

<p><b>Form 5500</b></p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p> <hr/> <p>Pension Benefit Guaranty Corporation</p>	<p><b>Annual Return/Report of Employee Benefit Plan</b></p> <p>This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).</p> <p>▶ <b>Complete all entries in accordance with the instructions to the Form 5500.</b></p>	<p>OMB Nos. 1210-0110 1210-0089</p> <hr/> <p style="font-size: 24pt; font-weight: bold;">2024</p> <hr/> <p><b>This Form is Open to Public Inspection</b></p>
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**Part I Annual Report Identification Information**  
 For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

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

a single-employer plan  a DFE (specify) \_\_\_\_\_

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

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

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

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

special extension (enter description)

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

**Part II Basic Plan Information—enter all requested information**

<p><b>1a</b> Name of plan <u>LIFELOOP 401(K) PROFIT SHARING PLAN</u></p>	<p><b>1b</b> Three-digit plan number (PN) ▶ <u>001</u></p>
<p><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>IT'S NEVER 2 LATE, LLC DBA LIFELOOP</u></p> <p><u>5889 GREENWOOD PLAZA BLVD</u> <u>SUITE 210</u> <u>GREENWOOD VILLAGE, CO 80111</u></p>	<p><b>1c</b> Effective date of plan <u>01/01/2010</u></p> <p><b>2b</b> Employer Identification Number (EIN) <u>84-1507580</u></p> <p><b>2c</b> Plan Sponsor's telephone number <u>303-806-0797</u></p> <p><b>2d</b> Business code (see instructions) <u>541519</u></p>

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

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

<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/15/2025	CARA KIMSEY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
<b>SIGN HERE</b>	Filed with authorized/valid electronic signature.	10/15/2025	HOLLY GAUSE
	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 checked="" type="checkbox"/> Same as Plan Sponsor		<b>3b</b> Administrator's EIN	
		<b>3c</b> Administrator's telephone number	
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:		<b>4b</b> EIN 84-1507580	
<b>a</b> Sponsor's name IT'S NEVER 2 LATE, LLC		<b>4d</b> PN 001	
<b>c</b> Plan Name ITS NEVER 2 LATE LLC 401(K) PROFIT SHARING PLAN			
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	150	
<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>a(1)</b> Total number of active participants at the beginning of the plan year	<b>6a(1)</b>	101	
<b>a(2)</b> Total number of active participants at the end of the plan year	<b>6a(2)</b>	99	
<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>	25	
<b>d</b> Subtotal. Add lines 6a(2), 6b, and 6c	<b>6d</b>	124	
<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>	124	
<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>	135	
<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>	123	
<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>	15	
<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 2S 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 checked="" type="checkbox"/> Insurance	(1) <input checked="" type="checkbox"/> Insurance	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust	(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor
(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"/> I (Financial Information – Small Plan)	(2) <input type="checkbox"/> I (Financial Information – Small Plan)
(2) <input type="checkbox"/> MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary	(3) <input checked="" type="checkbox"/> A (Insurance Information) – Number Attached <u>1</u>	(3) <input checked="" type="checkbox"/> C (Service Provider Information)	(3) <input checked="" type="checkbox"/> A (Insurance Information) – Number Attached <u>1</u>
(3) <input type="checkbox"/> SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	(4) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)	(4) <input type="checkbox"/> G (Financial Transaction Schedules)	(4) <input checked="" type="checkbox"/> C (Service Provider Information)
(4) <input type="checkbox"/> DCG (Individual Plan Information) – Number Attached _____	(5) <input type="checkbox"/> G (Financial Transaction Schedules)		(5) <input checked="" type="checkbox"/> D (DFE/Participating Plan Information)
(5) <input type="checkbox"/> MEP (Multiple-Employer Retirement 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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**SCHEDULE A  
(Form 5500)**

Department of the Treasury  
Internal Revenue Service

Department of Labor  
Employee Benefits Security Administration  
Pension Benefit Guaranty Corporation

**Insurance Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

**2024**

**This Form is Open to Public Inspection**

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

<b>A</b> Name of plan <b>LIFELOOP 401(K) PROFIT SHARING PLAN</b>		<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>IT'S NEVER 2 LATE, LLC DBA LIFELOOP</b>		<b>D</b> Employer Identification Number (EIN) <b>84-1507580</b>

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

**1 Coverage Information:**

**(a)** Name of insurance carrier  
**EMPOWER ANNUITY INSURANCE COMPANY OF AMERICA**

<b>(b)</b> EIN	<b>(c)</b> NAIC code	<b>(d)</b> Contract or identification number	<b>(e)</b> Approximate number of persons covered at end of policy or contract year	<b>Policy or contract year</b>	
				<b>(f)</b> From	<b>(g)</b> To
<b>84-0467907</b>	<b>68322</b>	<b>505476-01</b>	<b>12</b>	<b>01/01/2024</b>	<b>12/31/2024</b>

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

<b>(a)</b> Total amount of commissions paid	<b>(b)</b> Total amount of fees paid
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**3 Persons receiving commissions and fees.** (Complete as many entries as needed to report all persons).

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

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

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

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

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

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

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

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

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

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

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

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

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

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

<b>Part II</b>	<b>Investment and Annuity Contract Information</b>	
	Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.	
<b>4</b>	Current value of plan's interest under this contract in the general account at year end .....	62858
<b>5</b>	Current value of plan's interest under this contract in separate accounts at year end.....	0
<b>6</b>	<b>Contracts With Allocated Funds:</b>	
<b>a</b>	State the basis of premium rates ▶	
<b>b</b>	Premiums paid to carrier .....	<b>6b</b>
<b>c</b>	Premiums due but unpaid at the end of the year .....	<b>6c</b>
<b>d</b>	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. .... Specify nature of costs ▶	<b>6d</b>
<b>e</b>	Type of contract: (1) <input type="checkbox"/> individual policies      (2) <input type="checkbox"/> group deferred annuity (3) <input type="checkbox"/> other (specify) ▶	
<b>f</b>	If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ <input type="checkbox"/>	
<b>7</b>	<b>Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)</b>	
<b>a</b>	Type of contract: (1) <input type="checkbox"/> deposit administration      (2) <input type="checkbox"/> immediate participation guarantee (3) <input type="checkbox"/> guaranteed investment      (4) <input checked="" type="checkbox"/> other ▶ <b>GROUP ANNUITY CONTRACT</b>	
<b>b</b>	Balance at the end of the previous year .....	<b>7b</b> 86216
<b>c</b>	(1) Contributions deposited during the year .....	<b>7c(1)</b> 90055
	(2) Dividends and credits.....	<b>7c(2)</b> 0
	(3) Interest credited during the year.....	<b>7c(3)</b> 1196
	(4) Transferred from separate account .....	<b>7c(4)</b> 5383
	(5) Other (specify below)..... ▶ <b>LOAN REPAYMENT/FORFEITURES</b>	<b>7c(5)</b> 23613
	(6) Total additions .....	<b>7c(6)</b> 120247
<b>d</b>	Total of balance and additions (add lines <b>7b</b> and <b>7c(6)</b> ) .....	<b>7d</b> 206463
<b>e</b>	<b>Deductions:</b>	
	(1) Disbursed from fund to pay benefits or purchase annuities during year .....	<b>7e(1)</b> 28416
	(2) Administration charge made by carrier.....	<b>7e(2)</b> 2412
	(3) Transferred to separate account .....	<b>7e(3)</b> 112777
	(4) Other (specify below)..... ▶	<b>7e(4)</b>
(5) Total deductions .....	<b>7e(5)</b> 143605	
<b>f</b>	Balance at the end of the current year (subtract line <b>7e(5)</b> from line <b>7d</b> ).....	<b>7f</b> 62858

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

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

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

**9** Experience-rated contracts:

<b>a</b>	Premiums: (1) Amount received .....	<b>9a(1)</b>		
	(2) Increase (decrease) in amount due but unpaid .....	<b>9a(2)</b>		
	(3) Increase (decrease) in unearned premium reserve .....	<b>9a(3)</b>		
	(4) Earned ((1) + (2) - (3)) .....		<b>9a(4)</b>	0
<b>b</b>	Benefit charges (1) Claims paid .....	<b>9b(1)</b>		
	(2) Increase (decrease) in claim reserves .....	<b>9b(2)</b>		
	(3) Incurred claims (add (1) and (2)) .....		<b>9b(3)</b>	0
	(4) Claims charged .....		<b>9b(4)</b>	
<b>c</b>	Remainder of premium: (1) Retention charges (on an accrual basis) --			
	(A) Commissions .....	<b>9c(1)(A)</b>		
	(B) Administrative service or other fees .....	<b>9c(1)(B)</b>		
	(C) Other specific acquisition costs .....	<b>9c(1)(C)</b>		
	(D) Other expenses .....	<b>9c(1)(D)</b>		
	(E) Taxes .....	<b>9c(1)(E)</b>		
	(F) Charges for risks or other contingencies .....	<b>9c(1)(F)</b>		
	(G) Other retention charges .....	<b>9c(1)(G)</b>		
	(H) Total retention .....		<b>9c(1)(H)</b>	0
	(2) Dividends or retroactive rate refunds. (These amounts were <input type="checkbox"/> paid in cash, or <input type="checkbox"/> credited.) .....		<b>9c(2)</b>	
<b>d</b>	Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement .....		<b>9d(1)</b>	
	(2) Claim reserves .....		<b>9d(2)</b>	
	(3) Other reserves .....		<b>9d(3)</b>	
<b>e</b>	Dividends or retroactive rate refunds due. (Do not include amount entered in line 9c(2).) .....		<b>9e</b>	

**10** Nonexperience-rated contracts:

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

Specify nature of costs.

**Part IV Provision of Information**

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

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

<b>SCHEDULE 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>LIFELOOP 401(K) PROFIT SHARING PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>IT'S NEVER 2 LATE, LLC DBA LIFELOOP</b>	<b>D</b> Employer Identification Number (EIN) <b>84-1507580</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

**EMPOWER ANNUITY INSURANCE COMPANY**                      **8515 EAST ORCHARD ROAD**  
**GREENWOOD VILLAGE, CO 80111**

**84-0467907**

**(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)

EMPOWER ANNUITY INSURANCE CO

8515 EAST ORCHARD ROAD  
GREENWOOD VILLAGE, CO 80111

84-0467907

(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?
64	RECORDKEEPER	18264	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	0	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

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

GLOBAL RETIREMENT PARTNERS LLC

4340 REDWOOD HWY, SUITE B60  
SAN RAFAEL, CA 94903

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	INVESTMENT ADVISOR	14274	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

EMPOWER ADVISORY GROUP, LLC

8515 EAST ORCHARD ROAD  
GREENWOOD VILLAGE, CO 80111

84-0467907

(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?
28	INVESTMENT MGMT	2859	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**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)

FARMER & BETTS, INC.

