	Registered Investment Company		123,167
*	FID EQUITY INCOME K6	Registered Investment Company		80,300
*	FID SM CAP IDX	Registered Investment Company		75,812
*	FID INTL CAP APPR K6	Registered Investment Company		66,461
*	FID SMALL CAP GR K6	Registered Investment Company		59,537
*	FID MID CAP IDX	Registered Investment Company		58,825
*	FID GLB EX US IDX	Registered Investment Company		32,804
*	GQG EMRG MKTS EQ R6	Registered Investment Company		32,589
*	MSIF GLBL OPP PTF I	Registered Investment Company		20,147
*	AS SPL MID CP VAL R6	Registered Investment Company		17,862
*	FID TOTAL BOND K6	Registered Investment Company		15,911
*	C&S REALTY SHARES Z	Registered Investment Company		15,695
*	FID FREEDOM 2015 K6	Registered Investment Company		14,453
*	JPM GOVT BOND R6	Registered Investment Company		11,358
*	FID US BOND IDX	Registered Investment Company		10,736
*	FID FREEDOM 2010 K6	Registered Investment Company		7,830
*	FID INFL PR BD IDX	Registered Investment Company		6,043
*	PIM RAE US SM I	Registered Investment Company		4,707
*	TRP RETIRE BAL	Registered Investment Company		3,203
*	J H ENTERPRISE N	Registered Investment Company		2,023
*	FID FREEDOM 2070 K6	Registered Investment Company		1,031
*	FID FREEDOM INC K6	Registered Investment Company		293
				11,913,399
<u>Money Market Fund:</u>				
*	FID GOVT MMTK K6	Cash		77,675
<u>Common Collective Trust:</u>				
	METLIFE STABLE VAL K	Common Collective Trust		341,030
*	Notes receivable from participants with interest rates ranging from 6.25% to 10.50% maturing between 2025 and 2029			172,053
	Total investments		\$	12,504,157

* Party-in-interest

Note - Column (d) is blank as all investments are participant directed.

Talentburst, Inc. 401(k)
Plan

Financial Statements and
Supplemental Schedules

Years Ended
December 31, 2024 and 2023



Talentburst, Inc. 401(k) Plan

Financial Statements and Supplemental Schedules
Years Ended December 31, 2024 and 2023

Table of Contents

Independent Auditor's Report.....	1-4
Financial Statements:	
Statements of Net Assets Available for Benefits.....	5
Statements of Changes in Net Assets Available for Benefits.....	6
Notes to Financial Statements.....	7-16
Supplemental Schedules:	
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions, December 31, 2024.....	17
Schedule H, Line 4i - Schedule of Assets (Held at Year End), December 31, 2024.....	18



Independent Auditor's Report

To the Administrative Committee of
the Talentburst, Inc. 401(k) Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of Talentburst, Inc. 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion

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

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

Basis for Opinion

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

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgement and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Talentburst, Inc. 401(k) Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about Talentburst, Inc. 401(k) Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter—Supplemental Schedules Required by ERISA

The supplemental schedules, Schedule H, Line 4a – Schedule of Delinquent Participant Contributions and Schedule H, Line 4i - Schedule of Assets (Held at Year End), as of December 31, 2024, are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion-

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

CRR, LLP

Wakefield, Massachusetts
October 14, 2025

Talentburst, Inc. 401(k) Plan

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

	<u>2024</u>	<u>2023</u>
Assets:		
Investments, at fair value:		
Money market fund	\$ 77,675	\$ -
Mutual funds	<u>11,913,399</u>	<u>9,711,608</u>
Total investments, at fair value	11,991,074	9,711,608
Common collective trust, at contract value	<u>341,030</u>	<u>749,733</u>
Total investments	<u>12,332,104</u>	<u>10,461,341</u>
Receivables:		
Participant contribution receivable	1,058	70,361
Notes receivable from participants	<u>172,053</u>	<u>187,639</u>
Total receivables	<u>173,111</u>	<u>258,000</u>
Net assets available for benefits	<u>\$ 12,505,215</u>	<u>\$ 10,719,341</u>

