

<b>Form 5500</b>  Department of the Treasury Internal Revenue Service  Department of Labor Employee Benefits Security Administration  Pension Benefit Guaranty Corporation	<b>Annual Return/Report of Employee Benefit Plan</b>  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).  <b>▶ Complete all entries in accordance with the instructions to the Form 5500.</b>	OMB Nos. 1210-0110 1210-0089  <h1 style="text-align: center;">2024</h1>  <b>This Form is Open to Public Inspection</b>
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<b>Part I</b>	<b>Annual Report Identification Information</b>
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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. . . . .

<b>Part II</b>	<b>Basic Plan Information—enter all requested information</b>
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<b>1a</b> Name of plan <u>GLOBAL LEADERSHIP ACADEMY INC 401(K) PROFIT SHARING PLAN &amp; TRUST</u>	<b>1b</b> Three-digit plan number (PN) ▶ <u>001</u>
<b>2a</b> 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>GLOBAL LEADERSHIP ACADEMY INC</u>  <u>PO BOX 350999</u> <u>JACKSONVILLE, FL 32235-0999</u>	<b>1c</b> Effective date of plan <u>01/01/2018</u>  <b>2b</b> Employer Identification Number (EIN) <u>80-0297346</u>  <b>2c</b> Plan Sponsor's telephone number <u>904-553-7104</u>  <b>2d</b> Business code (see instructions) <u>611000</u>

**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.

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/15/2025	ANTHONY M. WARD ESQ.
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
<b>SIGN HERE</b>			
	Signature of DFE	Date	Enter name of individual signing as DFE

<b>3a</b> Plan administrator's name and address <input type="checkbox"/> Same as Plan Sponsor  ERISA FIDUCIARY SERVICES, INC.  1373 VETERANS HIGHWAY SUITE 10 HAUPPAUGE, NY 11788		<b>3b</b> Administrator's EIN 47-1637791
		<b>3c</b> Administrator's telephone number 631-249-0500
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name GLOBAL OUTREACH CHARTER ACADEMY INC <b>c</b> Plan Name GLOBAL OUTREACH CHARTER ACADEM		<b>4b</b> EIN 80-0297346
		<b>4d</b> PN 001
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	383
<b>6</b> 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).		
<b>6a(1)</b> Total number of active participants at the beginning of the plan year .....	<b>6a(1)</b>	260
<b>6a(2)</b> Total number of active participants at the end of the plan year .....	<b>6a(2)</b>	327
<b>b</b> Retired or separated participants receiving benefits.....	<b>6b</b>	0
<b>c</b> Other retired or separated participants entitled to future benefits .....	<b>6c</b>	38
<b>d</b> Subtotal. Add lines 6a(2), 6b, and 6c.....	<b>6d</b>	365
<b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. ....	<b>6e</b>	0
<b>f</b> Total. Add lines 6d and 6e .....	<b>6f</b>	365
<b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) .....	<b>6g(1)</b>	301
<b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) .....	<b>6g(2)</b>	240
<b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6h</b>	16
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

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

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

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input 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)

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

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

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

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

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

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

Receipt Confirmation Code \_\_\_\_\_

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

<b>A</b> Name of plan <b>GLOBAL LEADERSHIP ACADEMY INC 401(K) PROFIT SHARING PLAN &amp; TRUST</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>GLOBAL LEADERSHIP ACADEMY INC</b>	<b>D</b> Employer Identification Number (EIN) <b>80-0297346</b>	

**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

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

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**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)

PAYCHEX, INC.

911 PANORAMA TRAIL S  
ROCHESTER, NY 14625

16-1124166

(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?
15	RECORDKEEPER	6670	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>		Yes <input type="checkbox"/> No <input checked="" 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.

<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

**Part II Service Providers Who Fail or Refuse to Provide Information**

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

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

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

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

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

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

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> 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)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

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

<b>A</b> Name of plan <u>GLOBAL LEADERSHIP ACADEMY INC 401(K) PROFIT SHARING PLAN &amp; TRUST</u>	<b>B</b> Three-digit plan number (PN)	<u>001</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>GLOBAL LEADERSHIP ACADEMY INC</u>	<b>D</b> Employer Identification Number (EIN) <u>80-0297346</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>METLIFE GAC SERIES 25053 0</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>RELIANCE TRUST</u>		
<b>c</b> EIN-PN <u>46-6625485-001</u>	<b>d</b> Entity code <u>C</u>	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>9364</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:		
<b>b</b> Name of sponsor of entity listed in (a):		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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

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

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

**c** EIN-PN

**d** Entity code

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



<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan GLOBAL LEADERSHIP ACADEMY INC 401(K) PROFIT SHARING PLAN & TRUST	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 GLOBAL LEADERSHIP ACADEMY INC	<b>D</b> Employer Identification Number (EIN) 80-0297346

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

Assets	(a) Beginning of Year	(b) End of Year
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b> 0	
<b>b</b> Receivables (less allowance for doubtful accounts):		
<b>(1)</b> Employer contributions .....	<b>1b(1)</b> 3529	5226
<b>(2)</b> Participant contributions .....	<b>1b(2)</b> 9635	15345
<b>(3)</b> Other .....	<b>1b(3)</b> 0	0
<b>c</b> General investments:		
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b> 0	0
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b> 0	
<b>(3)</b> Corporate debt instruments (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b> 0	
<b>(B)</b> All other .....	<b>1c(3)(B)</b> 0	
<b>(4)</b> Corporate stocks (other than employer securities):		
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b> 0	
<b>(B)</b> Common .....	<b>1c(4)(B)</b> 0	
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b> 0	
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b> 0	
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b> 0	
<b>(8)</b> Participant loans .....	<b>1c(8)</b> 2048	11721
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b> 5790	9364
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b> 0	0
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b> 0	0
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b> 0	0
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b> 620035	925307
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	
<b>(15)</b> Other .....	<b>1c(15)</b> 0	0

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>	0	
(2) Employer real property.....	<b>1d(2)</b>	0	
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>	0	
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	641037	966963
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	0	
<b>h</b> Operating payables.....	<b>1h</b>	0	
<b>i</b> Acquisition indebtedness.....	<b>1i</b>	0	
<b>j</b> Other liabilities.....	<b>1j</b>	0	
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	641037	966963

**Part II Income and Expense Statement**

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

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	140099	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	277581	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	24132	
(2) Noncash contributions.....	<b>2a(2)</b>		
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		441812
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	0	
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	459	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>		
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		459
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>		
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>		
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	35567	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		35567
<b>(3)</b> Rents.....	<b>2b(3)</b>		
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>		
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>		
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>		
<b>(B)</b> Other.....	<b>2b(5)(B)</b>		
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		0
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		0
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		0
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		65009
<b>c</b> Other income .....	<b>2c</b>		
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		542847

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	205662	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>		
(3) Other .....	<b>2e(3)</b>		
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		205662
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		0
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		0
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>	8940	
(3) Recordkeeping fees .....	<b>2i(3)</b>	1073	
(4) IQPA audit fees .....	<b>2i(4)</b>	0	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	386	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>	860	
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	0	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		11259
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		216921

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		325926
<b>l</b> Transfers of assets:			
(1) To this plan .....	<b>2l(1)</b>		
(2) From this plan .....	<b>2l(2)</b>		

**Part III Accountant's Opinion**

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

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

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

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

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

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

(1) Name: **COLEMAN & ASSOCIATES CPA FIRM**

(2) EIN: **26-3593932**

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

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

**Part IV Compliance Questions**

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

During the plan year:

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

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

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

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

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

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>GLOBAL LEADERSHIP ACADEMY INC 401(K) PROFIT SHARING PLAN &amp; TRUST</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>GLOBAL LEADERSHIP ACADEMY INC</u>	<b>D</b> Employer Identification Number (EIN) <u>80-0297346</u>	

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

<b>1</b> Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	
<b>2</b> 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>27-3169253</u>		
<b>Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.</b>		
<b>3</b> Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year .....	3	

<b>Part II</b>	<b>Funding Information</b> (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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<b>4</b> Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? .....	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	<input type="checkbox"/> N/A
<b>If the plan is a defined benefit plan, go to line 8.</b>			
<b>5</b> 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. <b>Date:</b> Month _____ Day _____ Year _____ <b>If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.</b>			
<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	6a		
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	6b		
<b>c</b> Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c		
<b>If you completed line 6c, skip lines 8 and 9.</b>			
<b>7</b> 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
<b>8</b> 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

<b>Part III</b>	<b>Amendments</b>
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<b>9</b> 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
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<b>Part IV</b>	<b>ESOPs</b> (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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<b>10</b> 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
<b>11 a</b> Does the ESOP hold any preferred stock? .....	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
<b>b</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 checked="" type="checkbox"/> No
<b>12</b> Does the ESOP hold any stock that is not readily tradable on an established securities market? .....	<input type="checkbox"/> Yes	<input checked="" 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:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 08 / 31 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q704150A.