6010 20TH STREET EAST, SUITE 1  
TACOMA, WA 98424

94-3322438

(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?
13	CONTRACT ADMIN	2125	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

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

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

(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>LIFELOOP 401(K) PROFIT SHARING PLAN</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>IT'S NEVER 2 LATE, LLC DBA LIFELOOP</u>	<b>D</b> Employer Identification Number (EIN) <u>84-1507580</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>PUTNAM RETIREMENT ADVANTAGE TRST 20</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM INVESTMENTS CIT</u>		
<b>c</b> EIN-PN <u>26-0787670-258</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>687528</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTNAM RETIREMENT ADVANTAGE TRST MA</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM INVESTMENTS CIT</u>		
<b>c</b> EIN-PN <u>26-0788428-268</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>24575</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTNAM RETIREMENT ADVANTAGE TRST 20</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM INVESTMENTS CIT</u>		
<b>c</b> EIN-PN <u>26-0788428-268</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>0</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTNAM RETIREMENT ADVANTAGE TRST 20</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM INVESTMENTS CIT</u>		
<b>c</b> EIN-PN <u>85-3582370-274</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>67845</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTNAM RETIREMENT ADVANTAGE TRST 20</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM INVESTMENTS CIT</u>		
<b>c</b> EIN-PN <u>26-0787670-272</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>514711</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTNAM RETIREMENT ADVANTAGE TRST 20</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM INVESTMENTS CIT</u>		
<b>c</b> EIN-PN <u>26-1208510-259</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>669140</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE: <u>PUTNAM RETIREMENT ADVANTAGE TRST 20</u>		
<b>b</b> Name of sponsor of entity listed in (a): <u>PUTNAM INVESTMENTS CIT</u>		
<b>c</b> EIN-PN <u>26-1384398-260</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>135602</u>

**a** Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM RETIREMENT ADVANTAGE TRST 20

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

<b>c</b> EIN-PN 26-0788040-262	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 225603
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**a** Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM RETIREMENT ADVANTAGE TRST 20

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

<b>c</b> EIN-PN 26-0787945-261	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 659363
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**a** Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM INVESTMENTS CIT

**b** Name of sponsor of entity listed in (a): PUTNAM RETIREMENT ADVANTAGE TRST 2060 X

<b>c</b> EIN-PN 27-3616920-273	<b>d</b> Entity code C	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 146926
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**a** Name of MTIA, CCT, PSA, or 103-12 IE:

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

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

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

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

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

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

**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)
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<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 <b>LIFELOOP 401(K) PROFIT SHARING PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>001</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>IT'S NEVER 2 LATE, LLC DBA LIFELOOP</b>	<b>D</b> Employer Identification Number (EIN) <b>84-1507580</b>

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

		(a) Beginning of Year	(b) End of Year
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>		
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	0	0
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	0	0
<b>(3)</b> Other .....	<b>1b(3)</b>		
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>		
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>		
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>		
<b>(B)</b> All other .....	<b>1c(3)(B)</b>		
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>		
<b>(B)</b> Common .....	<b>1c(4)(B)</b>		
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>		
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>		
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>		
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	28185	40669
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	2238003	3131293
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>		
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>		
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>		
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	813765	757272
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	86216	62858
<b>(15)</b> Other .....	<b>1c(15)</b>		

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>		
(2) Employer real property.....	<b>1d(2)</b>		
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>		
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	3166169	3992092
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>		
<b>h</b> Operating payables.....	<b>1h</b>		
<b>i</b> Acquisition indebtedness.....	<b>1i</b>		
<b>j</b> Other liabilities.....	<b>1j</b>		
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	3166169	3992092

**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>	268813	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	789358	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	58351	
(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>		1116522
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>		
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>		
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>		
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>		
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	2183	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	1196	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		3379
<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>	15297	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		15297
<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>		106523
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		423515
<b>c</b> Other income .....	<b>2c</b>		158
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total .....	<b>2d</b>		1665394

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers .....	<b>2e(1)</b>	801824	
(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>		801824
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		
<b>g</b> Certain deemed distributions of participant loans (see instructions) .....	<b>2g</b>		
<b>h</b> Interest expense .....	<b>2h</b>		
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>		
(2) Contract administrator fees .....	<b>2i(2)</b>		
(3) Recordkeeping fees .....	<b>2i(3)</b>		
(4) IQPA audit fees .....	<b>2i(4)</b>		
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	32077	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>		
(7) Actuarial fees .....	<b>2i(7)</b>		
(8) Legal fees .....	<b>2i(8)</b>		
(9) Valuation/appraisal fees .....	<b>2i(9)</b>		
(10) Other trustee fees and expenses .....	<b>2i(10)</b>		
(11) Other expenses .....	<b>2i(11)</b>	5570	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		37647
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total .....	<b>2j</b>		839471

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		825923
<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: **K FINANCIAL, INC.**

(2) EIN: **76-0726945**

**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.			

**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>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--------------------------------------------------------------------------------------------

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>LIFELOOP 401(K) PROFIT SHARING PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>001</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>IT'S NEVER 2 LATE, LLC DBA LIFELOOP</u>	<b>D</b> Employer Identification Number (EIN) <u>84-1507580</u>	

<b>Part I</b>	<b>Distributions</b>
---------------	----------------------

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

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

<b>1</b>		<u>0</u>
----------	--	----------

**2** Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):  
EIN(s): 84-0467907

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

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

<b>3</b>	
----------	--

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

**a** Name of contributing employer \_\_\_\_\_

**b** EIN \_\_\_\_\_ **c** Dollar amount contributed by employer \_\_\_\_\_

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

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

(1) Contribution rate (in dollars and cents) \_\_\_\_\_

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

**Part VII IRS Compliance Questions**

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

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

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q703181A.



**LifeLoop 401(k) Profit Sharing Plan**

Financial Statements

December 31, 2024 and 2023

(With Independent Auditor's Reports Thereon)

## Index

	Page
Independent Auditor's Report	3
Financial Statements	
Statements of Net Assets Available for Benefits	7
Statement of Changes in Net Assets Available for Benefits	8
Notes to the Financial Statements	9
ERISA- Required Supplemental Schedules	
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)	20
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions	21



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## INDEPENDENT AUDITOR'S REPORT

To the Trustees of the LifeLoop 401(k) Profit Sharing Plan:

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the 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 Empower Trust Company, LLC and Empower Annuity Insurance Company of America, both qualified institutions, as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

### *Opinion*

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the 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 (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical



requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

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

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

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

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

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

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

In performing the audits in accordance with GAAS, 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.



- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan’s ability to continue as a going concern for a reasonable period of time.

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

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

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

#### ***Supplemental Schedules Required by ERISA***

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

In our opinion—

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.



- the information in the supplemental 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).

*K Financial*

Louisville, CO  
October 15, 2025

**LifeLoop 401(k) Profit Sharing Plan**  
 Statements of Net Assets Available for Benefits  
 December 31, 2024 and 2023

	<b>2024</b>	<b>2023</b>
<b>Assets</b>		
Investments, at fair value:		
Mutual funds	\$ 757,272	\$ 813,765
Collective trust funds	3,131,293	2,238,003
Investment contract with insurance company, at contract value	62,858	86,216
Total investments	3,951,423	3,137,984
Receivables:		
Employer contributions, net of current expected credit losses of (\$0) in 2024 and 2023	8,940	13,937
Notes receivable from participants	40,669	28,185
Total receivables	49,609	42,122
Net assets available for benefits	\$ 4,001,032	\$ 3,180,106

See accompanying notes to financial statements.

## LifeLoop 401(k) Profit Sharing Plan

### Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024

	<u>2024</u>
Additions to net assets attributed to:	
Investment income:	
Dividends	\$ 15,297
Interest	1,196
Net appreciation in fair value	530,038
Other income	<u>158</u>
Total investment income	<u>546,689</u>
Interest income on notes receivable from participants	2,183
Contributions:	
Employer	263,816
Participants	789,358
Rollovers	<u>58,351</u>
Total contributions	<u>1,111,525</u>
Total additions	1,660,397
Deductions from net assets attributed to:	
Benefits paid to participants	801,824
Administrative expenses	32,077
Transaction fees	<u>5,570</u>
Total deductions	<u>839,471</u>
Net increase	820,926
Net assets available for benefits:	
Beginning of year	<u>3,180,106</u>
End of year	<u>\$ 4,001,032</u>

See accompanying notes to financial statements.

## **LifeLoop 401(k) Profit Sharing Plan**

Notes to the Financial Statements

December 31, 2024 and 2023

### **A. Description of Plan**

The following description of the LifeLoop 401(k) Profit Sharing Plan (the Plan) for It's Never 2 Late, LLC dba LifeLoop (the Company) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

#### *1. General*

The Plan is a defined contribution plan covering all employees who are age 21 or older, except for certain collectively bargained employees and non-residential aliens. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan Trustees are responsible for oversight of the Plan. The Trustees and investment advisors determine the appropriateness of the Plan's investment offerings, and monitor investment performance.

#### *2. Participant Contributions*

Each year, participants may contribute up to 100 percent of pretax or after tax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. Investment options for participants include mutual funds, collective trust funds and an investment contract with an insurance company. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan after 2 months of credited service unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their rate set at 3 percent of eligible compensation and their contributions are held in the default investment until changed by the participant. Automatic deferral amounts increase each plan year by 1% of plan compensation and shall not cause the automatic deferral amount to exceed 6% of plan compensation. The automatic deferral provisions apply to all current participants who have not entered into a salary deferral election that is at least equal to the automatic deferral amount, 3%. Current participants who have made a salary deferral election that is less than the automatic deferral amount, or who have not made a salary deferral election, are automatically increased to the automatic deferral amount unless the Participant enters into a new Salary Deferral election on or after the effective date of the automatic deferral provisions. The automatic increase is effective on the anniversary of the participant's first automatic deferral contribution. Contributions are subject to certain Internal Revenue Service ("IRS") limitations.

## **LifeLoop 401(k) Profit Sharing Plan**

### Notes to the Financial Statements

December 31, 2024 and 2023

#### 3. *Employer Contributions*

The Company contributes a discretionary tiered match to participants equal to 50 percent of the participant's contribution up to 6 percent of eligible compensation for 2024. The discretionary tiered match is determined by the plan sponsor annually. The Company may also make profit sharing contributions. There were no profit sharing contributions made for the year ended December 31, 2024. Participants direct the Company contribution into various investment options offered by the Plan.

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

#### 5. *Vesting*

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of continuous service. A participant vests 25% after 1 year of service, 50% after 2 years of service, and 100% after 3 years of service and thereafter. A participant vests 100% in employer contributions upon death or becoming disabled.

#### 6. *Notes Receivable From Participants*

Participants may borrow from their fund accounts a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates that range from 4.25 percent to 9.50 percent in 2024 and from 4.25 percent to 9.00 percent in 2023, which are commensurate with local prevailing rates at the time of loan origination as determined by the Plan Administrator monthly at the beginning of the month at the prime rate plus 1 percent. Principal and interest is paid ratably through bi-weekly payroll deductions.

