

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

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

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

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

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

Part II Basic Plan Information—enter all requested information

1a Name of plan: SMC MANAGEMENT, INC
1b Three-digit plan number (PN): 501
1c Effective date of plan: 06/01/2021
2a Plan sponsor's name (employer, if for a single-employer plan): SMC MANAGEMENT, INC
2b Employer Identification Number (EIN): 27-1119051
2c Plan Sponsor's telephone number: 301-371-8565
2d Business code (see instructions): 551112

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 plan administrator, employer/plan sponsor, and DFE.

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

Form 5500 (2024) v. 240311

<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 <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	121
<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.....	<b>6a(1)</b>	121
	<b>6a(2)</b>	121
	<b>6b</b>	0
	<b>6c</b>	0
	<b>6d</b>	121
	<b>6e</b>	0
	<b>6f</b>	121
	<b>6g(1)</b>	0
<b>6g(2)</b>	0	
<b>6h</b>	0	
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	0

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:  
4B

<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 type="checkbox"/> Trust	(3) <input type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> General assets of the sponsor

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

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

---

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

---

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

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

---

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

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

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

---



SMC Management Inc.  
 8305 Bolivar Road  
 Middletown, MD 21769  
 10-29-25

U.S. Department of Labor  
 Employee Benefits Security Administration  
 Delinquent Filer Voluntary Compliance Program

Subject: Request for Consideration and Fee Reduction under DFVCP  
 Plan Name: Group Life Insurance Plan  
 Plan Number: OMB no: 1210-0110  
 EIN:27-111-9051  
 Plan Years: 2021-2024

Dear DFVCP Administrator,

We are submitting the delinquent Form 5500 filings for the South Mountain Creamery Group Life Insurance Plan under the Delinquent Filer Voluntary Compliance Program (DFVCP).

This plan provides employer-paid basic life insurance coverage of \$10,000 for all full-time employees. It is the only welfare benefit plan sponsored by the company that meets the filing threshold of 100 or more participants. All other lines of coverage (medical, dental, vision, etc.) have enrollment under 100 and are not subject to the Form 5500 filing requirement.

Unfortunately, during a transition in our Human Resources department, responsibility for benefit plan compliance shifted, and the Form 5500 filing process was focused solely on our 401(k) plan. While the 401(k) filings were completed timely, the separate requirement to file for the group life insurance plan was inadvertently overlooked.

As soon as this oversight was discovered, we obtained the necessary Schedule A from our insurance carrier and have now filed the delinquent Form 5500(s) through EFAST2, marked as Delinquent – DFVCP, in order to bring the plan fully up to date and compliant.

We want to emphasize that this was a good-faith administrative oversight, there was no intentional failure to file, no participant harm, and the plan has always remained fully insured and in good standing. We respectfully request that the Department consider a reduction or waiver of DFVCP fees for the prior plan years in light of these circumstances and our prompt corrective action.

We are committed to maintaining timely Form 5500 filings going forward and have implemented internal review procedures to ensure future compliance.

Thank you for your time and understanding. Please let us know if any further information or documentation is needed.

Sincerely,  
 Abby Brusco  
 Accounting & Payroll Administrator  
 SMC Management Inc.  
 abby.brusco@smcdairy.com  
 Office: 240-575-5539



2330 Molly Pitcher Highway  
 Chambersburg, PA 17202  
 717-748-4040

8305 Bolivar Road  
 Middletown, MD 21769  
 301-371-8565

8305 Bolivar Road  
 Middletown, MD 21769  
 301-371-8565

July 26, 2021

ATTENTION: ABBY BRUSCO  
SMC MANAGEMENT, INC.  
8305 BOLIVAR ROAD  
MIDDLETOWN, MD 21769

The Employee Retirement Income Security Act of 1974 ("ERISA") requires an annual financial report on employee welfare benefit plans and pension benefit plans which cover 100 or more participants at the beginning of the plan year and are subject to ERISA. The administrator of such a plan is required to file an annual report on I.R.S./DOL Form 5500, including the accompanying Schedule A, with the Employee Benefits Security Administration.

Your Metropolitan Life Insurance Company ("MetLife") employee welfare benefit plan may be subject to ERISA's annual reporting requirements and MetLife is therefore providing you with the information needed to complete Schedule A of Form 5500. The attached report is not an actual Schedule A form and should not be attached to the Form 5500 for regulatory filing. The information should be forwarded to the person who will be completing your annual filing. The information is taken from the data MetLife maintains within its normal business records and is, to the best of MetLife's knowledge and belief, complete and accurate.

Part I, Section 2 of this report lists the compensation paid to intermediaries related to your plan. Intermediaries may include brokers, consultants, agents and third-party administrators. There are several categories of compensation that may be paid to an intermediary. For your reference, the categories of compensation are listed below.

- Base Commissions - Base commissions are generally paid to an intermediary on a monthly basis and are usually calculated as a percentage of premium. Base commissions are typically factored into the cost of the customer's plan.
- Supplemental Compensation - Supplemental compensation may be paid to qualifying intermediaries based on an intermediary's new business or total inforce premium for a specified year. It is not MetLife's practice to specifically factor supplemental compensation into the cost of customer's plan. Supplemental compensation is factored into the price structure of MetLife's institutional business products.
- Fees - Fees may include payments made to intermediaries for services such as administration, communication, enrollment, billing, eligibility, recordkeeping, printing and mailing. Fees may be directly charged to the customer's plan.
- Award - If your intermediary received an award (such as travel or a gift) from MetLife, MetLife allocated the value of the award to all plans that were considered in the qualification criteria proportionately.