**Financial Statements  
and  
Independent Auditors' Report**

**Global Leadership Academy 401K  
Profit Sharing Plan and Trust**

**Jacksonville, Florida**

**December 31, 2024 and 2023**

**Financial Statements  
and  
Independent Auditors' Report**

**Global Leadership Academy 401K  
Profit Sharing Plan and Trust**

**Jacksonville, Florida**

**December 31, 2024 and 2023**

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## Independent Auditors' Report

To the Trustees  
Global Leadership Academy 401K Profit Sharing Plan and Trust  
Jacksonville, Florida

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

We have performed audits of the accompanying financial statements of Global Leadership Academy 401K Profit Sharing Plan and Trust, 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 Global Leadership Academy 401K Profit Sharing Plan and Trust'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 4 to the financial statements, is complete and accurate.

### Opinion

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

- the amounts and disclosures in the 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 Global Leadership Academy 401K Profit Sharing Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

## **Responsibilities of Management for the Financial Statements**

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Global Leadership Academy 401K Profit Sharing Plan and Trust'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 aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Global Leadership Academy 401K Profit Sharing Plan and Trust's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Global Leadership Academy 401K Profit Sharing Plan and Trust'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 listed in the table of contents, the Schedule of Assets and Schedule of Reportable Transactions 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 audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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).

*Coleman & Associates Cpa firm*

August 27, 2025

**Statements of Net Assets Available for Benefits**  
**December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust**  
**Jacksonville, Florida**

	<u>December 31,</u> <u>2024</u>	<u>December 31,</u> <u>2023</u>
<b>Assets:</b>		
Investments at fair value	\$ 934,674	\$ 625,825
<b>Receivables:</b>		
Employer contribution	5,226	3,529
Participant contribution	15,345	9,635
Notes receivable from participants	<u>11,721</u>	<u>2,048</u>
	<u>32,292</u>	<u>15,212</u>
<b>Total Assets</b>	966,966	641,037
<b>Liabilities</b>	<u>-</u>	<u>-</u>
<b>Net assets available for benefits</b>	<u>\$ 966,966</u>	<u>\$ 641,037</u>

The accompanying "Notes to Financial Statements"  
form an integral part of this statement.

**Statements of Changes in Net Assets Available for Benefits  
December 31, 2024 and 2023  
Global Outreach Charter Academy 401K Profit Sharing Plan and Trust  
Jacksonville, Florida**

	<u>Year Ended December 31, 2024</u>	<u>Year Ended December 31, 2023</u>
<b>Additions:</b>		
Investment Income:		
Net increase (decrease) in fair market value of investments	\$ 50,078	\$ 70,833
Dividend income and Gains	<u>50,502</u>	<u>18,115</u>
Total investment activity	100,580	88,948
 Interest income on notes receivable from participants	 459	 241
Contributions:		
Employer	140,099	86,791
Participants, including rollover	<u>301,712</u>	<u>192,353</u>
	<u>441,811</u>	<u>279,144</u>
 Total additions	 542,850	 368,333
 <b>Deductions:</b>		
Benefits paid and participant withdrawals	205,662	70,237
Corrective distributions	-	606
Administration expenses	<u>11,259</u>	<u>7,059</u>
 Total deductions	 <u>216,921</u>	 <u>77,902</u>
 <b>Change in Net Assets</b>	 325,929	 290,431
 <b>Net assets available for benefits:</b>		
Beginning	<u>641,037</u>	<u>350,606</u>
 Ending	 <u>\$ 966,966</u>	 <u>\$ 641,037</u>

The accompanying "Notes to Financial Statements"  
form an integral part of this statement.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**

**Note 1 – Plan**

The following description of the Global Leadership Academy 401K Profit Sharing Plan and Trust (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

- **General.** The Plan is a defined contribution plan covering all full-time employees of Global Leadership Academy (the Company) who are age 21 or older. The Plan does not require service prior to participation in the Plan. The Plan is subject to the provisions of ERISA and is intended to be a Safe Harbor 401(k) Plan. The Plan selected a financial organization, Mid Atlantic Trust Company, as Trustee. The Trustee is a Directed Trustee and is responsible for oversight of the Plan. The Trustee determine the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Plan's. The Plan appointed the Global Leadership Academy Inc. CEO as a limited Trustee.
- **Contributions.** Each year, participants may contribute up to \$23,000 of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make additional catch-up contributions up to \$7,500. Compensation is calculated based on W-2 wages reported and no exclusions are made for compensation earned. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan allows all newly eligible employees to enroll in the Plan on a semi-annual basis.

The Employer will make an elective deferral matching contribution less than or equal to 3%. The matching percentage is 100% when the participants contribution is 3% or less. The employer max contribution is \$1,500 per calendar year and is allocated based on a pro rata formula. The contribution is made using a ratio of each qualifying participants compensation for the plan-year bears to the total compensation of all qualifying participants for the plan-year. The matching contribution computation period is the payroll period. Employees must work at least 500 hours during the plan year and be employed on the last day of the plan year to receive the employer profit sharing contribution.

These additional contributions are invested in a portfolio of investments as directed by the participants. For the years ended December 31, 2024 and 2023, the Employer made \$140,099 and \$86,791 in matching contributions to the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

- **Participant accounts.** Each participant's account is credited with the participant's contributions and Company matching contributions, as well as allocations of the Company's profit-sharing contribution and Plan earnings. Participants are allowed to roll over contributions to the plan. Participant accounts may be charged expenses or fees for specific requested activity. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined in the Plan. The benefit to which a participant is entitled is based on the value of the participant's vested account. Upon termination of employment, individual participant accounts less than \$5,000 will be cashed out.
- **Vesting.** Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Employer's contribution portion of their accounts is based on years of continuous service. A participant is 100 percent vested after two years of credited service.
- **Notes receivable from participants.** Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. Loans are secured by the balance in the participant's account. The loan interest rate, determined quarterly, is set at 2 percent above the prime rate, as defined. Principal and interest is paid ratably through monthly payroll deductions.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 1 – Plan (Concluded)**

- **Payment of benefits.** On termination of service due to death, disability, or retirement, a participant may elect to receive a lump sum amount equal to the value of the participant's vested interest in their account or receive annual installments over a 10-year period. For termination of service for other reasons, a participant may receive the value of the vested interest in their account as a lump sum distribution.
- **Forfeited accounts.** As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$0 and \$0, respectively. These accounts may be used to reduce future employer contributions. Forfeitures may be used to pay Plan expenses.

**Note 2 - Summary of Significant Accounting Policies**

**Basis of Presentation**

The accompanying financial statements have been prepared on the accrual basis of accounting in conformity with generally accepted accounting principles as applicable to defined contribution retirement plans.

**Investment Valuation and Income Recognition**

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company. 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.

**Notes receivable from participants**

Notes receivable from participants are measured at their unpaid principal balance plus any accrued 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.

**Excess Contributions Payable**

Amounts payable to participants for contributions more than amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan issued corrective distributions in the amount of \$0 and \$606, respectively during 2024 and 2023.

**Payment of Benefits**

Benefits are recorded when paid.

**Expenses**

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company 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.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 2 - Summary of Significant Accounting Policies (concluded)**

**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** - The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual funds held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded. The fair values of common stocks are based on the closing price reported on the active market where the individual securities are traded.

**Level 2** - The fair value of corporate bonds and U.S. government securities are valued using a market approach on yields currently available on comparable securities of issuers with similar credit ratings.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	<b>2024</b>		
	Level 1	Level 2	Total
Mutual Funds	\$ 925,310	\$ -	\$ 925,310
Value of Interest in Common Trusts	9,364	-	9,364
	\$ 934,674	\$ -	\$ 934,674
	<b>2023</b>		
	Level 1	Level 2	Total
Mutual Funds	\$ 620,035	\$ -	\$ 620,035
Value of Interest in Common Trusts	5,790	-	5,790
	\$ 625,825	\$ -	\$ 625,825

**Estimates**

The preparation of financial statements in conformity with generally accepted accounting principles require management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Note 3 - 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 statement of net assets available for benefits.