#### 7. *Payment of Benefits*

On termination of service due to death, disability, retirement, or for other reasons a participant may elect to receive a lump-sum amount or installments equal to the value of the participant's vested interest in his or her account, or a direct rollover to another qualified retirement plan. In addition, hardship distributions are permitted if certain criteria are met. Participants may also make an in-service withdrawal after obtaining the age of 59 ½. Participants with vested account balances greater than \$5,000 after termination may defer

## LifeLoop 401(k) Profit Sharing Plan

Notes to the Financial Statements

December 31, 2024 and 2023

their distributions to a later date. Pretax deferral accounts are distributed first and then after tax deferral accounts are distributed.

### 8. *Forfeited Non-Vested Accounts*

As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$23,594 and \$27,468, respectively. These accounts will be used to reduce future employer contributions or to pay for plan administrative expenses. Also, in 2024, employer contributions were reduced by \$25,960 from forfeited non-vested accounts.

### 9. *Plan Termination*

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of a plan termination, all participants would become 100 percent vested in their employer contributions.

## **B. Summary of Accounting Policies**

### 1. *Basis of Accounting*

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

### 2. *Use of Estimates*

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

### 3. *Payment of Benefits*

Benefits are recorded when paid.

### 4. *Investment Valuation and Income Recognition*

Investments are reported at fair value (except for the fully benefit-responsive investment contract, which is reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Trustees determine the Plan's valuation policies utilizing information provided by the investment advisor and custodians. See note D for discussion of fair value measurements.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

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.

#### 5. *Contributions*

Contributions from plan participants and safe harbor matching contributions are recorded in the year in which the employee contributions are withheld from compensation.

#### 6. *Notes Receivable From Participants*

Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as transaction fees and are expensed when incurred.

#### 7. *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 transaction fees. Investment related expenses are included in net appreciation of fair value of investments.

#### 8. *Contributions Receivable and Current Expected Credit Losses*

Historical write-off rates continue to be the basis for the Company's allowance for current expected credit losses. To calculate the reserve, the Company considered the processes surrounding the contributions receivable since the inception of the Plan. The Company has not historically written off the contributions receivables that were accrued at Plan year-end. The Company expects business conditions in 2025, the collection period for the contributions receivables, to remain consistent with current conditions. As a result, the Company has recorded expected credit losses of \$0 as of December 31, 2024 and 2023.

#### 9. *Subsequent Events*

The plan was amended on October 15, 2024, with an effective date of January 1, 2025. The amendment contained the following change:

- Vesting in the Company's matching contribution portion of participant accounts will be full and immediate.

## **LifeLoop 401(k) Profit Sharing Plan**

### Notes to the Financial Statements

December 31, 2024 and 2023

The Plan sponsor elected to terminate the group annuity contract by providing EAICA written notice on July 11, 2025, which will liquidate the Plan's interest in the contract. The Plan sponsor requested all assets be paid out on July 11, 2026. The Plan sponsor has the option to take:

1. A payout at lesser of book value or the market value adjustment.
2. A payout at book value in 12 months.

On July 30, 2025, the Company entered into a participation agreement with an effective date of August 9, 2025, with EvolveHR V, Inc. As part of the agreement, the Company elected to become a participating employer in the EvolveHR Retirement Plan and as a result, the LifeLoop 401(k) Profit Sharing Plan was merged.

Plan management has evaluated subsequent events from the statements of net assets available for benefits date through October 15, 2025, the date the financial statements were available to be issued. There were no other material events noted in the subsequent period that would have impacted results reported herein or require disclosure.

#### **C. Summary of Information Certified by Custodian**

The following information, which is included in the financial statements and ERISA-required supplemental schedule of assets (held at end of year), has been certified as complete and accurate by Empower Trust Company, LLC (ETC) and Empower Annuity Insurance Company of America (EAICA) as of December 31, 2024 and 2023, and for the year ended December 31, 2024, and has not been audited:

##### Statements of Net Assets Available for Benefits

- All information except contributions receivable

##### Statement of Changes in Net Assets Available for Benefits

- Dividends
- Interest
- Net appreciation in fair value of investments
- Other income
- Interest income on notes receivable from participants

##### ERISA-required Supplemental Schedule

- Schedule of Assets (Held at End of Year)

## LifeLoop 401(k) Profit Sharing Plan

Notes to the Financial Statements

December 31, 2024 and 2023

### D. Fair Value Measurements

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

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

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

*Level 2:* Inputs to the valuation methodology include:

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

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

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

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

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

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

*Collective trust funds:* Valued at fair value based on the investment's net asset value per unit. In accordance with fair value measurements and disclosure guidance, the collective trust is reported at the net asset value per unit as a practical expedient. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024				
	(Level 1)	(Level 2)	(Level 3)	Total
Mutual funds	\$ 757,272	-	-	\$ 757,272
Total assets in the fair value hierarchy	757,272	-	-	757,272
Investments measured at net asset value *				3,131,293
Investments at fair value	\$ 757,252	-	-	\$ 3,888,565
Assets at Fair Value as of December 31, 2023				
	(Level 1)	(Level 2)	(Level 3)	Total
Mutual funds	\$ 813,765	-	-	\$ 813,765
Total assets in the fair value hierarchy	813,765	-	-	813,765
Investments measured at net asset value *				2,238,003
Investments at fair value	\$ 813,765	-	-	\$ 3,051,768

\*In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

The following tables summarize investments measured at fair value based on NAV per share as of December 31, 2024 and 2023, respectively.

<b>December 31, 2024</b>	<b>Fair Value</b>	<b>Unfunded Commitment</b>	<b>Redemption Frequency (if currently eligible)</b>	<b>Redemption Notice Period</b>
Putnam Retirement Advantage Trust 2025 Class X	\$ 24,575	n/a	Daily	None
Putnam Retirement Advantage Trust 2030 Class X	\$ 225,603	n/a	Daily	None
Putnam Retirement Advantage Trust 2035 Class X	\$ 659,364	n/a	Daily	None
Putnam Retirement Advantage Trust 2040 Class X	\$ 135,602	n/a	Daily	None
Putnam Retirement Advantage Trust 2045 Class X	\$ 669,139	n/a	Daily	None
Putnam Retirement Advantage Trust 2050 Class X	\$ 687,528	n/a	Daily	None
Putnam Retirement Advantage Trust 2055 Class X	\$ 514,711	n/a	Daily	None
Putnam Retirement Advantage Trust 2060 Class X	\$ 146,926	n/a	Daily	None
Putnam Retirement Advantage Trust 2065 Class X	\$ 67,845	n/a	Daily	None
Total collective trust funds	<u>\$ 3,131,293</u>			

<b>December 31, 2023</b>	<b>Fair Value</b>	<b>Unfunded Commitment</b>	<b>Redemption Frequency (if currently eligible)</b>	<b>Redemption Notice Period</b>
Putnam Retirement Advantage Trust 2025 Class X	\$ 83,295	n/a	Daily	None
Putnam Retirement Advantage Trust 2030 Class X	\$ 169,730	n/a	Daily	None
Putnam Retirement Advantage Trust 2035 Class X	\$ 498,996	n/a	Daily	None
Putnam Retirement Advantage Trust 2040 Class X	\$ 134,601	n/a	Daily	None
Putnam Retirement Advantage Trust 2045 Class X	\$ 490,111	n/a	Daily	None
Putnam Retirement Advantage Trust 2050 Class X	\$ 371,578	n/a	Daily	None
Putnam Retirement Advantage Trust 2055 Class X	\$ 288,680	n/a	Daily	None
Putnam Retirement Advantage Trust 2060 Class X	\$ 93,979	n/a	Daily	None
Putnam Retirement Advantage Trust 2065 Class X	\$ 35,792	n/a	Daily	None
Putnam Retirement Advantage Maturity Fund Class X	\$ 71,241	n/a	Daily	None
Total collective trust funds	<u>\$ 2,238,003</u>			

#### **E. Guaranteed Investment Contract with Empower Annuity Insurance Company of America**

The Plan has entered into a traditional fully benefit-responsive guaranteed investment contract with EAICA, referred to as the Key Guaranteed Portfolio Fund. Assets totaling \$62,858 and \$86,216 as of December 31, 2024 and 2023, respectively, were invested under the contract. EAICA maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The Key Guaranteed Portfolio Fund issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting interest rate is based on the earnings of the underlying assets in the entire medium-long term new portfolio compared to the minimum interest crediting rate, as stated in the contract, and prevailing market conditions. The crediting interest rate is reset quarterly.

Because the Key Guaranteed Portfolio Fund meets the fully benefit-responsive investment contract criteria, the Key Guaranteed Portfolio Fund is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by EAICA, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The plan's ability to receive amounts due in accordance with the fully benefit-responsive investment contract is dependent on the third-party issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments. There are no reserves against contract value for credit risk on the contract issuer or otherwise.

A complete termination of the Plan could limit the ability of the Plan to transact at contract value with the issuer. The plan administrator does not believe that a complete termination of the Plan, which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

The guaranteed investment contract does not provide provisions for the insurance company to terminate the agreement prior to the scheduled maturity date if certain events occur. However, either party to the Key Guaranteed Portfolio Fund may, upon thirty days advance written notice to the other party, declare a contract termination date.

The average yield earned by the Plan for the Key Guaranteed Portfolio Fund can be derived by averaging the quarterly gross interest rates for the fund over the year. The actual average yields earned by the Plan were as follows:

Average yields:	<u>2024</u>	<u>2023</u>
Based on actual earnings	1.41%	1.23%
Based on interest rate credited to participants	1.41%	1.23%

#### **F. 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.

#### **G. Party in Interest Transactions**

Certain Plan investments are shares of mutual funds managed by Empower Retirement, LLC (ER). ETC is the custodian of the Plan's assets and EAICA is the recordkeeper as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

## **LifeLoop 401(k) Profit Sharing Plan**

Notes to the Financial Statements

December 31, 2024 and 2023

EAICA provides certain administrative services to the Plan pursuant to a Master Plan Services Agreement (MSA) between the Company and EAICA. EAICA receives revenue from mutual fund service providers. This revenue is used to offset certain amounts owed to EAICA for its administrative services to the Plan. Fees paid by the Plan for recordkeeping services amounted to \$18,264 for the year ended December 31, 2024, and are included in net appreciation in fair value of investments.

If revenue received by EAICA from such mutual fund service providers exceeds the amount owed under the MSA, EAICA remits the excess to the Plan's trust on a quarterly basis. Such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of the participants. During 2023, there was \$12,621 in excess amounts remitted to the Plan of which \$12,463 was used to pay plan expenses and \$158 is included in other income. The Plan or Plan Sponsor may make a payment to EAICA for administrative expenses not covered by revenue sharing.