Talentburst, Inc. 401(k) Plan

Statements of Changes in Net Assets Available for Benefits
Years Ended December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
Additions:		
Additions to net assets attributed to:		
Investment income:		
Interest and dividends	\$ 332,507	\$ 241,907
Net appreciation in fair value of investments	<u>1,147,533</u>	<u>1,041,983</u>
	<u>1,480,040</u>	<u>1,283,890</u>
Other income	-	14,005
Interest income on notes receivable from participants	<u>15,658</u>	<u>8,752</u>
	<u>15,658</u>	<u>22,757</u>
Contributions:		
Participant	1,949,798	2,024,707
Rollover	<u>676,324</u>	<u>394,643</u>
	<u>2,626,122</u>	<u>2,419,350</u>
Total additions	<u>4,121,820</u>	<u>3,725,997</u>
Deductions:		
Deductions from net assets attributed to:		
Participant benefits and withdrawals	2,271,494	1,685,298
Corrective distributions	21,910	-
Deemed distributions	-	6,879
Administrative expenses	<u>45,172</u>	<u>22,048</u>
Total deductions	<u>2,338,576</u>	<u>1,714,225</u>
Net increase in assets available for benefits prior to transfer-in	1,783,244	2,011,772
Transfer-in	<u>2,630</u>	<u>-</u>
Net increase in assets available for benefits	1,785,874	2,011,772
Net assets available for benefits:		
Beginning of year	<u>10,719,341</u>	<u>8,707,569</u>
End of year	<u>\$ 12,505,215</u>	<u>\$ 10,719,341</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 1 - Description of Plan:

The following brief description of the Talentburst, Inc. 401(k) Plan (the "Plan") provides only general information. Participants should refer to the plan agreement for a more complete description of the plan's provisions.

(a) General

The Plan which was adopted by Talentburst, Inc. effective January 1, 2005 and amended from time to time thereafter, is a defined contribution plan covering all eligible full and part-time employees of Talentburst, Inc., Talentburst Payroll, Inc., and Insight Compliance and Financial Solutions, Inc. (collectively, the "Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Recent Legislation

On December 23, 2022, Congress passed the Consolidated Appropriations Act of 2023 which included SECURE Act 2.0. SECURE Act 2.0 contains over 90 new retirement provisions, with varying effective dates through 2027. Since SECURE Act 2.0 provisions include both required and optional elements, the plan administrator will determine the optional provisions to elect and amend the Plan document accordingly. Most of the significant provisions became effective in 2024 or will thereafter.

(b) Eligibility Requirements

All employees are eligible to contribute to the Plan upon hire and may enter the Plan on the first day of the next month after hire.

(c) Contributions

Each year, participants may contribute up to 70% of annual compensation, in the form of pre-tax deferrals or post-tax Roth deferrals, as defined in the Plan. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds, one money market fund and a collective trust fund as investment options for participants. The Company does not match eligible employee contributions. Contributions are subject to certain limitations.

The maximum allowable calendar-year pre-tax or post-tax voluntary contribution, as determined by the Internal Revenue Service, was \$23,000 and \$22,500 during the years ended December 31, 2024 and 2023, respectively, in addition to a maximum allowable catch-up contribution of \$7,500 for each year.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 1 - Description of Plan (continued):

(d) Participant Accounts

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

(e) Vesting

Participants are immediately vested in their contributions plus actual earnings thereon.

(f) Notes Receivable from Participants

Participants may borrow from their accounts a minimum of \$500 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. A participant may not have more than one loan outstanding at any time. The loans are secured by the balance in the participant's account and bear interest at the prime interest rate plus 2%, which is commensurate with local prevailing rates as determined quarterly by the plan administrator. Principal and interest are paid ratably through regular payroll deductions.

(g) Payment of Benefits

In-service withdrawals may be made from a participant's employee contributions account based on financial hardship or upon reaching age 59½. On termination of service due to death, disability, or retirement, a participant, or his/her beneficiary, may elect to receive either a lump-sum amount equal to the value of the participant's vested interest in his or her account, or installment payments. For termination of service for other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.

(h) Forfeited Accounts

At December 31, 2024 and 2023 there are no forfeited accounts, as participants are always 100% vested in participant contributions, and there is no employer match.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 2 - Summary of Significant Accounting Policies:

(a) Basis of Accounting

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

(b) Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of Plan assets and disclosures in the financial statements. Actual results could differ from these estimates.

