

Form 5500-SF

Department of the Treasury Internal Revenue Service

Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed 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-SF.

OMB Nos. 1210-0110 1210-0089

2024

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 single-employer plan or a multiple-employer plan... B This return/report is the first return/report or the final return/report... C Check box if filing under: Form 5558, automatic extension, DFVC program... D If the plan is a collectively-bargained plan, check here... 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: PENELOPE STARTER 401(K) RETIREMENT POOLED EMPLOYER PLAN
1b Three-digit plan number (PN): 002
1c Effective date of plan: 01/01/2024
2a Plan sponsor's name: SMARTWORK, INC. PENELOPE JEAN SMART
2b Employer Identification Number (EIN): 87-1268410
2c Sponsor's telephone number: 201-580-5582
2d Business code: 525100
3a Plan administrator's name and address: Same as Plan Sponsor.
3b Administrator's EIN
3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report.
4b EIN
4d PN
5a Total number of participants at the beginning of the plan year: 74
5b Total number of participants at the end of the plan year: 119
5c(1) Number of participants with account balances as of the beginning of the plan year: 0
5c(2) Number of participants with account balances as of the end of the plan year: 44
5d(1) Total number of active participants at the beginning of the plan year: 55
5d(2) Total number of active participants at the end of the plan year: 119
5e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested: 0

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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Row 1: Filed with authorized/valid electronic signature, 12/05/2025, ERIN ESPARZA. Row 2: Signature of employer/plan sponsor, Date, Enter name of individual signing as employer or plan sponsor.

- 6a** Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) Yes No
- b** Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.) Yes No
- If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.**
- c** If the plan is a defined benefit plan, is it covered under the PBGC insurance program (see ERISA section 4021)? Yes No Not determined
- If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____ (See instructions.)

Part III Financial Information			
7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	0	47677
b Total plan liabilities	7b	0	0
c Net plan assets (subtract line 7b from line 7a)	7c	0	47677
8 Income, Expenses, and Transfers for this Plan Year		(a) Amount	(b) Total
a Contributions received or receivable from:			
(1) Employers	8a(1)		
(2) Participants	8a(2)	46562	
(3) Others (including rollovers)	8a(3)		
b Other income (loss)	8b	2133	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		48695
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d		
e Certain deemed and/or corrective distributions (see instructions) .	8e		
f Administrative service providers (salaries, fees, commissions)	8f		
g Other expenses	8g	0	
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		0
i Net income (loss) (subtract line 8h from line 8c)	8i		48695
j Transfers to (from) the plan (see instructions)	8j	-1018	

Part IV Plan Characteristics	
9a	If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: 2F 2G 2J 2K 2S 2T 3B 3D
b	If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

Part V Compliance Questions				
10 During the plan year:		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	10b		X	
c Was the plan covered by a fidelity bond?	10c	X		500000
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	10d		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)	10e		X	
f Has the plan failed to provide any benefit when due under the plan?	10f		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)	10g		X	
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	10h		X	
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	10i			

Part VI Pension Funding Compliance

11 Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and lines 11a and b below.) If this is a defined contribution pension plan, leave line 11 blank and complete line 12 below. Yes No

a Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 **11a**

b PBGC missed contribution reporting requirements. If the plan is covered by PBGC and the amount reported on line 11a is greater than \$0, 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 _____

12 Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.) If this is a defined benefit pension plan, leave line 12 blank and complete line 11 above. Yes No

a 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 letter ruling granting the waiver. Month _____ Day _____ Year _____

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b Enter the minimum required contribution for this plan year **12b**

c Enter the amount contributed by the employer to the plan for this plan year **12c**

d Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount) **12d**

e Will the minimum funding amount reported on line 12d be met by the funding deadline? Yes No N/A

Part VII Plan Terminations and Transfers of Assets

13a Has a resolution to terminate the plan been adopted in any plan year? Yes No

a If "Yes," enter the amount of any plan assets that reverted to the employer this year. **13a**

b Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC? Yes No

c 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.)