### **H. Tax Status**

The IRS has informed the Plan Sponsor by advisory opinion letter dated June 30, 2020, that the pre-approved plan adopted by the Plan Sponsor and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the advisory opinion, 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. Thus, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require 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 likely than not would not be sustained upon examination by the U.S. Federal and State of Colorado taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

### **I. Plan Amendment**

The plan was amended on December 2, 2023, with an effective date of January 1, 2024. The amendment contained the following changes:

- The employer name changed to It's Never 2 Late, LLC dba LifeLoop.
- The name of the plan changed to LifeLoop LLC 401(k) Profit Sharing Plan
- The eligibility and service requirements changed to specify no minimum service requirements for participation in the plan for deferrals and matching contributions.
- The entry date for eligible employees has changed to monthly; the first day of each calendar month and the date shall coincide with or next following month after satisfaction of the minimum age requirement.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

- The automatic contribution arrangement has changed to include automatic increases in deferral amounts. Automatic deferral amounts increase each plan year by 1% of plan compensation and shall not cause the automatic deferral amount to exceed 6% of plan compensation. The automatic deferral provisions apply to all current participants who have not entered into a salary deferral election that is at least equal to the automatic deferral amount, 3%. Current participants who have made a salary deferral election that is less than the automatic deferral amount, or who have not made a salary deferral election, are automatically be increased to the automatic deferral amount unless the Participant enters into a new Salary Deferral election on or after the effective date of the automatic deferral provisions. The automatic increase is effective on the anniversary of the participant's first automatic deferral contribution.
- Vesting in the Company's contribution portion of their accounts is based on years of continuous service. The schedule changed to the following provisions: A participant vests 25% after 1 year of service, 50% after 2 years of service, and 100% after 3 years of service and thereafter.

The plan was amended on March 22, 2024, with an effective date of March 1, 2024. The amendment contained the following change:

- The name of the plan changed to LifeLoop 401(k) Profit Sharing Plan.

The plan was amended on July 19, 2024, with an effective date of July 19, 2024. The amendment contained the following change:

- In addition to It's Never 2 Late LLC dba LifeLoop, the primary employer maintaining the plan, the following employers are also maintaining the plan: LifeLoop, LLC, and Linked Senior Inc.

### J. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 4,001,032	\$ 3,180,106
Less: employer contributions receivable at end of year	(8,940)	(13,937)
Net assets available for benefits per the Form 5500	<u>\$ 3,992,092</u>	<u>\$ 3,166,169</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2024:

	2024
Net increase in net assets available for benefits per financial statements	\$ 820,926
Add: employer contributions receivable at beginning of year	13,937
Less: employer contributions receivable at end of year	(8,940)
Net increase in net assets available for benefits per the Form	<u>\$ 825,923</u>

**LifeLoop 401(k) Profit Sharing Plan**

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2024

EIN:84-1507580

Plan # 001

(a)	(b)	(c)	(e)
<b>Identity of issuer, borrower, lessor, or similar party</b>	<b>Description of investment</b>		<b>Current value</b>
Fidelity	Fidelity 500 Index Fund		\$ 311,555
Fidelity	Fidelity International Index Fund		77,016
Fidelity	Fidelity Mid Cap Index		89,783
Fidelity	Fidelity Small Cap Index		55,274
JP Morgan	JP Morgan Large Cap Growth R6		133,858
JP Morgan	JP Morgan Core Bond R6		15,162
PGIM, Inc.	PGIM US Real Estate Fund R6		9,141
PIMCO Investments, LLC	PIMCO All Asset Institutional Fund		104
PIMCO Investments, LLC	PIMCO Income Institutional Fund		23,463
Putnam	Putnam Large Cap Value Fund R6		4,830
Putnam	Putnam Retirement Advantage Trust 2025 Class X		24,575
Putnam	Putnam Retirement Advantage Trust 2030 Class X		225,603
Putnam	Putnam Retirement Advantage Trust 2035 Class X		659,364
Putnam	Putnam Retirement Advantage Trust 2040 Class X		135,602
Putnam	Putnam Retirement Advantage Trust 2045 Class X		669,139
Putnam	Putnam Retirement Advantage Trust 2050 Class X		687,528
Putnam	Putnam Retirement Advantage Trust 2055 Class X		514,711
Putnam	Putnam Retirement Advantage Trust 2060 Class X		146,926
Putnam	Putnam Retirement Advantage Trust 2065 Class X		67,845
Putnam	Putnam Retirement Advantage Maturity Fund Class X		—
* Empower	Key Guaranteed Portfolio Fund		62,858
Massachusetts Financial Services Company	MFS International Diversification Fund R6		37,086
* Participant Loans	Notes receivable from participants (interest rates ranging from 4.25% to 9.50%)		40,669
	<b>Total investments</b>		<b>\$ 3,992,092</b>

\* Represents a party in interest as defined by ERISA.

See accompanying independent auditor's report.

**LifeLoop 401(k) Profit Sharing Plan**

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions  
For the Year Ended December 31, 2024

EIN:84-1507580

Plan # 001

Year	Participant Contributions Transferred Late to Plan		Total that Constitute Nonexempt Prohibited Transactions		
	Check here if Late Participant Loan Repayments are included: <input checked="" type="checkbox"/>	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
* 2023	\$ 348,545	\$ 348,545	\$ -	\$ -	\$ -
* 2024	\$ 30,088	\$ 30,088	\$ -	\$ -	\$ -

\* Represents a party in interest as defined by ERISA.  
See accompanying independent auditor's report.

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

Department of the Treasury Internal Revenue Service

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).

2024

Department of Labor Employee Benefits Security Administration

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

Pension Benefit Guaranty Corporation

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan: LifeLoop 401(k) Profit Sharing Plan
1b Three-digit plan number (PN): 001
1c Effective date of plan: 01/01/2010
2a Plan sponsor's name: It's Never 2 Late, LLC dba LifeLoop
2b Employer Identification Number (EIN): 84-1507580
2c Plan Sponsor's telephone number: 303-806-0797
2d Business code: 541519

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

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

Table with 4 columns: SIGN HERE, Signature, Date, Name. Rows for Cara Kimsey (plan administrator), Holly Gause (employer/plan sponsor), and Signature of DFE.

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

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN  <b>3c</b> Administrator's telephone number  																				
<b>4</b> If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: <b>a</b> Sponsor's name <i>It's Never 2 Late, LLC</i> <b>c</b> Plan Name <i>Its Never 2 Late LLC 401(k) Profit Sharing Plan</i>	<b>4b</b> EIN <i>84-1507580</i>  <b>4d</b> PN <i>001</i>																				
<b>5</b> Total number of participants at the beginning of the plan year	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%;"><b>5</b></td> <td style="text-align: right;">150</td> </tr> </table>	<b>5</b>	150																		
<b>5</b>	150																				
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits ..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> . ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits ..... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> . ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested .....	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%;"><b>6a(1)</b></td> <td style="text-align: right;">101</td> </tr> <tr> <td><b>6a(2)</b></td> <td style="text-align: right;">99</td> </tr> <tr> <td><b>6b</b></td> <td style="text-align: right;">0</td> </tr> <tr> <td><b>6c</b></td> <td style="text-align: right;">25</td> </tr> <tr> <td><b>6d</b></td> <td style="text-align: right;">124</td> </tr> <tr> <td><b>6e</b></td> <td style="text-align: right;">0</td> </tr> <tr> <td><b>6f</b></td> <td style="text-align: right;">124</td> </tr> <tr> <td><b>6g(1)</b></td> <td style="text-align: right;">135</td> </tr> <tr> <td><b>6g(2)</b></td> <td style="text-align: right;">123</td> </tr> <tr> <td><b>6h</b></td> <td style="text-align: right;">15</td> </tr> </table>	<b>6a(1)</b>	101	<b>6a(2)</b>	99	<b>6b</b>	0	<b>6c</b>	25	<b>6d</b>	124	<b>6e</b>	0	<b>6f</b>	124	<b>6g(1)</b>	135	<b>6g(2)</b>	123	<b>6h</b>	15
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<b>6g(1)</b>	135																				
<b>6g(2)</b>	123																				
<b>6h</b>	15																				
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td style="width:10%;"><b>7</b></td> <td style="text-align: right;">15</td> </tr> </table>	<b>7</b>	15																		
<b>7</b>	15																				

**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 2S 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) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor	<b>9b</b> Plan benefit arrangement (check all that apply) (1) <input checked="" type="checkbox"/> Insurance (2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts (3) <input checked="" type="checkbox"/> Trust (4) <input type="checkbox"/> General assets of the sponsor
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**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> (1) <input checked="" type="checkbox"/> <b>R</b> (Retirement Plan Information) (2) <input type="checkbox"/> <b>MB</b> (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) <input type="checkbox"/> <b>SB</b> (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary (4) <input type="checkbox"/> <b>DCG</b> (Individual Plan Information) – Number Attached _____ (5) <input type="checkbox"/> <b>MEP</b> (Multiple-Employer Retirement Plan Information)	<b>b General Schedules</b> (1) <input checked="" type="checkbox"/> <b>H</b> (Financial Information) (2) <input type="checkbox"/> <b>I</b> (Financial Information – Small Plan) (3) <input checked="" type="checkbox"/> <b>A</b> (Insurance Information) – Number Attached <u>  1  </u> (4) <input checked="" type="checkbox"/> <b>C</b> (Service Provider Information) (5) <input checked="" type="checkbox"/> <b>D</b> (DFE/Participating Plan Information) (6) <input type="checkbox"/> <b>G</b> (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.

---

**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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**LifeLoop 401(k) Profit Sharing Plan**

Financial Statements

December 31, 2024 and 2023

(With Independent Auditor's Reports Thereon)

## Index

	Page
Independent Auditor's Report	3
Financial Statements	
Statements of Net Assets Available for Benefits	7
Statement of Changes in Net Assets Available for Benefits	8
Notes to the Financial Statements	9
ERISA- Required Supplemental Schedules	
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)	20
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions	21



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## INDEPENDENT AUDITOR'S REPORT

To the Trustees of the LifeLoop 401(k) Profit Sharing Plan:

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the 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 Empower Trust Company, LLC and Empower Annuity Insurance Company of America, both qualified institutions, as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

### *Opinion*

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the 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 (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical



requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

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

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

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

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

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

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

In performing the audits in accordance with GAAS, 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.



- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan’s ability to continue as a going concern for a reasonable period of time.

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

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

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

#### ***Supplemental Schedules Required by ERISA***

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

In our opinion—

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.



- the information in the supplemental 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).