(c) Investment Valuation and Income Recognition

Investments are reported at fair value, except for the common collective trust which is reported at contract value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements and Note 6 for discussion on contract value of the common collective trust.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the plan's gains and losses on investments bought and sold as well as held during the year.

At December 31, 2024 and 2023, the common collective trust with underlying investments in fully benefit responsive investment contracts, the MetLife Stable Value (MSV) is valued at the fair market value of the underlying investment and then adjusted by the issuer to contract value. The contract value of the MSV was \$341,030 and \$749,733, at December 31, 2024 and 2023, respectively. There are no reserves against contract value for credit risk of the contract issuer or otherwise.

(d) Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2024 and 2023. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded as a deemed distribution on the statements of changes in net assets available for benefits. Deemed distributions for the years ended December 31, 2024 and 2023 amounted to \$0 and \$6,879, respectively.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 2 - Summary of Significant Accounting Policies (continued):

(e) Corrective Distributions

Amounts paid to participants for contributions in excess of amounts allowed by the IRS are recorded as corrective distributions on the statements of changes in net assets available for benefits. As of December 31, 2024 and 2023, corrective distributions amounted to \$21,910 and \$0, respectively. Corrective distributions are required to be made to applicable participants prior to March 15th of the following year.

(f) Payment of Benefits

Benefits payments to participants are recorded when paid.

(g) Concentration of Credit Risk

Financial instruments that potentially subject the Plan to concentrations of credit risk are part of the holdings in the Plan's investments. Management believes that the trustee maintains the Plan's investments with high credit quality institutions and attempts to limit the credit exposure to any particular investment.

(h) Expenses

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

(i) Subsequent events

The Plan has evaluated subsequent events through October 14, 2025, the date the financial statements were available to be issued.

Note 3 - Information Prepared and Certified by the Plan's Trustees (Unaudited):

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2024 and 2023, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the years ended December 31, 2024 and 2023, was obtained by management and agreed to or derived from information certified as complete and accurate by the Plan's trustees, Fidelity Management Trust Company for the year ended December 31, 2024 and the period December 1, 2023 through December 31, 2024 and Reliance Trust Company for the period January 1, 2023 through November 30, 2023.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 4 - Investments:

During 2024 and 2023, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated in value by \$1,147,533 and \$1,041,983, respectively.

Note 5 - Fair Value Measurements:

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

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

Level 2 Inputs to the valuation methodology include:

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

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

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

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

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 5 - Fair Value Measurements (continued):

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

Mutual Funds and Money Market Fund: Valued at the daily closing price as reported by the fund. Mutual funds and the money market fund held by the Plan are open-ended funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

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

Assets at Fair Value as of December 31, 2024

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 11,913,399	\$ -	\$ -	\$ 11,913,399
Money market fund	<u>77,675</u>	<u>-</u>	<u>-</u>	<u>77,675</u>
Total assets, at fair value	<u>\$ 11,991,074</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 11,991,074</u>

Assets at Fair Value as of December 31, 2023

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	<u>\$ 9,711,608</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,711,608</u>
Total assets, at fair value	<u>\$ 9,711,608</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 9,711,608</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 6 - Investment in Common Collective Trusts:

The Plan entered into a fully benefit-responsive investment contract with Reliance Trust Company ("Reliance") for the period January 1, 2023 through November 30, 2023. The Plan entered into a fully benefit-responsive investment contract with its new trustee, Fidelity Management Trust Company, for the period December 1, 2023 through December 31, 2024. Fidelity maintained the contributions in the MetLife Stable Value Fund as of December 31, 2024 and 2023. The account is credited with earnings on the underlying investment and charged for participant withdrawals and administrative expenses. The contract is included in the financial statements at contract value as reported to the Plan by Fidelity. Contract value represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses.

As described in Note 2, because the common collective trust is fully benefit-responsive, contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the common collective trust. Contract value, as reported to the Plan by Fidelity, is equal to the sum of all of the benefits owed to the participants in that fund (invested principal and accrued interest). The fair value of a managed income portfolio is equal to the sum of the market value of all of the fund's investments. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

There are no reserves against contract value for credit risk of the contract issuer or otherwise. The crediting interest rate is based on a formula agreed upon with the issuer.