**Notes to the Financial Statements**  
**As of and for the Fiscal Year Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 4 – Information Certified by Trustee**

The following is a summary of the unaudited information regarding the Plan, included in Plan’s financial statements and supplemental schedule that was prepared by or derived from information reported by the Trustee of the Plan for 2024 and 2023. The Plan Administrator has obtained certifications from the Trustee that such information is complete and accurate at December 31, 2024 and 2023, as follows:

	<u>2024</u>	<u>2023</u>
Statement of net assets available for benefits:		
Investments at fair value	<u>\$ 934,674</u>	<u>\$ 625,825</u>
Statement of changes in net assets available for benefits - investment income:		
Net appreciation (depreciation) in fair value of investments	<u>\$ 50,078</u>	<u>\$ 70,833</u>

Such amounts and all of the financial information in Note 2 are included in the accompanying financial statements of the Plan based on such certifications from the Plan Trustee. The Plan Trustee also certifies all investment balances and investment information in Note 2.

**Note 5 – Tax Status**

The IRS has determined and informed the Company on a letter dated April 10, 2014, that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan’s tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt. Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more than likely would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods.

**Note 6 - 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 Form 5500:

	<u>2024</u>	<u>2023</u>
Nets Assets Available for Benefits per the financial statements	<u>\$ 966,966</u>	<u>\$ 641,037</u>
Nets Assets Available for Benefits per the form 5500	<u>\$ 966,966</u>	<u>\$ 641,037</u>

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

	<u>2024</u>	<u>2023</u>
Changes in Nets Assets Available for Benefits per the financial statements	<u>\$ 325,929</u>	<u>\$ 290,431</u>
Changes in Nets Assets Available for Benefits per the form 5500	<u>\$ 325,929</u>	<u>\$ 290,431</u>

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K and Profit Sharing Plan**  
**Jacksonville, Florida**  
**(Concluded)**

**Note 7 - Subsequent Events**

Generally accepted accounting principles require the disclosure of significant events or transactions that occur after the balance sheet date but before the financial statements are issued. Plan management has evaluated subsequent events through August 27, 2025, and found no significant events or transactions that should be recorded. The evaluation date is the date the financial statements are available to be issued.

**Supplemental Schedule**

**Schedule H, line 4i – Schedule of Assets (Held at End of Year)  
As of December 31, 2024  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

Identity of Issue	Description of Investment	Number of Shares / Units	Price	Current Value
1 Fidelity Small Cap Index	Mutual Fund - Equity Fund	484.683	27.68	\$ 13,416.03
2 Fidelity Mid Cap Index	Mutual Fund - Equity Fund	370.659	33.77	12,517.15
3 Reliance Trust Stable Value Fund - Met Life Series	Mutual Fund - Equity Fund	46.438	201.64	9,363.76
4 State Street Equity 500 Index Fund Class K	Mutual Fund - Equity Fund	50.011	438.90	21,949.83
5 Nuveen Equity Index Fund R6 Class	Mutual Fund - Equity Fund	1,941.327	41.01	79,613.82
6 Vanguard Small-Cap Value Index Fund Admiral Shares	Mutual Fund - Equity Fund	4.699	85.17	400.25
7 Vanguard Small Cap Growth Index Fund Admiral Shares	Mutual Fund - Equity Fund	56.376	98.43	5,549.09
8 Vanguard Growth Index Fund Admiral Shares	Mutual Fund - Equity Fund	333.543	211.22	70,450.93
9 Vanguard Value Index Fund Admiral Shares	Mutual Fund - Equity Fund	410.088	66.04	27,082.22
10 Vanguard Small-Cap Index Fund Admiral Shares	Mutual Fund - Equity Fund	7.508	115.16	864.62
11 Ishares MSCI EAFE International Index Fund Class K	Mutual Fund - International Equity Fund	1,010.467	15.27	15,429.83
12 State Street Global All Cap Equity ex U.S. Index	Mutual Fund - International Equity Fund	42.592	102.23	4,354.18
13 State Street Agregate Bond Index Fund Class K	Mutual Fund - Fixed Income Fund	67.011	84.70	5,675.83
14 State Street Target Retirement Fund Class K	Mutual Fund - Balanced Fund	308.423	10.75	3,315.55
15 State Street Target Retirement 2065 Fund Class K	Mutual Fund - Balanced Fund	6.018	15.31	92.14
16 State Street Target Retirement 2060 Fund Class K	Mutual Fund - Balanced Fund	11,337.089	15.69	177,878.93
17 State Street Target Retirement 2055 Fund Class K	Mutual Fund - Balanced Fund	3,587.546	15.43	55,355.83
18 State Street Target Retirement 2050 Fund Class K	Mutual Fund - Balanced Fund	7,417.410	15.02	111,409.50
19 State Street Target Retirement 2045 Fund Class K	Mutual Fund - Balanced Fund	3,830.803	14.84	56,849.12
20 State Street Target Retirement 2040 Fund Class K	Mutual Fund - Balanced Fund	6,596.916	14.30	94,335.90
21 State Street Target Retirement 2035 Fund Class K	Mutual Fund - Balanced Fund	4,220.223	13.84	58,407.89
22 State Street Target Retirement 2020 Fund Class K	Mutual Fund - Balanced Fund	631.513	10.67	6,738.24
23 State Street Target Retirement 2030 Fund Class K	Mutual Fund - Balanced Fund	5,761.773	12.95	74,614.96
24 State Street Target Retirement 2025 Fund Class K	Mutual Fund - Balanced Fund	1,734.133	11.96	20,740.23
25 Vanguarg Balanced Index Fund Admiral Shares	Mutual Fund - Balanced Fund	170.543	48.48	8,267.92
Total				<u>\$ 934,673.75</u>

**Schedule H, line 4j – Schedule of Reportable Transactions (5% Investment Transactions)  
As of December 31, 2024  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

Identity of Issue	Description of Investment	Current Value	Percent of Plan Value
State Street Target Retirement 2060 Fund Class K	Mutual Fund - Balanced Fund	159,383.73	25%
State Street Target Retirement 2055 Fund Class K	Mutual Fund - Balanced Fund	53,049.25	8%
State Street Target Retirement 2050 Fund Class K	Mutual Fund - Balanced Fund	84,751.70	14%
State Street Target Retirement 2040 Fund Class K	Mutual Fund - Balanced Fund	67,026.07	11%
State Street Target Retirement 2035 Fund Class K	Mutual Fund - Balanced Fund	135,165.11	22%
State Street Target Retirement 2030 Fund Class K	Mutual Fund - Balanced Fund	45,405.09	7%



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## Independent Auditors' Report

To the Trustees  
Global Leadership Academy 401K Profit Sharing Plan and Trust  
Jacksonville, Florida

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

We have performed audits of the accompanying financial statements of Global Leadership Academy 401K Profit Sharing Plan and Trust, 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 Global Leadership Academy 401K Profit Sharing Plan and Trust'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 4 to the financial statements, is complete and accurate.

### Opinion

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

- the amounts and disclosures in the 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 Global Leadership Academy 401K Profit Sharing Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

## **Responsibilities of Management for the Financial Statements**

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Global Leadership Academy 401K Profit Sharing Plan and Trust'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 aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Global Leadership Academy 401K Profit Sharing Plan and Trust's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Global Leadership Academy 401K Profit Sharing Plan and Trust'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 listed in the table of contents, the Schedule of Assets and Schedule of Reportable Transactions 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 audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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).

*Coleman & Associates Cpa firm*

August 27, 2025

**Statements of Net Assets Available for Benefits**  
**December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust**  
**Jacksonville, Florida**

	December 31, 2024	December 31, 2023
<b>Assets:</b>		
Investments at fair value	\$ 934,674	\$ 625,825
<b>Receivables:</b>		
Employer contribution	5,226	3,529
Participant contribution	15,345	9,635
Notes receivable from participants	11,721	2,048
	32,292	15,212
<b>Total Assets</b>	966,966	641,037
<b>Liabilities</b>	-	-
<b>Net assets available for benefits</b>	\$ 966,966	\$ 641,037

The accompanying "Notes to Financial Statements"  
form an integral part of this statement.