*K Financial*

Louisville, CO  
October 15, 2025

**LifeLoop 401(k) Profit Sharing Plan**  
 Statements of Net Assets Available for Benefits  
 December 31, 2024 and 2023

	<u>2024</u>	<u>2023</u>
<b>Assets</b>		
Investments, at fair value:		
Mutual funds	\$ 757,272	\$ 813,765
Collective trust funds	3,131,293	2,238,003
Investment contract with insurance company, at contract value	<u>62,858</u>	<u>86,216</u>
Total investments	<u>3,951,423</u>	<u>3,137,984</u>
Receivables:		
Employer contributions, net of current expected credit losses of (\$0) in 2024 and 2023	8,940	13,937
Notes receivable from participants	<u>40,669</u>	<u>28,185</u>
Total receivables	<u>49,609</u>	<u>42,122</u>
Net assets available for benefits	<u>\$ 4,001,032</u>	<u>\$ 3,180,106</u>

See accompanying notes to financial statements.

## LifeLoop 401(k) Profit Sharing Plan

### Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024

	<u>2024</u>
Additions to net assets attributed to:	
Investment income:	
Dividends	\$ 15,297
Interest	1,196
Net appreciation in fair value	530,038
Other income	<u>158</u>
Total investment income	<u>546,689</u>
Interest income on notes receivable from participants	2,183
Contributions:	
Employer	263,816
Participants	789,358
Rollovers	<u>58,351</u>
Total contributions	<u>1,111,525</u>
Total additions	1,660,397
Deductions from net assets attributed to:	
Benefits paid to participants	801,824
Administrative expenses	32,077
Transaction fees	<u>5,570</u>
Total deductions	<u>839,471</u>
Net increase	820,926
Net assets available for benefits:	
Beginning of year	<u>3,180,106</u>
End of year	<u>\$ 4,001,032</u>

See accompanying notes to financial statements.

## **LifeLoop 401(k) Profit Sharing Plan**

Notes to the Financial Statements

December 31, 2024 and 2023

### **A. Description of Plan**

The following description of the LifeLoop 401(k) Profit Sharing Plan (the Plan) for It's Never 2 Late, LLC dba LifeLoop (the Company) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

#### *1. General*

The Plan is a defined contribution plan covering all employees who are age 21 or older, except for certain collectively bargained employees and non-residential aliens. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan Trustees are responsible for oversight of the Plan. The Trustees and investment advisors determine the appropriateness of the Plan's investment offerings, and monitor investment performance.

#### *2. Participant Contributions*

Each year, participants may contribute up to 100 percent of pretax or after tax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. Investment options for participants include mutual funds, collective trust funds and an investment contract with an insurance company. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan after 2 months of credited service unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their rate set at 3 percent of eligible compensation and their contributions are held in the default investment until changed by the participant. Automatic deferral amounts increase each plan year by 1% of plan compensation and shall not cause the automatic deferral amount to exceed 6% of plan compensation. The automatic deferral provisions apply to all current participants who have not entered into a salary deferral election that is at least equal to the automatic deferral amount, 3%. Current participants who have made a salary deferral election that is less than the automatic deferral amount, or who have not made a salary deferral election, are automatically increased to the automatic deferral amount unless the Participant enters into a new Salary Deferral election on or after the effective date of the automatic deferral provisions. The automatic increase is effective on the anniversary of the participant's first automatic deferral contribution. Contributions are subject to certain Internal Revenue Service ("IRS") limitations.

## **LifeLoop 401(k) Profit Sharing Plan**

### Notes to the Financial Statements

December 31, 2024 and 2023

#### 3. *Employer Contributions*

The Company contributes a discretionary tiered match to participants equal to 50 percent of the participant's contribution up to 6 percent of eligible compensation for 2024. The discretionary tiered match is determined by the plan sponsor annually. The Company may also make profit sharing contributions. There were no profit sharing contributions made for the year ended December 31, 2024. Participants direct the Company contribution into various investment options offered by the Plan.

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

#### 5. *Vesting*

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of continuous service. A participant vests 25% after 1 year of service, 50% after 2 years of service, and 100% after 3 years of service and thereafter. A participant vests 100% in employer contributions upon death or becoming disabled.

#### 6. *Notes Receivable From Participants*

Participants may borrow from their fund accounts a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates that range from 4.25 percent to 9.50 percent in 2024 and from 4.25 percent to 9.00 percent in 2023, which are commensurate with local prevailing rates at the time of loan origination as determined by the Plan Administrator monthly at the beginning of the month at the prime rate plus 1 percent. Principal and interest is paid ratably through bi-weekly payroll deductions.

#### 7. *Payment of Benefits*

On termination of service due to death, disability, retirement, or for other reasons a participant may elect to receive a lump-sum amount or installments equal to the value of the participant's vested interest in his or her account, or a direct rollover to another qualified retirement plan. In addition, hardship distributions are permitted if certain criteria are met. Participants may also make an in-service withdrawal after obtaining the age of 59 ½. Participants with vested account balances greater than \$5,000 after termination may defer

## LifeLoop 401(k) Profit Sharing Plan

Notes to the Financial Statements

December 31, 2024 and 2023

their distributions to a later date. Pretax deferral accounts are distributed first and then after tax deferral accounts are distributed.

### 8. *Forfeited Non-Vested Accounts*

As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$23,594 and \$27,468, respectively. These accounts will be used to reduce future employer contributions or to pay for plan administrative expenses. Also, in 2024, employer contributions were reduced by \$25,960 from forfeited non-vested accounts.

### 9. *Plan Termination*

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of a plan termination, all participants would become 100 percent vested in their employer contributions.

## **B. Summary of Accounting Policies**

### 1. *Basis of Accounting*

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

### 2. *Use of Estimates*

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

### 3. *Payment of Benefits*

Benefits are recorded when paid.

### 4. *Investment Valuation and Income Recognition*

Investments are reported at fair value (except for the fully benefit-responsive investment contract, which is reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Trustees determine the Plan's valuation policies utilizing information provided by the investment advisor and custodians. See note D for discussion of fair value measurements.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

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.

#### 5. *Contributions*

Contributions from plan participants and safe harbor matching contributions are recorded in the year in which the employee contributions are withheld from compensation.

#### 6. *Notes Receivable From Participants*

Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as transaction fees and are expensed when incurred.

#### 7. *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 transaction fees. Investment related expenses are included in net appreciation of fair value of investments.

#### 8. *Contributions Receivable and Current Expected Credit Losses*

Historical write-off rates continue to be the basis for the Company's allowance for current expected credit losses. To calculate the reserve, the Company considered the processes surrounding the contributions receivable since the inception of the Plan. The Company has not historically written off the contributions receivables that were accrued at Plan year-end. The Company expects business conditions in 2025, the collection period for the contributions receivables, to remain consistent with current conditions. As a result, the Company has recorded expected credit losses of \$0 as of December 31, 2024 and 2023.

#### 9. *Subsequent Events*

The plan was amended on October 15, 2024, with an effective date of January 1, 2025. The amendment contained the following change:

- Vesting in the Company's matching contribution portion of participant accounts will be full and immediate.

## **LifeLoop 401(k) Profit Sharing Plan**

### Notes to the Financial Statements

December 31, 2024 and 2023

The Plan sponsor elected to terminate the group annuity contract by providing EAICA written notice on July 11, 2025, which will liquidate the Plan's interest in the contract. The Plan sponsor requested all assets be paid out on July 11, 2026. The Plan sponsor has the option to take:

1. A payout at lesser of book value or the market value adjustment.
2. A payout at book value in 12 months.

On July 30, 2025, the Company entered into a participation agreement with an effective date of August 9, 2025, with EvolveHR V, Inc. As part of the agreement, the Company elected to become a participating employer in the EvolveHR Retirement Plan and as a result, the LifeLoop 401(k) Profit Sharing Plan was merged.

Plan management has evaluated subsequent events from the statements of net assets available for benefits date through October 15, 2025, the date the financial statements were available to be issued. There were no other material events noted in the subsequent period that would have impacted results reported herein or require disclosure.

#### **C. Summary of Information Certified by Custodian**

The following information, which is included in the financial statements and ERISA-required supplemental schedule of assets (held at end of year), has been certified as complete and accurate by Empower Trust Company, LLC (ETC) and Empower Annuity Insurance Company of America (EAICA) as of December 31, 2024 and 2023, and for the year ended December 31, 2024, and has not been audited:

##### Statements of Net Assets Available for Benefits

- All information except contributions receivable

##### Statement of Changes in Net Assets Available for Benefits

- Dividends
- Interest
- Net appreciation in fair value of investments
- Other income
- Interest income on notes receivable from participants

##### ERISA-required Supplemental Schedule

- Schedule of Assets (Held at End of Year)

## LifeLoop 401(k) Profit Sharing Plan

Notes to the Financial Statements

December 31, 2024 and 2023

### D. Fair Value Measurements

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

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

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

*Level 2:* Inputs to the valuation methodology include:

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

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

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

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

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

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

*Collective trust funds:* Valued at fair value based on the investment's net asset value per unit. In accordance with fair value measurements and disclosure guidance, the collective trust is reported at the net asset value per unit as a practical expedient. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024				
	(Level 1)	(Level 2)	(Level 3)	Total
Mutual funds	\$ 757,272	-	-	\$ 757,272
Total assets in the fair value hierarchy	757,272	-	-	757,272
Investments measured at net asset value *				3,131,293
Investments at fair value	\$ 757,252	-	-	\$ 3,888,565
Assets at Fair Value as of December 31, 2023				
	(Level 1)	(Level 2)	(Level 3)	Total
Mutual funds	\$ 813,765	-	-	\$ 813,765
Total assets in the fair value hierarchy	813,765	-	-	813,765
Investments measured at net asset value *				2,238,003
Investments at fair value	\$ 813,765	-	-	\$ 3,051,768

\*In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

The following tables summarize investments measured at fair value based on NAV per share as of December 31, 2024 and 2023, respectively.

