

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan 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.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
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) _____ ☐ 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	
1a	Name of plan STAFFMARK/EMS 401K SAVINGS PLAN	1b Three-digit plan number (PN) ▶ 001
		1c Effective date of plan 01/01/1994
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) STAFFMARK INVESTMENT, LLC 201 EAST FOURTH STREET STE 800 CINCINNATI, OH 45202	2b Employer Identification Number (EIN) 71-0842216 2c Plan Sponsor's telephone number 513-852-4718 2d Business code (see instructions) 561300

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	Filed with authorized/valid electronic signature.	01/09/2026	RITA VAGH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name STAFFMARK GROUP, LLC c Plan Name STAFFMARK/EMS 401K SAVINGS PLAN	4b EIN 06-1553489 4d PN 001
5 Total number of participants at the beginning of the plan year	5 102319
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 987 6a(2) 1051 6b 38 6c 331 6d 1420 6e 0 6f 1420 6g(1) 803 6g(2) 803 6h 186
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

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

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ 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)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☒ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan STAFFMARK/EMS 401K SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 STAFFMARK INVESTMENT, LLC	D Employer Identification Number (EIN) 71-0842216	

Part I	Service Provider Information (see instructions)
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You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☐ Yes ☒ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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 COMPANY

8515 EAST ORCHARD ROAD
GREENWOOD VILLIAGE, CO 80111

(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	57381	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

EMPOWER ADVISORY GROUP, LLC

8515 EAST ORCHARD ROAD
GREENWOOD VILLIAGE, CO 80111

(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	5862	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(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 ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	MAZARS USA, LLP	b EIN:	13-1459550
c Position:	AUDITOR		
d Address:	135 WEST 50TH STREET NEW YORK, NY 10020	e Telephone:	212-812-7000

Explanation: THE MAZARS FIRM CEASED OPERATIONS AS A RESULT OF A MERGER TRANSACTION WITH FORVIS MAZARS, LLP ON JUNE 1, 2024

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

a Name:		b EIN:	
c Position:			
d Address:		e Telephone:	

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2023 This Form is Open to Public Inspection.	
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023					
A Name of plan STAFFMARK/EMS 401K SAVINGS PLAN				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 STAFFMARK INVESTMENT, LLC				D Employer Identification Number (EIN) 71-0842216	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM STABLE VALUE FUND					
b Name of sponsor of entity listed in (a): PUTNAM INVESTMENTS					
c EIN-PN 04-3159710-202		d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 795799		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II**Information on Participating Plans (to be completed by DFEs, other than DCGs)**

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan STAFFMARK/EMS 401K SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 STAFFMARK INVESTMENT, LLC		
		D Employer Identification Number (EIN) 71-0842216

Part I	Asset and Liability Statement		
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	667005	76370
(2) Participant contributions	1b(2)	105706	124175
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	1323998	114494
(9) Value of interest in common/collective trusts	1c(9)	10837575	795799
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	130805847	21052330
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	0	0
(2) Employer real property	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	143740131	22163168
Liabilities			
g Benefit claims payable	1g	0	0
h Operating payables	1h		
i Acquisition indebtedness	1i	0	0
j Other liabilities	1j	0	1670
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	1670
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	143740131	22161498

Part II Income and Expense Statement

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

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	138512	
(B) Participants	2a(1)(B)	2243102	
(C) Others (including rollovers)	2a(1)(C)	30454	
(2) Noncash contributions	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		2412068
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans	2b(1)(E)	7901	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		7901
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	782236	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		782236
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		25650
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2299686
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total	2d		5527541

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1660605	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		1660605
f Corrective distributions (see instructions)	2f		32
g Certain deemed distributions of participant loans (see instructions)	2g		18268
h Interest expense	2h		0
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Recordkeeping fees.....	2i(3)	57381	
(4) IQPA audit fees.....	2i(4)	0	
(5) Investment advisory and investment management fees	2i(5)	5862	
(6) Bank or trust company trustee/custodial fees	2i(6)	0	
(7) Actuarial fees	2i(7)	0	
(8) Legal fees	2i(8)	0	
(9) Valuation/appraisal fees	2i(9)	0	
(10) Other trustee fees and expenses	2i(10)	0	
(11) Other expenses	2i(11)	0	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		63243
j Total expenses. Add all expense amounts in column (b) and enter total	2j		1742148

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		3785393
l Transfers of assets:			
(1) To this plan	2l(1)		404365
(2) From this plan	2l(2)		125768391

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: **FORVIS MAZARS, LLP**

(2) EIN: **44-0160260**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
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.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		5000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

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

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

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
STAFFMARK GROUP, LLC 401(K) PLAN	06-1553489	002

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan STAFFMARK/EMS 401K SAVINGS PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 STAFFMARK INVESTMENT, LLC		D Employer Identification Number (EIN) 71-0842216
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
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): 84-1455663		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ 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.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year.....		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ 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		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?..... ☐ 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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2023 v. 230707		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)