**Statements of Changes in Net Assets Available for Benefits  
December 31, 2024 and 2023  
Global Outreach Charter Academy 401K Profit Sharing Plan and Trust  
Jacksonville, Florida**

	<u>Year Ended December 31, 2024</u>	<u>Year Ended December 31, 2023</u>
<b>Additions:</b>		
Investment Income:		
Net increase (decrease) in fair market value of investments	\$ 50,078	\$ 70,833
Dividend income and Gains	<u>50,502</u>	<u>18,115</u>
Total investment activity	100,580	88,948
Interest income on notes receivable from participants	459	241
Contributions:		
Employer	140,099	86,791
Participants, including rollover	<u>301,712</u>	<u>192,353</u>
	<u>441,811</u>	<u>279,144</u>
Total additions	542,850	368,333
<b>Deductions:</b>		
Benefits paid and participant withdrawals	205,662	70,237
Corrective distributions	-	606
Administration expenses	<u>11,259</u>	<u>7,059</u>
Total deductions	<u>216,921</u>	<u>77,902</u>
<b>Change in Net Assets</b>	325,929	290,431
<b>Net assets available for benefits:</b>		
Beginning	<u>641,037</u>	<u>350,606</u>
Ending	<u>\$ 966,966</u>	<u>\$ 641,037</u>

The accompanying "Notes to Financial Statements"  
form an integral part of this statement.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**

**Note 1 – Plan**

The following description of the Global Leadership Academy 401K Profit Sharing Plan and Trust (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

- **General.** The Plan is a defined contribution plan covering all full-time employees of Global Leadership Academy (the Company) who are age 21 or older. The Plan does not require service prior to participation in the Plan. The Plan is subject to the provisions of ERISA and is intended to be a Safe Harbor 401(k) Plan. The Plan selected a financial organization, Mid Atlantic Trust Company, as Trustee. The Trustee is a Directed Trustee and is responsible for oversight of the Plan. The Trustee determine the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Plan's. The Plan appointed the Global Leadership Academy Inc. CEO as a limited Trustee.
- **Contributions.** Each year, participants may contribute up to \$23,000 of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make additional catch-up contributions up to \$7,500. Compensation is calculated based on W-2 wages reported and no exclusions are made for compensation earned. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan allows all newly eligible employees to enroll in the Plan on a semi-annual basis.

The Employer will make an elective deferral matching contribution less than or equal to 3%. The matching percentage is 100% when the participants contribution is 3% or less. The employer max contribution is \$1,500 per calendar year and is allocated based on a pro rata formula. The contribution is made using a ratio of each qualifying participants compensation for the plan-year bears to the total compensation of all qualifying participants for the plan-year. The matching contribution computation period is the payroll period. Employees must work at least 500 hours during the plan year and be employed on the last day of the plan year to receive the employer profit sharing contribution.

These additional contributions are invested in a portfolio of investments as directed by the participants. For the years ended December 31, 2024 and 2023, the Employer made \$140,099 and \$86,791 in matching contributions to the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

- **Participant accounts.** Each participant's account is credited with the participant's contributions and Company matching contributions, as well as allocations of the Company's profit-sharing contribution and Plan earnings. Participants are allowed to roll over contributions to the plan. Participant accounts may be charged expenses or fees for specific requested activity. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined in the Plan. The benefit to which a participant is entitled is based on the value of the participant's vested account. Upon termination of employment, individual participant accounts less than \$5,000 will be cashed out.
- **Vesting.** Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Employer's contribution portion of their accounts is based on years of continuous service. A participant is 100 percent vested after two years of credited service.
- **Notes receivable from participants.** Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. Loans are secured by the balance in the participant's account. The loan interest rate, determined quarterly, is set at 2 percent above the prime rate, as defined. Principal and interest is paid ratably through monthly payroll deductions.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 1 – Plan (Concluded)**

- **Payment of benefits.** On termination of service due to death, disability, or retirement, a participant may elect to receive a lump sum amount equal to the value of the participant's vested interest in their account or receive annual installments over a 10-year period. For termination of service for other reasons, a participant may receive the value of the vested interest in their account as a lump sum distribution.
- **Forfeited accounts.** As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$0 and \$0, respectively. These accounts may be used to reduce future employer contributions. Forfeitures may be used to pay Plan expenses.

**Note 2 - Summary of Significant Accounting Policies**

**Basis of Presentation**

The accompanying financial statements have been prepared on the accrual basis of accounting in conformity with generally accepted accounting principles as applicable to defined contribution retirement plans.

**Investment Valuation and Income Recognition**

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company. 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.

**Notes receivable from participants**

Notes receivable from participants are measured at their unpaid principal balance plus any accrued 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.

**Excess Contributions Payable**

Amounts payable to participants for contributions more than amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan issued corrective distributions in the amount of \$0 and \$606, respectively during 2024 and 2023.

**Payment of Benefits**

Benefits are recorded when paid.

**Expenses**

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company 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.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 2 - Summary of Significant Accounting Policies (concluded)**

**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** - The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual funds held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded. The fair values of common stocks are based on the closing price reported on the active market where the individual securities are traded.

**Level 2** - The fair value of corporate bonds and U.S. government securities are valued using a market approach on yields currently available on comparable securities of issuers with similar credit ratings.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	<b>2024</b>		
	Level 1	Level 2	Total
Mutual Funds	\$ 925,310	\$ -	\$ 925,310
Value of Interest in Common Trusts	9,364	-	9,364
	\$ 934,674	\$ -	\$ 934,674
	<b>2023</b>		
	Level 1	Level 2	Total
Mutual Funds	\$ 620,035	\$ -	\$ 620,035
Value of Interest in Common Trusts	5,790	-	5,790
	\$ 625,825	\$ -	\$ 625,825

**Estimates**

The preparation of financial statements in conformity with generally accepted accounting principles require management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Note 3 - 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 statement of net assets available for benefits.

**Notes to the Financial Statements**  
**As of and for the Fiscal Year Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 4 – Information Certified by Trustee**

The following is a summary of the unaudited information regarding the Plan, included in Plan’s financial statements and supplemental schedule that was prepared by or derived from information reported by the Trustee of the Plan for 2024 and 2023. The Plan Administrator has obtained certifications from the Trustee that such information is complete and accurate at December 31, 2024 and 2023, as follows:

	<u>2024</u>	<u>2023</u>
Statement of net assets available for benefits:		
Investments at fair value	<u>\$ 934,674</u>	<u>\$ 625,825</u>
Statement of changes in net assets available for benefits - investment income:		
Net appreciation (depreciation) in fair value of investments	<u>\$ 50,078</u>	<u>\$ 70,833</u>

Such amounts and all of the financial information in Note 2 are included in the accompanying financial statements of the Plan based on such certifications from the Plan Trustee. The Plan Trustee also certifies all investment balances and investment information in Note 2.

**Note 5 – Tax Status**

The IRS has determined and informed the Company on a letter dated April 10, 2014, that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan’s tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt. Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more than likely would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods.

**Note 6 - 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 Form 5500:

	<u>2024</u>	<u>2023</u>
Nets Assets Available for Benefits per the financial statements	<u>\$ 966,966</u>	<u>\$ 641,037</u>
Nets Assets Available for Benefits per the form 5500	<u>\$ 966,966</u>	<u>\$ 641,037</u>

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

	<u>2024</u>	<u>2023</u>
Changes in Nets Assets Available for Benefits per the financial statements	<u>\$ 325,929</u>	<u>\$ 290,431</u>
Changes in Nets Assets Available for Benefits per the form 5500	<u>\$ 325,929</u>	<u>\$ 290,431</u>

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K and Profit Sharing Plan**  
**Jacksonville, Florida**  
**(Concluded)**

**Note 7 - Subsequent Events**

Generally accepted accounting principles require the disclosure of significant events or transactions that occur after the balance sheet date but before the financial statements are issued. Plan management has evaluated subsequent events through August 27, 2025, and found no significant events or transactions that should be recorded. The evaluation date is the date the financial statements are available to be issued.