Note, the non-monetary compensation amount included in the Schedule A, Fees Paid section of the enclosed report is based on the calendar year tracking of all individual gifts or items of non-monetary compensation such as dinners, tickets for shows or other entertainment events, membership dues, hotels, equal to or greater than \$10, that are given to or provided directly or indirectly to brokers, producers, and other insurance intermediaries and/or their spouses, companions or family members. This information is tracked and aggregated at the brokerage firm or company level. The total value is divided by the total number of active contracts or policies in place with that firm for that year except for items relating directly to a specific customer or customers (which are reported to the specific customer(s)). This allocation is reported on the Schedule A reports for all ERISA customers who are part of a given broker firm's book of business.

Before submitting the Schedule A with your annual report to the Employee Benefits Security Administration, in addition to the information MetLife has provided, you should enter in the Schedule the appropriate name of the plan, three-digit plan number and employer identification number in the appropriate spaces immediately preceding Part I.

You may also wish to consult with your counsel concerning any need for attaching an opinion by an independent qualified public accountant.

This letter, together with your copy of the complete annual report should be retained for at least the 6-year period required by ERISA.

\* The Gross Dealer Concession is based on premiums received and represents the total compensation and fees paid by the Insurance Company to the selling firm for the coverage used to fund the plan. Your representative(s) received payments subject to selling agreements that they have with the selling firm. The remaining compensation is used by the distributor or selling firm to pay other expenses, including Management Compensation, Conference expenses, etc. The Gross Dealer Concession includes the Commission Paid which is listed separately. The Metropolitan Life Insurance Company attests that the foregoing statement is complete and accurate to the best of its knowledge, information, and belief.

If you have any questions please contact your MetLife Account Representative:

MEIKO CREWS-SHAW, +1 (813)673-3656 or 800-ASK-4-MET and MetLife will assist you in obtaining this information.

MetLife appreciates your business.

**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.

- ▶ **File as an attachment to Form 5500**
- ▶ Insurance companies are required to provide this information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

**2020****This Form is Open to  
Public Inspection.**For calendar plan year 2020 or fiscal plan year beginning **06/01/2020** , and ending **05/31/2021**

<b>A</b> Name of plan	<b>B</b> Three digit plan number ▶
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>SMC MANAGEMENT, INC.</b>	<b>D</b> Employer Identification Number

**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 can be reported on a single Schedule A

**1 Coverage:**

(a) Name of insurance carrier

**METROPOLITAN LIFE INSURANCE COMPANY**

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
<b>13-5581829</b>	<b>65978</b>	<b>5481530</b>	<b>121</b>	<b>06/01/2020</b>	<b>05/31/2021</b>

- 2** Insurance fees and commissions paid to agents, brokers and other persons. Enter the total fees and total commissions below and list agents, brokers and other persons individually in descending order of the amount paid in the items on the following page(s) in Part 1.

**Totals \***

Total amount of commissions paid	Total Fees Paid / amount
<b>130</b>	<b>432</b>

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500. V7.2 Schedule A (Form 5500) 2020

**Part II**

Official Use Only

(a) Name and address of the agents, brokers or other persons to whom commissions or fees were paid						
Name: MATHER BENEFIT ADMINISTRATORS, LLC						
Address: 10540 YORK RD			City: COCKEYSVILLE		ST: MD ZIP: 21030-2300	
Commissions Paid			Fees Paid			Organization
Coverage	Amount	Purpose	Coverage	Amount	Purpose	code
Multiple	130	Base Commissions	Multiple	432	Admin Fees	05
	130	<b>Sub-total</b>		432	<b>Sub-total</b>	

**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 organization(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. 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.

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

<b>a</b>	<input type="checkbox"/>	Health (other than dental or vision)	<b>b</b>	<input type="checkbox"/>	Dental	<b>c</b>	<input type="checkbox"/>	Vision	<b>d</b>	<input checked="" type="checkbox"/>	Life Insurance
<b>e</b>	<input type="checkbox"/>	Temporary disability (accident & sickness)	<b>f</b>	<input type="checkbox"/>	Long-term disability	<b>g</b>	<input type="checkbox"/>	Supplemental unemployment	<b>h</b>	<input type="checkbox"/>	Prescription drug
<b>i</b>	<input type="checkbox"/>	Stop Loss (large deductible)	<b>j</b>	<input type="checkbox"/>	HMO contract	<b>k</b>	<input type="checkbox"/>	PPO contract	<b>l</b>	<input type="checkbox"/>	Indemnity contract
<b>m</b>	<input checked="" type="checkbox"/>	Other (specify) ► ADD									

**9** Experience-rated contracts **N/A**

<b>10</b> Nonexperience-rated contracts	<b>Coverage</b>	<b>Amount</b>
	LIFE	2,293
	AD&D	520
<b>a</b> Total premiums or subscription charges paid to carrier		2,813
<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, item 2 above, report amount		
Specify nature of costs below ►		

**Footnote(s)**

The commissions and fees reported on page 2 have been aggregated at a total coverage level. The approximate number of persons covered as shown on the first page of the Schedule A is MetLife's estimated view of participants, spouses and dependents at the end of the policy period. This estimation should be used for reporting purposes only.

If the plan named in Item A on the first page of Schedule A (the "Plan") retains the services of a broker, consultant, agent or third-party administrator (each an "Intermediary") for the Plan, MetLife may in addition to paying base commission provide additional compensation to the Intermediary under various preferred broker and other compensation programs and expense reimbursement. Under such programs, an Intermediary may qualify for additional compensation that may or may not be directly charged to the Plan. Such compensation may not be included in the amount listed in Item 2 on the first page of Schedule A. Please contact MetLife if you would like additional information or details.