Certain events limit the ability of the plan to transact with the issuer. Such events include the following: (1) amendments to the Plan documents (including complete or partial plan termination or merger with another plan), (2) changes to the plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures or spin-off's of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under the Employee Retirement Income Security Act of 1974. The plan administrator does not believe that the occurrence of any such value event, which would limit the plan's ability to transact at contract value with participants, is probable.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 7 - Related Party and Party in Interest Transactions:

Certain Plan investments are managed by ADP, LLC ("ADP") and Fidelity Management and Research Company ("FMR Corp"). From January 1, 2023 through November 30, 2023, ADP was the custodian and recordkeeper of the Plan while FMR was the custodian and recordkeeper from December 1, 2023 through December 31, 2024, and therefore, these transactions qualify as party-in-interest transactions. During 2024, plan participants paid administrative fees of \$45,172 to FMR. During 2023, plan participants paid administrative fees of \$21,998 to ADP and \$50 to FMR, respectively.

Note 8 - Benefit Claims Payable:

Benefit claims payable are benefit payments requested by Plan participants prior to the plan year end that have not yet been disbursed. The total amount of benefit claims payable as of December 31, 2024 and 2023 amounted to \$0.

Note 9 - Concentrations:

As of December 31, 2024, the Plan held investments in Fidelity Freedom 2035 K6 with a fair value of \$1,787,506 and Fidelity Freedom 2025 K6 with a fair value of \$1,643,440, each of which represented more than 10% of the Plan's net assets available for benefits. As of December 31, 2023, the Plan held investments in Fidelity Freedom 2035 K6 with a fair value of \$1,962,117, Fidelity Freedom 2025 K6 with a fair value of \$1,648,024, Fidelity Freedom 2040 K6 with a fair value of \$1,119,791 and Fidelity Freedom 2030 K6 with a fair value of \$1,103,253, each of which represented more than 10% of the Plan's net assets available for benefits.

Note 10 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, the net assets of the Plan must be allocated among the participants and beneficiaries of the Plan in the order provided for by ERISA.

Note 11 - Tax Status:

The Plan is based on a "prototype" plan drafted by ADP. The prototype received an Internal Revenue Service ("IRS") "prototype" letter on July 8, 2014. The letter states the prototype plan, as designed, was in compliance with the applicable requirements of the Internal Revenue Code. The plan has been amended since receiving the "prototype" letter. However, the plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Service.

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 11 - Tax Status (continued):

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the plan has taken an uncertain position that more-likely-than-not would not be sustained upon examination by the applicable taxing authorities. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2024, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The plan administrator believes it is no longer subject to income tax examinations for years prior to 2021.

Note 12 - Risks and Uncertainties:

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

Note 13 - Reconciliation of Financial Statements to Form 5500:

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

	<u>2024</u>	<u>2023</u>
Net assets available for benefits per financial statements	\$12,505,215	\$10,719,341
Less: Amounts recorded as contributions receivable, end of plan year	<u>(1,058)</u>	<u>(70,361)</u>
Net assets available for benefits per form 5500	<u>\$12,504,157</u>	<u>\$10,648,980</u>

Talentburst, Inc. 401(k) Plan

Notes to Financial Statements
Years Ended December 31, 2024 and 2023

Note 13 - Reconciliation of Financial Statements to Form 5500 (continued):

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

	<u>2024</u>	<u>2023</u>
Net increase in assets available for benefits per financial statements	\$ 1,783,244	\$ 2,011,772
Add: Amounts recorded as contributions receivable, beginning of plan year	70,361	25,977
Less: Amounts recorded as contributions receivable, end of plan year	(1,058)	(70,361)
Less: Amounts recorded as corrective distributions payable, beginning of plan year	<u>-</u>	<u>(56,151)</u>
Net increase in assets available for benefits per the Form 5500	<u>\$ 1,852,547</u>	<u>\$ 1,911,237</u>

Note 14 – Prohibited Transactions:

During the year ended December 31, 2023, the plan sponsor failed to remit to the Plan's trustee, contributions totaling \$960 within the period prescribed by Department of Labor regulations. The delay in remitting the contributions to the trustee was due to administrative errors during the year. The Company made the lost earnings contributions for the uncorrected late remittances to the affected participant's account in 2024. During the year ended December 31, 2024, the plan sponsor failed to remit to the Plan's trustee, contributions totaling \$1,058 within the period prescribed by Department of Labor regulations. The delay in remitting the contributions to the trustee was due to administrative errors during the year. The Company will make the lost earnings contributions for the uncorrected late remittances to the affected participant's account in 2025.