**Supplemental Schedule**

**Schedule H, line 4i – Schedule of Assets (Held at End of Year)  
As of December 31, 2024  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

Identity of Issue	Description of Investment	Number of Shares / Units	Price	Current Value
1 Fidelity Small Cap Index	Mutual Fund - Equity Fund	484.683	27.68	\$ 13,416.03
2 Fidelity Mid Cap Index	Mutual Fund - Equity Fund	370.659	33.77	12,517.15
3 Reliance Trust Stable Value Fund - Met Life Series	Mutual Fund - Equity Fund	46.438	201.64	9,363.76
4 State Street Equity 500 Index Fund Class K	Mutual Fund - Equity Fund	50.011	438.90	21,949.83
5 Nuveen Equity Index Fund R6 Class	Mutual Fund - Equity Fund	1,941.327	41.01	79,613.82
6 Vanguard Small-Cap Value Index Fund Admiral Shares	Mutual Fund - Equity Fund	4.699	85.17	400.25
7 Vanguard Small Cap Growth Index Fund Admiral Shares	Mutual Fund - Equity Fund	56.376	98.43	5,549.09
8 Vanguard Growth Index Fund Admiral Shares	Mutual Fund - Equity Fund	333.543	211.22	70,450.93
9 Vanguard Value Index Fund Admiral Shares	Mutual Fund - Equity Fund	410.088	66.04	27,082.22
10 Vanguard Small-Cap Index Fund Admiral Shares	Mutual Fund - Equity Fund	7.508	115.16	864.62
11 Ishares MSCI EAFE International Index Fund Class K	Mutual Fund - International Equity Fund	1,010.467	15.27	15,429.83
12 State Street Global All Cap Equity ex U.S. Index	Mutual Fund - International Equity Fund	42.592	102.23	4,354.18
13 State Street Agregate Bond Index Fund Class K	Mutual Fund - Fixed Income Fund	67.011	84.70	5,675.83
14 State Street Target Retirement Fund Class K	Mutual Fund - Balanced Fund	308.423	10.75	3,315.55
15 State Street Target Retirement 2065 Fund Class K	Mutual Fund - Balanced Fund	6.018	15.31	92.14
16 State Street Target Retirement 2060 Fund Class K	Mutual Fund - Balanced Fund	11,337.089	15.69	177,878.93
17 State Street Target Retirement 2055 Fund Class K	Mutual Fund - Balanced Fund	3,587.546	15.43	55,355.83
18 State Street Target Retirement 2050 Fund Class K	Mutual Fund - Balanced Fund	7,417.410	15.02	111,409.50
19 State Street Target Retirement 2045 Fund Class K	Mutual Fund - Balanced Fund	3,830.803	14.84	56,849.12
20 State Street Target Retirement 2040 Fund Class K	Mutual Fund - Balanced Fund	6,596.916	14.30	94,335.90
21 State Street Target Retirement 2035 Fund Class K	Mutual Fund - Balanced Fund	4,220.223	13.84	58,407.89
22 State Street Target Retirement 2020 Fund Class K	Mutual Fund - Balanced Fund	631.513	10.67	6,738.24
23 State Street Target Retirement 2030 Fund Class K	Mutual Fund - Balanced Fund	5,761.773	12.95	74,614.96
24 State Street Target Retirement 2025 Fund Class K	Mutual Fund - Balanced Fund	1,734.133	11.96	20,740.23
25 Vanguarg Balanced Index Fund Admiral Shares	Mutual Fund - Balanced Fund	170.543	48.48	8,267.92
Total				<u>\$ 934,673.75</u>

**Schedule H, line 4j – Schedule of Reportable Transactions (5% Investment Transactions)  
As of December 31, 2024  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

Identity of Issue	Description of Investment	Current Value	Percent of Plan Value
State Street Target Retirement 2060 Fund Class K	Mutual Fund - Balanced Fund	159,383.73	25%
State Street Target Retirement 2055 Fund Class K	Mutual Fund - Balanced Fund	53,049.25	8%
State Street Target Retirement 2050 Fund Class K	Mutual Fund - Balanced Fund	84,751.70	14%
State Street Target Retirement 2040 Fund Class K	Mutual Fund - Balanced Fund	67,026.07	11%
State Street Target Retirement 2035 Fund Class K	Mutual Fund - Balanced Fund	135,165.11	22%
State Street Target Retirement 2030 Fund Class K	Mutual Fund - Balanced Fund	45,405.09	7%



**Financial Statements  
and  
Independent Auditors' Report**

**Global Leadership Academy 401K  
Profit Sharing Plan and Trust**

**Jacksonville, Florida**

**December 31, 2024 and 2023**

**Financial Statements  
and  
Independent Auditors' Report**

**Global Leadership Academy 401K  
Profit Sharing Plan and Trust**

**Jacksonville, Florida**

**December 31, 2024 and 2023**

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## Independent Auditors' Report

To the Trustees  
Global Leadership Academy 401K Profit Sharing Plan and Trust  
Jacksonville, Florida

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

We have performed audits of the accompanying financial statements of Global Leadership Academy 401K Profit Sharing Plan and Trust, 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 Global Leadership Academy 401K Profit Sharing Plan and Trust'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 4 to the financial statements, is complete and accurate.

### Opinion

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

- the amounts and disclosures in the 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 Global Leadership Academy 401K Profit Sharing Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

## **Responsibilities of Management for the Financial Statements**

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Global Leadership Academy 401K Profit Sharing Plan and Trust'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 aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Global Leadership Academy 401K Profit Sharing Plan and Trust's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Global Leadership Academy 401K Profit Sharing Plan and Trust'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 listed in the table of contents, the Schedule of Assets and Schedule of Reportable Transactions 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 audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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).

*Coleman & Associates Cpa firm*

August 27, 2025

**Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

	<b>December 31, 2024</b>	<b>December 31, 2023</b>
<b>Assets:</b>		
Investments at fair value	\$ 934,674	\$ 625,825
<b>Receivables:</b>		
Employer contribution	5,226	3,529
Participant contribution	15,345	9,635
Notes receivable from participants	11,721	2,048
	32,292	15,212
<b>Total Assets</b>	966,966	641,037
<b>Liabilities</b>	-	-
<b>Net assets available for benefits</b>	\$ 966,966	\$ 641,037

The accompanying "Notes to Financial Statements"  
form an integral part of this statement.

**Statements of Changes in Net Assets Available for Benefits  
December 31, 2024 and 2023  
Global Outreach Charter Academy 401K Profit Sharing Plan and Trust  
Jacksonville, Florida**

	<u>Year Ended December 31, 2024</u>	<u>Year Ended December 31, 2023</u>
<b>Additions:</b>		
Investment Income:		
Net increase (decrease) in fair market value of investments	\$ 50,078	\$ 70,833
Dividend income and Gains	<u>50,502</u>	<u>18,115</u>
Total investment activity	100,580	88,948
Interest income on notes receivable from participants	459	241
Contributions:		
Employer	140,099	86,791
Participants, including rollover	<u>301,712</u>	<u>192,353</u>
	<u>441,811</u>	<u>279,144</u>
Total additions	542,850	368,333
<b>Deductions:</b>		
Benefits paid and participant withdrawals	205,662	70,237
Corrective distributions	-	606
Administration expenses	<u>11,259</u>	<u>7,059</u>
Total deductions	<u>216,921</u>	<u>77,902</u>
<b>Change in Net Assets</b>	325,929	290,431
<b>Net assets available for benefits:</b>		
Beginning	<u>641,037</u>	<u>350,606</u>
Ending	<u>\$ 966,966</u>	<u>\$ 641,037</u>

The accompanying "Notes to Financial Statements"  
form an integral part of this statement.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**

**Note 1 – Plan**

The following description of the Global Leadership Academy 401K Profit Sharing Plan and Trust (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

- **General.** The Plan is a defined contribution plan covering all full-time employees of Global Leadership Academy (the Company) who are age 21 or older. The Plan does not require service prior to participation in the Plan. The Plan is subject to the provisions of ERISA and is intended to be a Safe Harbor 401(k) Plan. The Plan selected a financial organization, Mid Atlantic Trust Company, as Trustee. The Trustee is a Directed Trustee and is responsible for oversight of the Plan. The Trustee determine the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Plan's. The Plan appointed the Global Leadership Academy Inc. CEO as a limited Trustee.
- **Contributions.** Each year, participants may contribute up to \$23,000 of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make additional catch-up contributions up to \$7,500. Compensation is calculated based on W-2 wages reported and no exclusions are made for compensation earned. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan allows all newly eligible employees to enroll in the Plan on a semi-annual basis.

The Employer will make an elective deferral matching contribution less than or equal to 3%. The matching percentage is 100% when the participants contribution is 3% or less. The employer max contribution is \$1,500 per calendar year and is allocated based on a pro rata formula. The contribution is made using a ratio of each qualifying participants compensation for the plan-year bears to the total compensation of all qualifying participants for the plan-year. The matching contribution computation period is the payroll period. Employees must work at least 500 hours during the plan year and be employed on the last day of the plan year to receive the employer profit sharing contribution.