13c(1) Name of plan(s):	13c(2) EIN(s)	13c(3) PN(s)
PREMIERE BUSINESS PURSUITS	80-0969142	002

Part VIII IRS Compliance Questions

14a 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

14b 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

15 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 10 / 26 / 2023 (MM/DD/YYYY) and the Opinion Letter serial number Q705497A.

<p>SCHEDULE MEP (Form 5500)</p> <p>Department of the Treasury Internal Revenue Service</p> <hr/> <p>Department of Labor Employee Benefits Security Administration</p>	<p>MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION</p> <p>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)</p> <p>▶ File as an attachment to Form 5500.</p>	<p>OMB No. 1210-0110</p> <hr/> <p style="text-align: center; font-size: 1.2em;">2024</p> <hr/> <p style="text-align: center;">This Form is Open to Public Inspection</p>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<p>A Name of plan PENELOPE STARTER 401(K) RETIREMENT POOLED EMPLOYER PLAN</p>	<p>B Three-digit Plan number (PN)..... ▶</p>	<p>002</p>
<p>C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF SMARTWORK, INC.</p>	<p>D Administrator's EIN 87-1268410</p>	

Part I Type of Multiple-Employer Pension Plan. All multiple-employer pension plans must complete.

1 Check the appropriate box to indicate type of multiple-employer pension plan. (Only defined contribution plans may check lines 1a, 1b, and 1c. Defined benefit plans and defined contribution plans not checking lines 1a, 1b, or 1c should check line 1d. See Instructions).

- a association retirement plan (See 29 CFR 2510.3-55) (Complete Part II)
- b professional employer organization plan (PEO Plan) (See 29 CFR 29 CFR 2510.3-55) (Complete Part II)
- c pooled employer plan (PEP) (See 29 CFR 2510.3-44) (Complete Parts II and III)
- d other multiple-employer pension plan (Describe) _____ (Complete Part II)

Part II Participating Employer Information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan. Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).

2a Name of Participating Employer PREMIERE BUSINESS PURSUITS	2b EIN 80-0969142	2c Percentage of Total Contributions for the Plan Year 1.29	2d Aggregate Account Balances Attributable to Participating Employer 941
2a Name of Participating Employer ADVANTUS HOME CARE	2b EIN 35-2541688	2c Percentage of Total Contributions for the Plan Year 0	2d Aggregate Account Balances Attributable to Participating Employer 0

CAUTION Do not individually list information for working owners (see instructions and 29 CFR 2510.3-55(d)(2)) or other individuals who are participants or beneficiaries in the plan or arrangement that are no longer associated with a particular participating employer or participating employer plan (see instructions). Providing identifying information for individuals may result in rejection of this filing. If there are any such individuals in the plan, answer "Yes" to line 2e and provide the total information for all such individuals, without providing names or other identifying information.

2e Does the plan include any individuals not participating through an employer or who are individual working owners?	2e	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
2f If you answer "Yes" in line 2e, enter a good faith estimate of the percentage of total contributions made by all such individuals that are not listed on line 2a during the plan year.	2f	
2g If you answer "Yes" in Line 2e, enter the aggregate account balances for all such individuals that are not listed on line 2a.	2g	

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

**Schedule MEP (2024)
v. 240311**

Part II Participating Employer Information (Continued).

Use this page for additional participating employer information.

2 All multiple-employer pension plans that are subject to section 210(a) of ERISA (see instructions for filing the Form 5500) must complete Part II, in addition to Part I, in accordance with the instructions, to report the information for each employer participating in the multiple-employer pension plan.

Defined contribution plans must complete lines 2a-2d. All other multiple-employer pension plans complete lines 2a-2c only. Complete as many entries as needed to list the required information for each participating employer that is not an individual person (see instructions).

2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
SF YOUTH SOCCER	94-3322034	4.41	3205
RIGHT WAY SIGNS LLC	90-1003547	11.12	8088
INDIPOP LLC	84-3751731	0	0
BONITA FIERCE CANDLES	85-2563058	2.19	1596
BLOSSOMING BEHAVIOR	83-4324689	36	26186
ANONYBIT INC.	83-3586394	24.89	18108
ALINIA AI INC	93-3928247	20.1	14621

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Part III	Pooled Employer Plan Information
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Line 3. All Pooled employer plans must answer all of the questions in Part III, in addition to completing all of Parts I and II.