Supplemental Schedules

Talentburst, Inc. 401(k) Plan

EIN: 14-1838216 Plan No.: 001

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions
December 31, 2024

Participant Contributions Transferred Late to the Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
Check here if Late Participant Loan Repayments are included: <input type="checkbox"/>	Contributions Not Corrected \$1,058	Contributions Corrected Outside VFCP -	Contributions Pending Correction in VFCP -	-

The plan sponsor will remit the lost earnings on the 2024 late contributions of \$1,058 in November 2025 and all affected participant accounts will be adjusted accordingly.

The Plan sponsor will file the excise tax return (Form 5330) as required.

Talentburst, Inc. 401(k) Plan

EIN: 14-1838216 Plan No.: 001

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

(a)	Identity of Issue, Borrower, Lessor, or Similar Party (b)	Description of investment including maturity date, rate of interest, collateral, par, or maturity value (c)	2024	
			Cost (d)	Current Value (e)
<u>Mutual Funds:</u>				
*	FID FREEDOM 2035 K6	Registered Investment Company	\$	1,787,506
*	FID FREEDOM 2025 K6	Registered Investment Company		1,643,440
*	FID FREEDOM 2030 K6	Registered Investment Company		1,194,700
*	FID FREEDOM 2040 K6	Registered Investment Company		971,122
*	FID CONTRAFUND K6	Registered Investment Company		875,638
*	FID FREEDOM 2055 K6	Registered Investment Company		855,002
*	FID 500 INDEX	Registered Investment Company		790,627
*	FID FREEDOM 2060 K6	Registered Investment Company		683,323
*	FID FREEDOM 2020 K6	Registered Investment Company		661,816
*	FID FREEDOM 2045 K6	Registered Investment Company		594,745
*	FID BLUE CHIP GR K6	Registered Investment Company		503,216
*	FID FREEDOM 2050 K6	Registered Investment Company		480,142
*	JPM US EQUITY R6	Registered Investment Company		211,335
*	FID FREEDOM 2065 K6	Registered Investment Company		123,167
*	FID EQUITY INCOME K6	Registered Investment Company		80,300
*	FID SM CAP IDX	Registered Investment Company		75,812
*	FID INTL CAP APPR K6	Registered Investment Company		66,461
*	FID SMALL CAP GR K6	Registered Investment Company		59,537
*	FID MID CAP IDX	Registered Investment Company		58,825
*	FID GLB EX US IDX	Registered Investment Company		32,804
	GQG EMRG MKTS EQ R6	Registered Investment Company		32,589
	MSIF GLBL OPP PTF I	Registered Investment Company		20,147
	AS SPL MID CP VAL R6	Registered Investment Company		17,862
*	FID TOTAL BOND K6	Registered Investment Company		15,911
	C&S REALTY SHARES Z	Registered Investment Company		15,695
*	FID FREEDOM 2015 K6	Registered Investment Company		14,453
	JPM GOVT BOND R6	Registered Investment Company		11,358
*	FID US BOND IDX	Registered Investment Company		10,736
*	FID FREEDOM 2010 K6	Registered Investment Company		7,830
*	FID INFL PR BD IDX	Registered Investment Company		6,043
	PIM RAE US SM I	Registered Investment Company		4,707
	TRP RETIRE BAL	Registered Investment Company		3,203
	J H ENTERPRISE N	Registered Investment Company		2,023
*	FID FREEDOM 2070 K6	Registered Investment Company		1,031
*	FID FREEDOM INC K6	Registered Investment Company		293
				11,913,399
<u>Money Market Fund:</u>				
*	FID GOVT MMTK K6	Cash		77,675
<u>Common Collective Trust:</u>				
	METLIFE STABLE VAL K	Common Collective Trust		341,030
*	Notes receivable from participants with interest rates ranging from 6.25% to 10.50% maturing between 2025 and 2029			172,053
	Total investments		\$	12,504,157

* Party-in-interest

Note - Column (d) is blank as all investments are participant directed.