<b>December 31, 2024</b>	<b>Fair Value</b>	<b>Unfunded Commitment</b>	<b>Redemption Frequency (if currently eligible)</b>	<b>Redemption Notice Period</b>
Putnam Retirement Advantage Trust 2025 Class X	\$ 24,575	n/a	Daily	None
Putnam Retirement Advantage Trust 2030 Class X	\$ 225,603	n/a	Daily	None
Putnam Retirement Advantage Trust 2035 Class X	\$ 659,364	n/a	Daily	None
Putnam Retirement Advantage Trust 2040 Class X	\$ 135,602	n/a	Daily	None
Putnam Retirement Advantage Trust 2045 Class X	\$ 669,139	n/a	Daily	None
Putnam Retirement Advantage Trust 2050 Class X	\$ 687,528	n/a	Daily	None
Putnam Retirement Advantage Trust 2055 Class X	\$ 514,711	n/a	Daily	None
Putnam Retirement Advantage Trust 2060 Class X	\$ 146,926	n/a	Daily	None
Putnam Retirement Advantage Trust 2065 Class X	\$ 67,845	n/a	Daily	None
Total collective trust funds	<u>\$ 3,131,293</u>			

<b>December 31, 2023</b>	<b>Fair Value</b>	<b>Unfunded Commitment</b>	<b>Redemption Frequency (if currently eligible)</b>	<b>Redemption Notice Period</b>
Putnam Retirement Advantage Trust 2025 Class X	\$ 83,295	n/a	Daily	None
Putnam Retirement Advantage Trust 2030 Class X	\$ 169,730	n/a	Daily	None
Putnam Retirement Advantage Trust 2035 Class X	\$ 498,996	n/a	Daily	None
Putnam Retirement Advantage Trust 2040 Class X	\$ 134,601	n/a	Daily	None
Putnam Retirement Advantage Trust 2045 Class X	\$ 490,111	n/a	Daily	None
Putnam Retirement Advantage Trust 2050 Class X	\$ 371,578	n/a	Daily	None
Putnam Retirement Advantage Trust 2055 Class X	\$ 288,680	n/a	Daily	None
Putnam Retirement Advantage Trust 2060 Class X	\$ 93,979	n/a	Daily	None
Putnam Retirement Advantage Trust 2065 Class X	\$ 35,792	n/a	Daily	None
Putnam Retirement Advantage Maturity Fund Class X	\$ 71,241	n/a	Daily	None
Total collective trust funds	<u>\$ 2,238,003</u>			

#### **E. Guaranteed Investment Contract with Empower Annuity Insurance Company of America**

The Plan has entered into a traditional fully benefit-responsive guaranteed investment contract with EAICA, referred to as the Key Guaranteed Portfolio Fund. Assets totaling \$62,858 and \$86,216 as of December 31, 2024 and 2023, respectively, were invested under the contract. EAICA maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The Key Guaranteed Portfolio Fund issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting interest rate is based on the earnings of the underlying assets in the entire medium-long term new portfolio compared to the minimum interest crediting rate, as stated in the contract, and prevailing market conditions. The crediting interest rate is reset quarterly.

Because the Key Guaranteed Portfolio Fund meets the fully benefit-responsive investment contract criteria, the Key Guaranteed Portfolio Fund is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by EAICA, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The plan's ability to receive amounts due in accordance with the fully benefit-responsive investment contract is dependent on the third-party issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments. There are no reserves against contract value for credit risk on the contract issuer or otherwise.

A complete termination of the Plan could limit the ability of the Plan to transact at contract value with the issuer. The plan administrator does not believe that a complete termination of the Plan, which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

The guaranteed investment contract does not provide provisions for the insurance company to terminate the agreement prior to the scheduled maturity date if certain events occur. However, either party to the Key Guaranteed Portfolio Fund may, upon thirty days advance written notice to the other party, declare a contract termination date.

The average yield earned by the Plan for the Key Guaranteed Portfolio Fund can be derived by averaging the quarterly gross interest rates for the fund over the year. The actual average yields earned by the Plan were as follows:

Average yields:	<u>2024</u>	<u>2023</u>
Based on actual earnings	1.41%	1.23%
Based on interest rate credited to participants	1.41%	1.23%

#### **F. 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.

#### **G. Party in Interest Transactions**

Certain Plan investments are shares of mutual funds managed by Empower Retirement, LLC (ER). ETC is the custodian of the Plan's assets and EAICA is the recordkeeper as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

## **LifeLoop 401(k) Profit Sharing Plan**

Notes to the Financial Statements

December 31, 2024 and 2023

EAICA provides certain administrative services to the Plan pursuant to a Master Plan Services Agreement (MSA) between the Company and EAICA. EAICA receives revenue from mutual fund service providers. This revenue is used to offset certain amounts owed to EAICA for its administrative services to the Plan. Fees paid by the Plan for recordkeeping services amounted to \$18,264 for the year ended December 31, 2024, and are included in net appreciation in fair value of investments.

If revenue received by EAICA from such mutual fund service providers exceeds the amount owed under the MSA, EAICA remits the excess to the Plan's trust on a quarterly basis. Such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of the participants. During 2023, there was \$12,621 in excess amounts remitted to the Plan of which \$12,463 was used to pay plan expenses and \$158 is included in other income. The Plan or Plan Sponsor may make a payment to EAICA for administrative expenses not covered by revenue sharing.

### **H. Tax Status**

The IRS has informed the Plan Sponsor by advisory opinion letter dated June 30, 2020, that the pre-approved plan adopted by the Plan Sponsor and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the advisory opinion, 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. Thus, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require 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 likely than not would not be sustained upon examination by the U.S. Federal and State of Colorado taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

### **I. Plan Amendment**

The plan was amended on December 2, 2023, with an effective date of January 1, 2024. The amendment contained the following changes:

- The employer name changed to It's Never 2 Late, LLC dba LifeLoop.
- The name of the plan changed to LifeLoop LLC 401(k) Profit Sharing Plan
- The eligibility and service requirements changed to specify no minimum service requirements for participation in the plan for deferrals and matching contributions.
- The entry date for eligible employees has changed to monthly; the first day of each calendar month and the date shall coincide with or next following month after satisfaction of the minimum age requirement.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

- The automatic contribution arrangement has changed to include automatic increases in deferral amounts. Automatic deferral amounts increase each plan year by 1% of plan compensation and shall not cause the automatic deferral amount to exceed 6% of plan compensation. The automatic deferral provisions apply to all current participants who have not entered into a salary deferral election that is at least equal to the automatic deferral amount, 3%. Current participants who have made a salary deferral election that is less than the automatic deferral amount, or who have not made a salary deferral election, are automatically be increased to the automatic deferral amount unless the Participant enters into a new Salary Deferral election on or after the effective date of the automatic deferral provisions. The automatic increase is effective on the anniversary of the participant's first automatic deferral contribution.
- Vesting in the Company's contribution portion of their accounts is based on years of continuous service. The schedule changed to the following provisions: A participant vests 25% after 1 year of service, 50% after 2 years of service, and 100% after 3 years of service and thereafter.

The plan was amended on March 22, 2024, with an effective date of March 1, 2024. The amendment contained the following change:

- The name of the plan changed to LifeLoop 401(k) Profit Sharing Plan.

The plan was amended on July 19, 2024, with an effective date of July 19, 2024. The amendment contained the following change:

- In addition to It's Never 2 Late LLC dba LifeLoop, the primary employer maintaining the plan, the following employers are also maintaining the plan: LifeLoop, LLC, and Linked Senior Inc.

#### J. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 4,001,032	\$ 3,180,106
Less: employer contributions receivable at end of year	(8,940)	(13,937)
Net assets available for benefits per the Form 5500	<u>\$ 3,992,092</u>	<u>\$ 3,166,169</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2024:

	2024
Net increase in net assets available for benefits per financial statements	\$ 820,926
Add: employer contributions receivable at beginning of year	13,937
Less: employer contributions receivable at end of year	(8,940)
Net increase in net assets available for benefits per the Form	<u>\$ 825,923</u>

**LifeLoop 401(k) Profit Sharing Plan**

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2024

EIN:84-1507580

Plan # 001

(a)	(b)	(c)	(e)
Identity of issuer, borrower, lessor, or similar party	Description of investment		Current value
Fidelity	Fidelity 500 Index Fund		\$ 311,555
Fidelity	Fidelity International Index Fund		77,016
Fidelity	Fidelity Mid Cap Index		89,783
Fidelity	Fidelity Small Cap Index		55,274
JP Morgan	JP Morgan Large Cap Growth R6		133,858
JP Morgan	JP Morgan Core Bond R6		15,162
PGIM, Inc.	PGIM US Real Estate Fund R6		9,141
PIMCO Investments, LLC	PIMCO All Asset Institutional Fund		104
PIMCO Investments, LLC	PIMCO Income Institutional Fund		23,463
Putnam	Putnam Large Cap Value Fund R6		4,830
Putnam	Putnam Retirement Advantage Trust 2025 Class X		24,575
Putnam	Putnam Retirement Advantage Trust 2030 Class X		225,603
Putnam	Putnam Retirement Advantage Trust 2035 Class X		659,364
Putnam	Putnam Retirement Advantage Trust 2040 Class X		135,602
Putnam	Putnam Retirement Advantage Trust 2045 Class X		669,139
Putnam	Putnam Retirement Advantage Trust 2050 Class X		687,528
Putnam	Putnam Retirement Advantage Trust 2055 Class X		514,711
Putnam	Putnam Retirement Advantage Trust 2060 Class X		146,926
Putnam	Putnam Retirement Advantage Trust 2065 Class X		67,845
Putnam	Putnam Retirement Advantage Maturity Fund Class X		—
* Empower	Key Guaranteed Portfolio Fund		62,858
Massachusetts Financial Services Company	MFS International Diversification Fund R6		37,086
* Participant Loans	Notes receivable from participants (interest rates ranging from 4.25% to 9.50%)		40,669
	Total investments		\$ <u>3,992,092</u>

\* Represents a party in interest as defined by ERISA.

See accompanying independent auditor's report.

**LifeLoop 401(k) Profit Sharing Plan**

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions  
For the Year Ended December 31, 2024

EIN:84-1507580

Plan # 001

		<b>Participant Contributions Transferred Late to Plan</b>		<b>Total that Constitute Nonexempt Prohibited Transactions</b>		
<b>Year</b>	<b>Check here if Late Participant Loan Repayments are included: <input checked="" type="checkbox"/></b>	<b>Contributions Not Corrected</b>	<b>Contributions Corrected</b>	<b>Contributions Corrected Outside VFCP</b>	<b>Contributions Pending Correction in VFCP</b>	<b>Total Fully Corrected Under VFCP and PTE 2002-51</b>
* 2023	\$	348,545	\$ 348,545	\$ -	\$ -	\$ -
* 2024	\$	30,088	\$ 30,088	\$ -	\$ -	\$ -

\* Represents a party in interest as defined by ERISA.  
See accompanying independent auditor's report.



**LifeLoop 401(k) Profit Sharing Plan**

Financial Statements

December 31, 2024 and 2023

(With Independent Auditor's Reports Thereon)

## Index

	Page
Independent Auditor's Report	3
Financial Statements	
Statements of Net Assets Available for Benefits	7
Statement of Changes in Net Assets Available for Benefits	8
Notes to the Financial Statements	9
ERISA- Required Supplemental Schedules	
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)	20
Schedule H, Line 4a – Schedule of Delinquent Participant Contributions	21



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## INDEPENDENT AUDITOR'S REPORT

To the Trustees of the LifeLoop 401(k) Profit Sharing Plan:

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the 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 Empower Trust Company, LLC and Empower Annuity Insurance Company of America, both qualified institutions, as of December 31, 2024 and 2023, and for the year ended December 31, 2024, stating that the certified investment information, as described in Note C to the financial statements, is complete and accurate.

### *Opinion*

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the 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 (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical



requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

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

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

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

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

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

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

In performing the audits in accordance with GAAS, 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.



- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan’s ability to continue as a going concern for a reasonable period of time.

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

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

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

#### ***Supplemental Schedules Required by ERISA***

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

In our opinion—

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.