14c

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

a The corresponding number for the plan year immediately preceding the current plan year

15a

b The corresponding number for the second preceding plan year

15b

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

a Enter the number of employers who withdrew during the preceding plan year

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____%

High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:

☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation. _____

Part VII IRS Compliance Questions

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

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

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

SCHEDULE MEP (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	MULTIPLE-EMPLOYER RETIREMENT PLAN INFORMATION This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and Section 6058(a) of the Internal Revenue Code (the Code) ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan STAFFMARK/EMS 401K SAVINGS PLAN	B Three-digit Plan number (PN) ▶	001
C Plan administrator's name as shown on line 3a of Form 5500/Form 5500-SF STAFFMARK INVESTMENT, LLC	D Administrator's EIN 71-0842216	

Part I	Type of Multiple-Employer Pension Plan. All multiple-employer pension plans must complete.
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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.
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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 ANDERSON COSMETIC AND VEIN INSTITUTE	2b EIN 02-0963112	2c Percentage of Total Contributions for the Plan Year 0.00	2d Aggregate Account Balances Attributable to Participating Employer 17732
2a Name of Participating Employer BILL'S AUTO SALES AND LEASING, LTD	2b EIN 31-1737591	2c Percentage of Total Contributions for the Plan Year 0.08	2d Aggregate Account Balances Attributable to Participating Employer 27814

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	☐ Yes ☐ 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 (2023)
v. 230728**

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
BUSINESS INFORMATION SOLUTIONS, INC.	61-0975345	0.00	239265
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
DAYTON SWEEPING SERVICE, INC.	31-1668940	0.18	62400
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
DAYTON TOOL MFG	31-0715851	1.08	595709
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
DRESS FOR SUCCESS	31-1640182	0.13	173265
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
E-MEK TECHNOLOGIES	20-4904956	1.39	346943
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
EXOCHEM CORPORATION	34-1038427	1.62	859234
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
HAFER AND RAWE, INC.	31-1535012	4.85	1155608
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
JONATHAN WINSTON BLUM ENTERPRISES, LLC	46-0626855	1.01	178280
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
MARK FRIEDMAN, ESQ.	31-1294169	0.00	2

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.

Part II Participating Employer Information (Continued).

Use this page for additional participating employer information.

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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
MYERS POURED CONCRETE WALLS	57-1146258	0.18	95348
ORBIT MANUFACTURING, INC.	31-1468099	0.00	38656
ORX SOLUTIONS	20-8420510	0.00	10472
PETER A. WIMBERG CO., INC.	31-1123448	2.54	701835
REAL ASSET SOLUTIONS	20-2797838	0.01	15
KINDRED SPIRITS DBA REDTREE INVESTMENTS	46-5420277	7.66	1613233
RESULT DATA CONSULTING LIMITED	31-1488607	0.00	321575
SPECIALTY LOGISTICS, INC.	31-1745458	0.15	195246
TERREX, LLC	47-1885117	5.88	1190933

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2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
TERRY MONNIE TITLE COMPANY	27-2288016	3.37	409413
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
THE EXPEDITING CO, INC.	31-1280496	6.75	1015527
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
TIPTON INTERESTS, INC.	31-1425621	0.67	269796
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
UNIT BUILDING SERVICES, INC.	31-0816547	2.28	844033
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
UNITED COMMERCIAL FLOORS, INC.	31-1724484	0.27	146265
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
WOODLAWN RUBBER COMPANY	31-0685840	3.75	2275029
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
ZINS PLUMBING	31-1738085	0.54	519751
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
KENNEDY ADVISORS,LLC DBA WESTWOOD MANAGEMENT	20-5946188	4.23	1507126
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
A1 FABRICATORS	06-1553489	2.17	386899

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2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
DALACO MATERIALS LLC	06-1553489	0.01	64101
BBM RAILWAY EQUIPMENT	45-3626811	7.14	1145753
STNL DEVELOPMENT, LLC	06-1553489	12.14	1367570
L. ZINS PLUMBING	31-1094387	0.27	11624
BENCHMARK RESTAURANT LLC	06-1553489	0.04	29523
K2SA LLC	82-2158472	3.87	530052
POWER FOOD TECHNOLOGY	32-0522389	0.01	1763
NORMANDY CATERING	34-1244249	0.23	21705
MCHALES CATERING, LLC	20-3810626	3.28	1043036

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2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
YOUNGSTOWN BUSINESS INCUBATOR	34-1751707	1.63	125352
FACILITY SERVICES & MAINTENANCE SYSTEMS	80-0683942	0.16	19113
SUPERIOR LOGISTICS OHIO, LLC	47-4232192	1.51	213392
STUFF BY ANDREW NEYER	47-4193673	0.60	57824
CUSTOMEYES VISION CENTER INC DBA LIBERTY EYECARE	46-4543492	3.07	261337
PATRIOT ROOFING COMPANY, LLC	46-1367080	0.50	21311
MOTIV MEDICA	86-3423406	6.26	381827
KAIKER DEVELOPMENT, LLC	47-4344181	0.83	31444
BRILEZ ENERGY SOLUTIONS LLC	88-1254762	1.17	55376