These additional contributions are invested in a portfolio of investments as directed by the participants. For the years ended December 31, 2024 and 2023, the Employer made \$140,099 and \$86,791 in matching contributions to the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

- **Participant accounts.** Each participant's account is credited with the participant's contributions and Company matching contributions, as well as allocations of the Company's profit-sharing contribution and Plan earnings. Participants are allowed to roll over contributions to the plan. Participant accounts may be charged expenses or fees for specific requested activity. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined in the Plan. The benefit to which a participant is entitled is based on the value of the participant's vested account. Upon termination of employment, individual participant accounts less than \$5,000 will be cashed out.
- **Vesting.** Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Employer's contribution portion of their accounts is based on years of continuous service. A participant is 100 percent vested after two years of credited service.
- **Notes receivable from participants.** Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. Loans are secured by the balance in the participant's account. The loan interest rate, determined quarterly, is set at 2 percent above the prime rate, as defined. Principal and interest is paid ratably through monthly payroll deductions.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 1 – Plan (Concluded)**

- **Payment of benefits.** On termination of service due to death, disability, or retirement, a participant may elect to receive a lump sum amount equal to the value of the participant's vested interest in their account or receive annual installments over a 10-year period. For termination of service for other reasons, a participant may receive the value of the vested interest in their account as a lump sum distribution.
- **Forfeited accounts.** As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$0 and \$0, respectively. These accounts may be used to reduce future employer contributions. Forfeitures may be used to pay Plan expenses.

**Note 2 - Summary of Significant Accounting Policies**

**Basis of Presentation**

The accompanying financial statements have been prepared on the accrual basis of accounting in conformity with generally accepted accounting principles as applicable to defined contribution retirement plans.

**Investment Valuation and Income Recognition**

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company. 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.

**Notes receivable from participants**

Notes receivable from participants are measured at their unpaid principal balance plus any accrued 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.

**Excess Contributions Payable**

Amounts payable to participants for contributions more than amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan issued corrective distributions in the amount of \$0 and \$606, respectively during 2024 and 2023.

**Payment of Benefits**

Benefits are recorded when paid.

**Expenses**

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company 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.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 2 - Summary of Significant Accounting Policies (concluded)**

**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** - The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual funds held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded. The fair values of common stocks are based on the closing price reported on the active market where the individual securities are traded.

**Level 2** - The fair value of corporate bonds and U.S. government securities are valued using a market approach on yields currently available on comparable securities of issuers with similar credit ratings.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	<b>2024</b>		
	Level 1	Level 2	Total
Mutual Funds	\$ 925,310	\$ -	\$ 925,310
Value of Interest in Common Trusts	9,364	-	9,364
	\$ 934,674	\$ -	\$ 934,674
	<b>2023</b>		
	Level 1	Level 2	Total
Mutual Funds	\$ 620,035	\$ -	\$ 620,035
Value of Interest in Common Trusts	5,790	-	5,790
	\$ 625,825	\$ -	\$ 625,825

**Estimates**

The preparation of financial statements in conformity with generally accepted accounting principles require management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Note 3 - 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 statement of net assets available for benefits.

**Notes to the Financial Statements**  
**As of and for the Fiscal Year Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 4 – Information Certified by Trustee**

The following is a summary of the unaudited information regarding the Plan, included in Plan’s financial statements and supplemental schedule that was prepared by or derived from information reported by the Trustee of the Plan for 2024 and 2023. The Plan Administrator has obtained certifications from the Trustee that such information is complete and accurate at December 31, 2024 and 2023, as follows:

	<b>2024</b>	<b>2023</b>
Statement of net assets available for benefits:		
Investments at fair value	\$ 934,674	\$ 625,825
Statement of changes in net assets available for benefits - investment income:		
Net appreciation (depreciation) in fair value of investments	\$ 50,078	\$ 70,833

Such amounts and all of the financial information in Note 2 are included in the accompanying financial statements of the Plan based on such certifications from the Plan Trustee. The Plan Trustee also certifies all investment balances and investment information in Note 2.

**Note 5 – Tax Status**

The IRS has determined and informed the Company on a letter dated April 10, 2014, that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan’s tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt. Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more than likely would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods.

**Note 6 - 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 Form 5500:

	<b>2024</b>	<b>2023</b>
Nets Assets Available for Benefits per the financial statements	\$ 966,966	\$ 641,037
Nets Assets Available for Benefits per the form 5500	\$ 966,966	\$ 641,037

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

	<b>2024</b>	<b>2023</b>
Changes in Nets Assets Available for Benefits per the financial statements	\$ 325,929	\$ 290,431
Changes in Nets Assets Available for Benefits per the form 5500	\$ 325,929	\$ 290,431

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K and Profit Sharing Plan**  
**Jacksonville, Florida**  
**(Concluded)**

**Note 7 - Subsequent Events**

Generally accepted accounting principles require the disclosure of significant events or transactions that occur after the balance sheet date but before the financial statements are issued. Plan management has evaluated subsequent events through August 27, 2025, and found no significant events or transactions that should be recorded. The evaluation date is the date the financial statements are available to be issued.

**Supplemental Schedule**

**Schedule H, line 4i – Schedule of Assets (Held at End of Year)  
As of December 31, 2024  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

Identity of Issue	Description of Investment	Number of Shares / Units	Price	Current Value
1 Fidelity Small Cap Index	Mutual Fund - Equity Fund	484.683	27.68	\$ 13,416.03
2 Fidelity Mid Cap Index	Mutual Fund - Equity Fund	370.659	33.77	12,517.15
3 Reliance Trust Stable Value Fund - Met Life Series	Mutual Fund - Equity Fund	46.438	201.64	9,363.76
4 State Street Equity 500 Index Fund Class K	Mutual Fund - Equity Fund	50.011	438.90	21,949.83
5 Nuveen Equity Index Fund R6 Class	Mutual Fund - Equity Fund	1,941.327	41.01	79,613.82
6 Vanguard Small-Cap Value Index Fund Admiral Shares	Mutual Fund - Equity Fund	4.699	85.17	400.25
7 Vanguard Small Cap Growth Index Fund Admiral Shares	Mutual Fund - Equity Fund	56.376	98.43	5,549.09
8 Vanguard Growth Index Fund Admiral Shares	Mutual Fund - Equity Fund	333.543	211.22	70,450.93
9 Vanguard Value Index Fund Admiral Shares	Mutual Fund - Equity Fund	410.088	66.04	27,082.22
10 Vanguard Small-Cap Index Fund Admiral Shares	Mutual Fund - Equity Fund	7.508	115.16	864.62
11 Ishares MSCI EAFE International Index Fund Class K	Mutual Fund - International Equity Fund	1,010.467	15.27	15,429.83
12 State Street Global All Cap Equity ex U.S. Index	Mutual Fund - International Equity Fund	42.592	102.23	4,354.18
13 State Street Agregate Bond Index Fund Class K	Mutual Fund - Fixed Income Fund	67.011	84.70	5,675.83
14 State Street Target Retirement Fund Class K	Mutual Fund - Balanced Fund	308.423	10.75	3,315.55
15 State Street Target Retirement 2065 Fund Class K	Mutual Fund - Balanced Fund	6.018	15.31	92.14
16 State Street Target Retirement 2060 Fund Class K	Mutual Fund - Balanced Fund	11,337.089	15.69	177,878.93
17 State Street Target Retirement 2055 Fund Class K	Mutual Fund - Balanced Fund	3,587.546	15.43	55,355.83
18 State Street Target Retirement 2050 Fund Class K	Mutual Fund - Balanced Fund	7,417.410	15.02	111,409.50
19 State Street Target Retirement 2045 Fund Class K	Mutual Fund - Balanced Fund	3,830.803	14.84	56,849.12
20 State Street Target Retirement 2040 Fund Class K	Mutual Fund - Balanced Fund	6,596.916	14.30	94,335.90
21 State Street Target Retirement 2035 Fund Class K	Mutual Fund - Balanced Fund	4,220.223	13.84	58,407.89
22 State Street Target Retirement 2020 Fund Class K	Mutual Fund - Balanced Fund	631.513	10.67	6,738.24
23 State Street Target Retirement 2030 Fund Class K	Mutual Fund - Balanced Fund	5,761.773	12.95	74,614.96
24 State Street Target Retirement 2025 Fund Class K	Mutual Fund - Balanced Fund	1,734.133	11.96	20,740.23
25 Vanguarg Balanced Index Fund Admiral Shares	Mutual Fund - Balanced Fund	170.543	48.48	8,267.92
Total				<u>\$ 934,673.75</u>