- the information in the supplemental 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).

*K Financial*

Louisville, CO  
October 15, 2025

**LifeLoop 401(k) Profit Sharing Plan**  
 Statements of Net Assets Available for Benefits  
 December 31, 2024 and 2023

	<b>2024</b>	<b>2023</b>
<b>Assets</b>		
Investments, at fair value:		
Mutual funds	\$ 757,272	\$ 813,765
Collective trust funds	3,131,293	2,238,003
Investment contract with insurance company, at contract value	62,858	86,216
Total investments	3,951,423	3,137,984
Receivables:		
Employer contributions, net of current expected credit losses of (\$0) in 2024 and 2023	8,940	13,937
Notes receivable from participants	40,669	28,185
Total receivables	49,609	42,122
Net assets available for benefits	\$ 4,001,032	\$ 3,180,106

See accompanying notes to financial statements.

## LifeLoop 401(k) Profit Sharing Plan

### Statement of Changes in Net Assets Available for Benefits

Year ended December 31, 2024

	<u>2024</u>
Additions to net assets attributed to:	
Investment income:	
Dividends	\$ 15,297
Interest	1,196
Net appreciation in fair value	530,038
Other income	<u>158</u>
Total investment income	<u>546,689</u>
Interest income on notes receivable from participants	2,183
Contributions:	
Employer	263,816
Participants	789,358
Rollovers	<u>58,351</u>
Total contributions	<u>1,111,525</u>
Total additions	1,660,397
Deductions from net assets attributed to:	
Benefits paid to participants	801,824
Administrative expenses	32,077
Transaction fees	<u>5,570</u>
Total deductions	<u>839,471</u>
Net increase	820,926
Net assets available for benefits:	
Beginning of year	<u>3,180,106</u>
End of year	<u>\$ 4,001,032</u>

See accompanying notes to financial statements.

## **LifeLoop 401(k) Profit Sharing Plan**

Notes to the Financial Statements

December 31, 2024 and 2023

### **A. Description of Plan**

The following description of the LifeLoop 401(k) Profit Sharing Plan (the Plan) for It's Never 2 Late, LLC dba LifeLoop (the Company) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

#### *1. General*

The Plan is a defined contribution plan covering all employees who are age 21 or older, except for certain collectively bargained employees and non-residential aliens. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan Trustees are responsible for oversight of the Plan. The Trustees and investment advisors determine the appropriateness of the Plan's investment offerings, and monitor investment performance.

#### *2. Participant Contributions*

Each year, participants may contribute up to 100 percent of pretax or after tax annual compensation, as defined in the Plan. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans (rollover). Participants direct the investment of their contributions into various investment options offered by the Plan. Investment options for participants include mutual funds, collective trust funds and an investment contract with an insurance company. The Plan includes an auto-enrollment provision whereby all newly eligible employees are automatically enrolled in the Plan after 2 months of credited service unless they affirmatively elect not to participate in the Plan. Automatically enrolled participants have their rate set at 3 percent of eligible compensation and their contributions are held in the default investment until changed by the participant. Automatic deferral amounts increase each plan year by 1% of plan compensation and shall not cause the automatic deferral amount to exceed 6% of plan compensation. The automatic deferral provisions apply to all current participants who have not entered into a salary deferral election that is at least equal to the automatic deferral amount, 3%. Current participants who have made a salary deferral election that is less than the automatic deferral amount, or who have not made a salary deferral election, are automatically increased to the automatic deferral amount unless the Participant enters into a new Salary Deferral election on or after the effective date of the automatic deferral provisions. The automatic increase is effective on the anniversary of the participant's first automatic deferral contribution. Contributions are subject to certain Internal Revenue Service ("IRS") limitations.

## **LifeLoop 401(k) Profit Sharing Plan**

### Notes to the Financial Statements

December 31, 2024 and 2023

#### 3. *Employer Contributions*

The Company contributes a discretionary tiered match to participants equal to 50 percent of the participant's contribution up to 6 percent of eligible compensation for 2024. The discretionary tiered match is determined by the plan sponsor annually. The Company may also make profit sharing contributions. There were no profit sharing contributions made for the year ended December 31, 2024. Participants direct the Company contribution into various investment options offered by the Plan.

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

#### 5. *Vesting*

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's contribution portion of their accounts is based on years of continuous service. A participant vests 25% after 1 year of service, 50% after 2 years of service, and 100% after 3 years of service and thereafter. A participant vests 100% in employer contributions upon death or becoming disabled.

#### 6. *Notes Receivable From Participants*

Participants may borrow from their fund accounts a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50 percent of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates that range from 4.25 percent to 9.50 percent in 2024 and from 4.25 percent to 9.00 percent in 2023, which are commensurate with local prevailing rates at the time of loan origination as determined by the Plan Administrator monthly at the beginning of the month at the prime rate plus 1 percent. Principal and interest is paid ratably through bi-weekly payroll deductions.

#### 7. *Payment of Benefits*

On termination of service due to death, disability, retirement, or for other reasons a participant may elect to receive a lump-sum amount or installments equal to the value of the participant's vested interest in his or her account, or a direct rollover to another qualified retirement plan. In addition, hardship distributions are permitted if certain criteria are met. Participants may also make an in-service withdrawal after obtaining the age of 59 ½. Participants with vested account balances greater than \$5,000 after termination may defer

## LifeLoop 401(k) Profit Sharing Plan

Notes to the Financial Statements

December 31, 2024 and 2023

their distributions to a later date. Pretax deferral accounts are distributed first and then after tax deferral accounts are distributed.

### 8. *Forfeited Non-Vested Accounts*

As of December 31, 2024 and 2023, forfeited non-vested accounts totaled \$23,594 and \$27,468, respectively. These accounts will be used to reduce future employer contributions or to pay for plan administrative expenses. Also, in 2024, employer contributions were reduced by \$25,960 from forfeited non-vested accounts.

### 9. *Plan Termination*

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of a plan termination, all participants would become 100 percent vested in their employer contributions.

## **B. Summary of Accounting Policies**

### 1. *Basis of Accounting*

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

### 2. *Use of Estimates*

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

### 3. *Payment of Benefits*

Benefits are recorded when paid.

### 4. *Investment Valuation and Income Recognition*

Investments are reported at fair value (except for the fully benefit-responsive investment contract, which is reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Trustees determine the Plan's valuation policies utilizing information provided by the investment advisor and custodians. See note D for discussion of fair value measurements.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

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.

#### 5. *Contributions*

Contributions from plan participants and safe harbor matching contributions are recorded in the year in which the employee contributions are withheld from compensation.

#### 6. *Notes Receivable From Participants*

Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as transaction fees and are expensed when incurred.

#### 7. *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 transaction fees. Investment related expenses are included in net appreciation of fair value of investments.

#### 8. *Contributions Receivable and Current Expected Credit Losses*

Historical write-off rates continue to be the basis for the Company's allowance for current expected credit losses. To calculate the reserve, the Company considered the processes surrounding the contributions receivable since the inception of the Plan. The Company has not historically written off the contributions receivables that were accrued at Plan year-end. The Company expects business conditions in 2025, the collection period for the contributions receivables, to remain consistent with current conditions. As a result, the Company has recorded expected credit losses of \$0 as of December 31, 2024 and 2023.

#### 9. *Subsequent Events*

The plan was amended on October 15, 2024, with an effective date of January 1, 2025. The amendment contained the following change:

- Vesting in the Company's matching contribution portion of participant accounts will be full and immediate.

## **LifeLoop 401(k) Profit Sharing Plan**

### Notes to the Financial Statements

December 31, 2024 and 2023

The Plan sponsor elected to terminate the group annuity contract by providing EAICA written notice on July 11, 2025, which will liquidate the Plan's interest in the contract. The Plan sponsor requested all assets be paid out on July 11, 2026. The Plan sponsor has the option to take:

1. A payout at lesser of book value or the market value adjustment.
2. A payout at book value in 12 months.

On July 30, 2025, the Company entered into a participation agreement with an effective date of August 9, 2025, with EvolveHR V, Inc. As part of the agreement, the Company elected to become a participating employer in the EvolveHR Retirement Plan and as a result, the LifeLoop 401(k) Profit Sharing Plan was merged.

Plan management has evaluated subsequent events from the statements of net assets available for benefits date through October 15, 2025, the date the financial statements were available to be issued. There were no other material events noted in the subsequent period that would have impacted results reported herein or require disclosure.

#### **C. Summary of Information Certified by Custodian**

The following information, which is included in the financial statements and ERISA-required supplemental schedule of assets (held at end of year), has been certified as complete and accurate by Empower Trust Company, LLC (ETC) and Empower Annuity Insurance Company of America (EAICA) as of December 31, 2024 and 2023, and for the year ended December 31, 2024, and has not been audited:

##### Statements of Net Assets Available for Benefits

- All information except contributions receivable

##### Statement of Changes in Net Assets Available for Benefits

- Dividends
- Interest
- Net appreciation in fair value of investments
- Other income
- Interest income on notes receivable from participants

##### ERISA-required Supplemental Schedule

- Schedule of Assets (Held at End of Year)

## LifeLoop 401(k) Profit Sharing Plan

Notes to the Financial Statements

December 31, 2024 and 2023

### D. Fair Value Measurements

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

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

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

*Level 2:* Inputs to the valuation methodology include:

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

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

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

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

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

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

*Collective trust funds:* Valued at fair value based on the investment's net asset value per unit. In accordance with fair value measurements and disclosure guidance, the collective trust is reported at the net asset value per unit as a practical expedient. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2024 and 2023:

Assets at Fair Value as of December 31, 2024				
	(Level 1)	(Level 2)	(Level 3)	Total
Mutual funds	\$ 757,272	-	-	\$ 757,272
Total assets in the fair value hierarchy	757,272	-	-	757,272
Investments measured at net asset value *				3,131,293
Investments at fair value	\$ 757,252	-	-	\$ 3,888,565
Assets at Fair Value as of December 31, 2023				
	(Level 1)	(Level 2)	(Level 3)	Total
Mutual funds	\$ 813,765	-	-	\$ 813,765
Total assets in the fair value hierarchy	813,765	-	-	813,765
Investments measured at net asset value *				2,238,003
Investments at fair value	\$ 813,765	-	-	\$ 3,051,768

\*In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

The following tables summarize investments measured at fair value based on NAV per share as of December 31, 2024 and 2023, respectively.