3a Is the pooled plan provider (identified as the plan sponsor and administrator in Part II of the Form 5500) currently in compliance with the Form PR (Pooled Plan Provider Registration Statement) requirements? (See instructions and 29 CFR 2510.3-44)..... Yes No

3b If line 3a is "Yes", enter the ACK ID for the most recent Form PR that was required to be filed under the Form PR filing requirements. (Failure to enter a valid ACK ID will subject the Form 5500 filing to rejection as incomplete.)

ACK ID R30GHEQO6

PENELOPE RETIREMENT POOLED EMPLOYER PLAN

EIN: 87-1268410, PLAN #001

ATTACHMENT TO FORM 5500, SCHEDULE MEP, PART II

PARTICIPATING EMPLOYER INFORMATION

824454257

2A: NAME OF PARTICIPATING EMPLOYER	2B: EIN	2C: PERCENTAGE OF TOTAL CONTRIBUTIONS FOR PLAN YEAR	2D: AGGREGATE ACCOUNT BALANCES ATTRIBUTABLE TO PARTICIPATING EMPLOYER
Advantus Home Care Inc.	35-2541688	0.00%	\$0
Alinia AI Inc.	93-3928247	20.10%	\$14,621
Anonybit Inc	83-3586394	24.89%	\$18,108
Blossoming Behavior	83-4324689	36.00%	\$26,186
Bonita Fierce Candles LLC	85-2563058	2.19%	\$1,596
Indipop, LLC	84-3751731	0.00%	\$0
Premiere Business Pursuits	80-0969142	1.29%	\$941
Right Way Signs LLC	94-3322034	11.12%	\$8,088
SF Youth Soccer	94-3322034	4.41%	\$3,205



Statement Period: 01/01/2024 through 12/31/2024
 Account Number: 101067000002
 BENEFIT TRUST COMPANY
 AS TRUSTEE FOR
 PENELOPE STARTER 401K RTRMT PEP

[Asset Detail As Of 12/31/2024](#)

UNITS/BOOK VALUE	DESCRIPTION	MARKET VALUE	AVG COST	% OF PORT
MUTUAL FUND - LIFESTYLE FUNDS				
3 .361	VANGUARD GROUP TARGET RETIREMENT 2025	62 .82	63 .14	0
363 .467	VANGUARD GROUP TARGET RETIREMENT 2035	8 ,715 .94	8 ,547 .60	18
22 .352	VANGUARD GROUP TARGET RETIREMENT 2045	663 .18	659 .02	1
66 .645	VANGUARD GROUP TARGET RETIREMENT 2065 FUND	2 ,240 .60	2 ,269 .32	5
14 .216	VANGUARD GROUP TARGET RETIREMENT 2020	376 .44	404 .43	1
37 .19	VANGUARD GROUP TARGET RETIREMENT 2060	1 ,905 .99	1 ,901 .94	4
91 .021	VANGUARD GROUP TARGET RETIREMENT 2055	5 ,061 .68	4 ,890 .77	11
90 .386	VANGUARD GROUP TARGET RETIREMENT 2050	4 ,504 .84	4 ,532 .09	9
290 .184	VANGUARD GROUP TARGET RETIREMENT 2040	12 ,541 .75	12 ,232 .05	26
304 .248	VANGUARD GROUP TARGET RETIREMENT 2030	11 ,524 .91	11 ,254 .27	24
		47 ,598 .15	46 ,754 .63	100



TRUST EB FORMAT

Statement Period: 01/01/2024 through 12/31/2024
 Account Number: 101067000002
 BENEFIT TRUST COMPANY
 AS TRUSTEE FOR
 PENELOPE STARTER 401K RTRMT PEP

Asset Detail As Of 12/31/2024

UNITS/BOOK VALUE	DESCRIPTION	MARKET VALUE	AVG COST	% OF PORT
	TOTAL INVESTMENTS	47,598.15		
	CASH	477.42		
	DUE FROM BROKER	0.00		
	DUE TO BROKER	398.48		
	NET ASSETS	47,677.09		
	TOTAL MARKET VALUE	47,677.09		