**Schedule H, line 4j – Schedule of Reportable Transactions (5% Investment Transactions)  
As of December 31, 2024  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

Identity of Issue	Description of Investment	Current Value	Percent of Plan Value
State Street Target Retirement 2060 Fund Class K	Mutual Fund - Balanced Fund	159,383.73	25%
State Street Target Retirement 2055 Fund Class K	Mutual Fund - Balanced Fund	53,049.25	8%
State Street Target Retirement 2050 Fund Class K	Mutual Fund - Balanced Fund	84,751.70	14%
State Street Target Retirement 2040 Fund Class K	Mutual Fund - Balanced Fund	67,026.07	11%
State Street Target Retirement 2035 Fund Class K	Mutual Fund - Balanced Fund	135,165.11	22%
State Street Target Retirement 2030 Fund Class K	Mutual Fund - Balanced Fund	45,405.09	7%



**Financial Statements  
and  
Independent Auditors' Report**

**Global Leadership Academy 401K  
Profit Sharing Plan and Trust**

**Jacksonville, Florida**

**December 31, 2024 and 2023**

**Financial Statements  
and  
Independent Auditors' Report**

**Global Leadership Academy 401K  
Profit Sharing Plan and Trust**

**Jacksonville, Florida**

**December 31, 2024 and 2023**

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## Independent Auditors' Report

To the Trustees  
Global Leadership Academy 401K Profit Sharing Plan and Trust  
Jacksonville, Florida

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

We have performed audits of the accompanying financial statements of Global Leadership Academy 401K Profit Sharing Plan and Trust, 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 Global Leadership Academy 401K Profit Sharing Plan and Trust'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 4 to the financial statements, is complete and accurate.

### Opinion

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

- the amounts and disclosures in the 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 Global Leadership Academy 401K Profit Sharing Plan and Trust and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

## **Responsibilities of Management for the Financial Statements**

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Global Leadership Academy 401K Profit Sharing Plan and Trust'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 aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

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

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Global Leadership Academy 401K Profit Sharing Plan and Trust's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Global Leadership Academy 401K Profit Sharing Plan and Trust'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 listed in the table of contents, the Schedule of Assets and Schedule of Reportable Transactions 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 audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with 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).

*Coleman & Associates Cpa firm*

August 27, 2025

**Statements of Net Assets Available for Benefits  
December 31, 2024 and 2023  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

	<u>December 31, 2024</u>	<u>December 31, 2023</u>
<b>Assets:</b>		
Investments at fair value	\$ 934,674	\$ 625,825
<b>Receivables:</b>		
Employer contribution	5,226	3,529
Participant contribution	15,345	9,635
Notes receivable from participants	<u>11,721</u>	<u>2,048</u>
	<u>32,292</u>	<u>15,212</u>
<b>Total Assets</b>	966,966	641,037
<b>Liabilities</b>	<u>-</u>	<u>-</u>
<b>Net assets available for benefits</b>	<u>\$ 966,966</u>	<u>\$ 641,037</u>

The accompanying "Notes to Financial Statements"  
form an integral part of this statement.

**Statements of Changes in Net Assets Available for Benefits  
December 31, 2024 and 2023  
Global Outreach Charter Academy 401K Profit Sharing Plan and Trust  
Jacksonville, Florida**

	<u>Year Ended December 31, 2024</u>	<u>Year Ended December 31, 2023</u>
<b>Additions:</b>		
Investment Income:		
Net increase (decrease) in fair market value of investments	\$ 50,078	\$ 70,833
Dividend income and Gains	<u>50,502</u>	<u>18,115</u>
Total investment activity	100,580	88,948
Interest income on notes receivable from participants	459	241
Contributions:		
Employer	140,099	86,791
Participants, including rollover	<u>301,712</u>	<u>192,353</u>
	<u>441,811</u>	<u>279,144</u>
Total additions	542,850	368,333
<b>Deductions:</b>		
Benefits paid and participant withdrawals	205,662	70,237
Corrective distributions	-	606
Administration expenses	<u>11,259</u>	<u>7,059</u>
Total deductions	<u>216,921</u>	<u>77,902</u>
<b>Change in Net Assets</b>	325,929	290,431
<b>Net assets available for benefits:</b>		
Beginning	<u>641,037</u>	<u>350,606</u>
Ending	<u>\$ 966,966</u>	<u>\$ 641,037</u>

The accompanying "Notes to Financial Statements"  
form an integral part of this statement.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**

**Note 1 – Plan**

The following description of the Global Leadership Academy 401K Profit Sharing Plan and Trust (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

- **General.** The Plan is a defined contribution plan covering all full-time employees of Global Leadership Academy (the Company) who are age 21 or older. The Plan does not require service prior to participation in the Plan. The Plan is subject to the provisions of ERISA and is intended to be a Safe Harbor 401(k) Plan. The Plan selected a financial organization, Mid Atlantic Trust Company, as Trustee. The Trustee is a Directed Trustee and is responsible for oversight of the Plan. The Trustee determine the appropriateness of the Plan's investment offerings, monitors investment performance and reports to the Plan's. The Plan appointed the Global Leadership Academy Inc. CEO as a limited Trustee.
- **Contributions.** Each year, participants may contribute up to \$23,000 of pretax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make additional catch-up contributions up to \$7,500. Compensation is calculated based on W-2 wages reported and no exclusions are made for compensation earned. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan allows all newly eligible employees to enroll in the Plan on a semi-annual basis.

The Employer will make an elective deferral matching contribution less than or equal to 3%. The matching percentage is 100% when the participants contribution is 3% or less. The employer max contribution is \$1,500 per calendar year and is allocated based on a pro rata formula. The contribution is made using a ratio of each qualifying participants compensation for the plan-year bears to the total compensation of all qualifying participants for the plan-year. The matching contribution computation period is the payroll period. Employees must work at least 500 hours during the plan year and be employed on the last day of the plan year to receive the employer profit sharing contribution.

These additional contributions are invested in a portfolio of investments as directed by the participants. For the years ended December 31, 2024 and 2023, the Employer made \$140,099 and \$86,791 in matching contributions to the Plan. Contributions are subject to certain Internal Revenue Service (IRS) limitations.

- **Participant accounts.** Each participant's account is credited with the participant's contributions and Company matching contributions, as well as allocations of the Company's profit-sharing contribution and Plan earnings. Participants are allowed to roll over contributions to the plan. Participant accounts may be charged expenses or fees for specific requested activity. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined in the Plan. The benefit to which a participant is entitled is based on the value of the participant's vested account. Upon termination of employment, individual participant accounts less than \$5,000 will be cashed out.
- **Vesting.** Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Employer's contribution portion of their accounts is based on years of continuous service. A participant is 100 percent vested after two years of credited service.
- **Notes receivable from participants.** Participants may borrow from their fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. Loans are secured by the balance in the participant's account. The loan interest rate, determined quarterly, is set at 2 percent above the prime rate, as defined. Principal and interest is paid ratably through monthly payroll deductions.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 1 – Plan (Concluded)**

- **Payment of benefits.** On termination of service due to death, disability, or retirement, a participant may elect to receive a lump sum amount equal to the value of the participant's vested interest in their account or receive annual installments over a 10-year period. For termination of service for other reasons, a participant may receive the value of the vested interest in their account as a lump sum distribution.
- **Forfeited accounts.** As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$0 and \$0, respectively. These accounts may be used to reduce future employer contributions. Forfeitures may be used to pay Plan expenses.

**Note 2 - Summary of Significant Accounting Policies**

**Basis of Presentation**

The accompanying financial statements have been prepared on the accrual basis of accounting in conformity with generally accepted accounting principles as applicable to defined contribution retirement plans.

**Investment Valuation and Income Recognition**

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Investment Committee determines the Plan's valuation policies utilizing information provided by the investment advisers, custodians and insurance company. 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.

**Notes receivable from participants**

Notes receivable from participants are measured at their unpaid principal balance plus any accrued 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.