<b>December 31, 2024</b>	<b>Fair Value</b>	<b>Unfunded Commitment</b>	<b>Redemption Frequency (if currently eligible)</b>	<b>Redemption Notice Period</b>
Putnam Retirement Advantage Trust 2025 Class X	\$ 24,575	n/a	Daily	None
Putnam Retirement Advantage Trust 2030 Class X	\$ 225,603	n/a	Daily	None
Putnam Retirement Advantage Trust 2035 Class X	\$ 659,364	n/a	Daily	None
Putnam Retirement Advantage Trust 2040 Class X	\$ 135,602	n/a	Daily	None
Putnam Retirement Advantage Trust 2045 Class X	\$ 669,139	n/a	Daily	None
Putnam Retirement Advantage Trust 2050 Class X	\$ 687,528	n/a	Daily	None
Putnam Retirement Advantage Trust 2055 Class X	\$ 514,711	n/a	Daily	None
Putnam Retirement Advantage Trust 2060 Class X	\$ 146,926	n/a	Daily	None
Putnam Retirement Advantage Trust 2065 Class X	\$ 67,845	n/a	Daily	None
Total collective trust funds	<u>\$ 3,131,293</u>			

<b>December 31, 2023</b>	<b>Fair Value</b>	<b>Unfunded Commitment</b>	<b>Redemption Frequency (if currently eligible)</b>	<b>Redemption Notice Period</b>
Putnam Retirement Advantage Trust 2025 Class X	\$ 83,295	n/a	Daily	None
Putnam Retirement Advantage Trust 2030 Class X	\$ 169,730	n/a	Daily	None
Putnam Retirement Advantage Trust 2035 Class X	\$ 498,996	n/a	Daily	None
Putnam Retirement Advantage Trust 2040 Class X	\$ 134,601	n/a	Daily	None
Putnam Retirement Advantage Trust 2045 Class X	\$ 490,111	n/a	Daily	None
Putnam Retirement Advantage Trust 2050 Class X	\$ 371,578	n/a	Daily	None
Putnam Retirement Advantage Trust 2055 Class X	\$ 288,680	n/a	Daily	None
Putnam Retirement Advantage Trust 2060 Class X	\$ 93,979	n/a	Daily	None
Putnam Retirement Advantage Trust 2065 Class X	\$ 35,792	n/a	Daily	None
Putnam Retirement Advantage Maturity Fund Class X	\$ 71,241	n/a	Daily	None
Total collective trust funds	<u>\$ 2,238,003</u>			

#### **E. Guaranteed Investment Contract with Empower Annuity Insurance Company of America**

The Plan has entered into a traditional fully benefit-responsive guaranteed investment contract with EAICA, referred to as the Key Guaranteed Portfolio Fund. Assets totaling \$62,858 and \$86,216 as of December 31, 2024 and 2023, respectively, were invested under the contract. EAICA maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The Key Guaranteed Portfolio Fund issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting interest rate is based on the earnings of the underlying assets in the entire medium-long term new portfolio compared to the minimum interest crediting rate, as stated in the contract, and prevailing market conditions. The crediting interest rate is reset quarterly.

Because the Key Guaranteed Portfolio Fund meets the fully benefit-responsive investment contract criteria, the Key Guaranteed Portfolio Fund is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by EAICA, represents contributions made under the contract, plus earnings, less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value.

The plan's ability to receive amounts due in accordance with the fully benefit-responsive investment contract is dependent on the third-party issuer's ability to meet its financial obligations. The issuer's ability to meet its contractual obligations may be affected by future economic and regulatory developments. There are no reserves against contract value for credit risk on the contract issuer or otherwise.

A complete termination of the Plan could limit the ability of the Plan to transact at contract value with the issuer. The plan administrator does not believe that a complete termination of the Plan, which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

The guaranteed investment contract does not provide provisions for the insurance company to terminate the agreement prior to the scheduled maturity date if certain events occur. However, either party to the Key Guaranteed Portfolio Fund may, upon thirty days advance written notice to the other party, declare a contract termination date.

The average yield earned by the Plan for the Key Guaranteed Portfolio Fund can be derived by averaging the quarterly gross interest rates for the fund over the year. The actual average yields earned by the Plan were as follows:

Average yields:	<u>2024</u>	<u>2023</u>
Based on actual earnings	1.41%	1.23%
Based on interest rate credited to participants	1.41%	1.23%

#### **F. 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.

#### **G. Party in Interest Transactions**

Certain Plan investments are shares of mutual funds managed by Empower Retirement, LLC (ER). ETC is the custodian of the Plan's assets and EAICA is the recordkeeper as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions.

## **LifeLoop 401(k) Profit Sharing Plan**

### Notes to the Financial Statements

December 31, 2024 and 2023

EAICA provides certain administrative services to the Plan pursuant to a Master Plan Services Agreement (MSA) between the Company and EAICA. EAICA receives revenue from mutual fund service providers. This revenue is used to offset certain amounts owed to EAICA for its administrative services to the Plan. Fees paid by the Plan for recordkeeping services amounted to \$18,264 for the year ended December 31, 2024, and are included in net appreciation in fair value of investments.

If revenue received by EAICA from such mutual fund service providers exceeds the amount owed under the MSA, EAICA remits the excess to the Plan's trust on a quarterly basis. Such amounts may be applied to pay Plan administrative expenses or allocated to the accounts of the participants. During 2023, there was \$12,621 in excess amounts remitted to the Plan of which \$12,463 was used to pay plan expenses and \$158 is included in other income. The Plan or Plan Sponsor may make a payment to EAICA for administrative expenses not covered by revenue sharing.

#### **H. Tax Status**

The IRS has informed the Plan Sponsor by advisory opinion letter dated June 30, 2020, that the pre-approved plan adopted by the Plan Sponsor and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the advisory opinion, 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. Thus, no provision for income taxes has been included in the Plan's financial statements.

Accounting principles generally accepted in the United States of America require 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 likely than not would not be sustained upon examination by the U.S. Federal and State of Colorado taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

#### **I. Plan Amendment**

The plan was amended on December 2, 2023, with an effective date of January 1, 2024. The amendment contained the following changes:

- The employer name changed to It's Never 2 Late, LLC dba LifeLoop.
- The name of the plan changed to LifeLoop LLC 401(k) Profit Sharing Plan
- The eligibility and service requirements changed to specify no minimum service requirements for participation in the plan for deferrals and matching contributions.
- The entry date for eligible employees has changed to monthly; the first day of each calendar month and the date shall coincide with or next following month after satisfaction of the minimum age requirement.

## LifeLoop 401(k) Profit Sharing Plan

### Notes to the Financial Statements

December 31, 2024 and 2023

- The automatic contribution arrangement has changed to include automatic increases in deferral amounts. Automatic deferral amounts increase each plan year by 1% of plan compensation and shall not cause the automatic deferral amount to exceed 6% of plan compensation. The automatic deferral provisions apply to all current participants who have not entered into a salary deferral election that is at least equal to the automatic deferral amount, 3%. Current participants who have made a salary deferral election that is less than the automatic deferral amount, or who have not made a salary deferral election, are automatically be increased to the automatic deferral amount unless the Participant enters into a new Salary Deferral election on or after the effective date of the automatic deferral provisions. The automatic increase is effective on the anniversary of the participant's first automatic deferral contribution.
- Vesting in the Company's contribution portion of their accounts is based on years of continuous service. The schedule changed to the following provisions: A participant vests 25% after 1 year of service, 50% after 2 years of service, and 100% after 3 years of service and thereafter.

The plan was amended on March 22, 2024, with an effective date of March 1, 2024. The amendment contained the following change:

- The name of the plan changed to LifeLoop 401(k) Profit Sharing Plan.

The plan was amended on July 19, 2024, with an effective date of July 19, 2024. The amendment contained the following change:

- In addition to It's Never 2 Late LLC dba LifeLoop, the primary employer maintaining the plan, the following employers are also maintaining the plan: LifeLoop, LLC, and Linked Senior Inc.

### J. Reconciliation of Financial Statements to Form 5500

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

	2024	2023
Net assets available for benefits per the financial statements	\$ 4,001,032	\$ 3,180,106
Less: employer contributions receivable at end of year	(8,940)	(13,937)
Net assets available for benefits per the Form 5500	<u>\$ 3,992,092</u>	<u>\$ 3,166,169</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2024:

	2024
Net increase in net assets available for benefits per financial statements	\$ 820,926
Add: employer contributions receivable at beginning of year	13,937
Less: employer contributions receivable at end of year	(8,940)
Net increase in net assets available for benefits per the Form	<u>\$ 825,923</u>

**LifeLoop 401(k) Profit Sharing Plan**

Schedule H, Line 4i – Schedule of Assets (Held at End of Year)

December 31, 2024

EIN:84-1507580

Plan # 001

(a)	(b)	(c)	(e)
<b>Identity of issuer, borrower, lessor, or similar party</b>	<b>Description of investment</b>		<b>Current value</b>
Fidelity	Fidelity 500 Index Fund		\$ 311,555
Fidelity	Fidelity International Index Fund		77,016
Fidelity	Fidelity Mid Cap Index		89,783
Fidelity	Fidelity Small Cap Index		55,274
JP Morgan	JP Morgan Large Cap Growth R6		133,858
JP Morgan	JP Morgan Core Bond R6		15,162
PGIM, Inc.	PGIM US Real Estate Fund R6		9,141
PIMCO Investments, LLC	PIMCO All Asset Institutional Fund		104
PIMCO Investments, LLC	PIMCO Income Institutional Fund		23,463
Putnam	Putnam Large Cap Value Fund R6		4,830
Putnam	Putnam Retirement Advantage Trust 2025 Class X		24,575
Putnam	Putnam Retirement Advantage Trust 2030 Class X		225,603
Putnam	Putnam Retirement Advantage Trust 2035 Class X		659,364
Putnam	Putnam Retirement Advantage Trust 2040 Class X		135,602
Putnam	Putnam Retirement Advantage Trust 2045 Class X		669,139
Putnam	Putnam Retirement Advantage Trust 2050 Class X		687,528
Putnam	Putnam Retirement Advantage Trust 2055 Class X		514,711
Putnam	Putnam Retirement Advantage Trust 2060 Class X		146,926
Putnam	Putnam Retirement Advantage Trust 2065 Class X		67,845
Putnam	Putnam Retirement Advantage Maturity Fund Class X		—
* Empower	Key Guaranteed Portfolio Fund		62,858
Massachusetts Financial Services Company	MFS International Diversification Fund R6		37,086
* Participant Loans	Notes receivable from participants (interest rates ranging from 4.25% to 9.50%)		40,669
	<b>Total investments</b>		<b>\$ 3,992,092</b>

\* Represents a party in interest as defined by ERISA.

See accompanying independent auditor's report.

**LifeLoop 401(k) Profit Sharing Plan**

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions  
For the Year Ended December 31, 2024

EIN:84-1507580

Plan # 001

Year	Participant Contributions Transferred Late to Plan		Total that Constitute Nonexempt Prohibited Transactions		
	Check here if Late Participant Loan Repayments are included: <input checked="" type="checkbox"/>	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
* 2023	\$ 348,545	\$ 348,545	\$ -	\$ -	\$ -
* 2024	\$ 30,088	\$ 30,088	\$ -	\$ -	\$ -

\* Represents a party in interest as defined by ERISA.  
See accompanying independent auditor's report.