**Excess Contributions Payable**

Amounts payable to participants for contributions more than amounts allowed by the IRS are recorded as a liability with a corresponding reduction to contributions. The Plan issued corrective distributions in the amount of \$0 and \$606, respectively during 2024 and 2023.

**Payment of Benefits**

Benefits are recorded when paid.

**Expenses**

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company 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.

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 2 - Summary of Significant Accounting Policies (concluded)**

**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** - The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual funds held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded. The fair values of common stocks are based on the closing price reported on the active market where the individual securities are traded.

**Level 2** - The fair value of corporate bonds and U.S. government securities are valued using a market approach on yields currently available on comparable securities of issuers with similar credit ratings.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

	<b>2024</b>		
	Level 1	Level 2	Total
Mutual Funds	\$ 925,310	\$ -	\$ 925,310
Value of Interest in Common Trusts	9,364	-	9,364
Investments at fair value	<u>\$ 934,674</u>	<u>\$ -</u>	<u>\$ 934,674</u>
	<b>2023</b>		
	Level 1	Level 2	Total
Mutual Funds	\$ 620,035	\$ -	\$ 620,035
Value of Interest in Common Trusts	5,790	-	5,790
Investments at fair value	<u>\$ 625,825</u>	<u>\$ -</u>	<u>\$ 625,825</u>

**Estimates**

The preparation of financial statements in conformity with generally accepted accounting principles require management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

**Note 3 - 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 statement of net assets available for benefits.

**Notes to the Financial Statements**  
**As of and for the Fiscal Year Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K Profit Sharing Plan and Trust**  
**Jacksonville, Florida**  
**(Continued)**

**Note 4 – Information Certified by Trustee**

The following is a summary of the unaudited information regarding the Plan, included in Plan’s financial statements and supplemental schedule that was prepared by or derived from information reported by the Trustee of the Plan for 2024 and 2023. The Plan Administrator has obtained certifications from the Trustee that such information is complete and accurate at December 31, 2024 and 2023, as follows:

	<u>2024</u>	<u>2023</u>
Statement of net assets available for benefits:		
Investments at fair value	<u>\$ 934,674</u>	<u>\$ 625,825</u>
Statement of changes in net assets available for benefits - investment income:		
Net appreciation (depreciation) in fair value of investments	<u>\$ 50,078</u>	<u>\$ 70,833</u>

Such amounts and all of the financial information in Note 2 are included in the accompanying financial statements of the Plan based on such certifications from the Plan Trustee. The Plan Trustee also certifies all investment balances and investment information in Note 2.

**Note 5 – Tax Status**

The IRS has determined and informed the Company on a letter dated April 10, 2014, that the Plan is designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan’s tax counsel believe that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt. Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the plan and recognize a tax liability if the plan has taken an uncertain position that more than likely would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress for any tax periods.

**Note 6 - 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 Form 5500:

	<u>2024</u>	<u>2023</u>
Nets Assets Available for Benefits per the financial statements	<u>\$ 966,966</u>	<u>\$ 641,037</u>
Nets Assets Available for Benefits per the form 5500	<u>\$ 966,966</u>	<u>\$ 641,037</u>

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

	<u>2024</u>	<u>2023</u>
Changes in Nets Assets Available for Benefits per the financial statements	<u>\$ 325,929</u>	<u>\$ 290,431</u>
Changes in Nets Assets Available for Benefits per the form 5500	<u>\$ 325,929</u>	<u>\$ 290,431</u>

**Notes to the Financial Statements**  
**As of and for the Fiscal Years Ended December 31, 2024 and 2023**  
**Global Outreach Charter Academy 401K and Profit Sharing Plan**  
**Jacksonville, Florida**  
**(Concluded)**

**Note 7 - Subsequent Events**

Generally accepted accounting principles require the disclosure of significant events or transactions that occur after the balance sheet date but before the financial statements are issued. Plan management has evaluated subsequent events through August 27, 2025, and found no significant events or transactions that should be recorded. The evaluation date is the date the financial statements are available to be issued.

**Supplemental Schedule**

**Schedule H, line 4i – Schedule of Assets (Held at End of Year)  
As of December 31, 2024  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

Identity of Issue	Description of Investment	Number of Shares / Units	Price	Current Value
1 Fidelity Small Cap Index	Mutual Fund - Equity Fund	484.683	27.68	\$ 13,416.03
2 Fidelity Mid Cap Index	Mutual Fund - Equity Fund	370.659	33.77	12,517.15
3 Reliance Trust Stable Value Fund - Met Life Series	Mutual Fund - Equity Fund	46.438	201.64	9,363.76
4 State Street Equity 500 Index Fund Class K	Mutual Fund - Equity Fund	50.011	438.90	21,949.83
5 Nuveen Equity Index Fund R6 Class	Mutual Fund - Equity Fund	1,941.327	41.01	79,613.82
6 Vanguard Small-Cap Value Index Fund Admiral Shares	Mutual Fund - Equity Fund	4.699	85.17	400.25
7 Vanguard Small Cap Growth Index Fund Admiral Shares	Mutual Fund - Equity Fund	56.376	98.43	5,549.09
8 Vanguard Growth Index Fund Admiral Shares	Mutual Fund - Equity Fund	333.543	211.22	70,450.93
9 Vanguard Value Index Fund Admiral Shares	Mutual Fund - Equity Fund	410.088	66.04	27,082.22
10 Vanguard Small-Cap Index Fund Admiral Shares	Mutual Fund - Equity Fund	7.508	115.16	864.62
11 Ishares MSCI EAFE International Index Fund Class K	Mutual Fund - International Equity Fund	1,010.467	15.27	15,429.83
12 State Street Global All Cap Equity ex U.S. Index	Mutual Fund - International Equity Fund	42.592	102.23	4,354.18
13 State Street Agregate Bond Index Fund Class K	Mutual Fund - Fixed Income Fund	67.011	84.70	5,675.83
14 State Street Target Retirement Fund Class K	Mutual Fund - Balanced Fund	308.423	10.75	3,315.55
15 State Street Target Retirement 2065 Fund Class K	Mutual Fund - Balanced Fund	6.018	15.31	92.14
16 State Street Target Retirement 2060 Fund Class K	Mutual Fund - Balanced Fund	11,337.089	15.69	177,878.93
17 State Street Target Retirement 2055 Fund Class K	Mutual Fund - Balanced Fund	3,587.546	15.43	55,355.83
18 State Street Target Retirement 2050 Fund Class K	Mutual Fund - Balanced Fund	7,417.410	15.02	111,409.50
19 State Street Target Retirement 2045 Fund Class K	Mutual Fund - Balanced Fund	3,830.803	14.84	56,849.12
20 State Street Target Retirement 2040 Fund Class K	Mutual Fund - Balanced Fund	6,596.916	14.30	94,335.90
21 State Street Target Retirement 2035 Fund Class K	Mutual Fund - Balanced Fund	4,220.223	13.84	58,407.89
22 State Street Target Retirement 2020 Fund Class K	Mutual Fund - Balanced Fund	631.513	10.67	6,738.24
23 State Street Target Retirement 2030 Fund Class K	Mutual Fund - Balanced Fund	5,761.773	12.95	74,614.96
24 State Street Target Retirement 2025 Fund Class K	Mutual Fund - Balanced Fund	1,734.133	11.96	20,740.23
25 Vanguarg Balanced Index Fund Admiral Shares	Mutual Fund - Balanced Fund	170.543	48.48	8,267.92
Total				<u>\$ 934,673.75</u>

**Schedule H, line 4j – Schedule of Reportable Transactions (5% Investment Transactions)  
As of December 31, 2024  
Global Outreach Charter Academy 401K and Profit Sharing Plan and Trust  
Jacksonville, Florida**

Identity of Issue	Description of Investment	Current Value	Percent of Plan Value
State Street Target Retirement 2060 Fund Class K	Mutual Fund - Balanced Fund	159,383.73	25%
State Street Target Retirement 2055 Fund Class K	Mutual Fund - Balanced Fund	53,049.25	8%
State Street Target Retirement 2050 Fund Class K	Mutual Fund - Balanced Fund	84,751.70	14%
State Street Target Retirement 2040 Fund Class K	Mutual Fund - Balanced Fund	67,026.07	11%
State Street Target Retirement 2035 Fund Class K	Mutual Fund - Balanced Fund	135,165.11	22%
State Street Target Retirement 2030 Fund Class K	Mutual Fund - Balanced Fund	45,405.09	7%