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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 ADVANCED TECHNOLOGY PARTNERS, LLC	2b EIN 83-1541359	2c Percentage of Total Contributions for the Plan Year 3.66	2d Aggregate Account Balances Attributable to Participating Employer 577066
2a Name of Participating Employer NEPTUNE EQUIPMENT COMPANY	2b EIN 31-0591457	2c Percentage of Total Contributions for the Plan Year 2.38	2d Aggregate Account Balances Attributable to Participating Employer 77472
2a Name of Participating Employer MCKENZIE & SNYDER, LLP	2b EIN 76-0747984	2c Percentage of Total Contributions for the Plan Year 0.42	2d Aggregate Account Balances Attributable to Participating Employer 13636
2a Name of Participating Employer BIG BROTHERS BIG SISTERS OF SUMMIT, MEDINA AND STARK COUNTIES	2b EIN 34-1104356	2c Percentage of Total Contributions for the Plan Year 0.03	2d Aggregate Account Balances Attributable to Participating Employer 1069
2a Name of Participating Employer	2b EIN	2c Percentage of Total Contributions for the Plan Year	2d Aggregate Account Balances Attributable to Participating Employer
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Part III

Pooled Employer Plan Information

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



Staffmark/EMS 401(k) Savings Plan

EIN 71-0842216 PN 001

**Independent Auditor's Report, Financial Statements,
and Supplemental Information**

December 31, 2023 and 2022



Staffmark/EMS 401(k) Savings Plan
Contents
December 31, 2023 and 2022

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Independent Auditor's Report

Plan Administrator
Staffmark/EMS 401(k) Savings Plan
Cincinnati, Ohio

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2023 Financial Statements

We have performed an audit of the financial statements of Staffmark/EMS 401(k) Savings 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, 2023, and the related statement of changes in net assets available for benefits for the year then ended and the related notes to the financial statements (2023 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of Staffmark/EMS 401(k) Savings Plan's 2023 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 audit 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 a certification from a qualified institution as of December 31, 2023, and for the year then ended, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2023 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the "Auditor's Responsibilities for the Audit of the 2023 Financial Statements" section:

- The amounts and disclosures in the financial statements, 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 accompanying 2023 financial statements 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 on the 2023 Financial Statements

We conducted our audit 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 2023 Financial Statements" section of our report. We are required to be independent of Staffmark/EMS 401(k) Savings Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. 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 2023 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 Staffmark/EMS 401(k) Savings Plan's ability to continue as a going concern for one year after the date that 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 2023 Financial Statements

Except as described in the "Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2023 Financial Statements" 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 an audit 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 Staffmark/EMS 401(k) Savings 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 Staffmark/EMS 401(k) Savings Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters - 2023 Supplemental Schedule Required by ERISA

The supplemental schedule listed in the table of contents is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including their 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 schedule, other than the information in the supplemental schedule 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 schedule 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).

Auditor's Report on the 2022 Financial Statements

Predecessor auditors performed an audit of the 2022 Financial Statement of the Plan. In accordance with ERISA Section 103(a)(3)(C) pursuant to 29CFR2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the prior year audit did not extend to any statements or information related to assets held for investment of the plan that were certified by a qualified institution. Their report dated March 18, 2024 indicated that (a) the amounts and disclosures in the 2022 financial statements, other than those agreed to or derived from the certified investment information, were presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America, and (b) the information in the 2022 financial statements 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). Their report also indicated that the form and content of the 2022 supplemental schedule, other than the information in the Plan's supplemental schedules that agreed to or is derived from the certified investment information, were presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA; and the information in the 2022 supplemental schedule 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 determines meets the requirements of ERISA Section 103(a)(3)(C).

Forvis Mazars, LLP

**New York, New York
January 20, 2025**

Federal Employer Identification Number: 44-0160260

Staffmark/EMS 401(k) Savings Plan
Statements of Net Assets Available for Benefits
December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
Investments		
Investments, at fair value	<u>\$ 21,848,129</u>	<u>\$ 141,643,422</u>
Receivables		
Participant contributions	124,175	105,706
Employers' contribution	76,370	667,005
Notes receivable from participants	<u>114,494</u>	<u>1,323,998</u>
Total Receivables	<u>315,039</u>	<u>2,096,709</u>
LIABILITIES		
Employee and employer contributions payable	<u>1,670</u>	<u>-</u>
Net Assets Available for Benefits	<u><u>\$ 22,161,498</u></u>	<u><u>\$ 143,740,131</u></u>

Staffmark/EMS 401(k) Savings Plan
Statement of Changes in Net Assets Available for Benefits
December 31, 2023

Additions

Investment Income

Net appreciation in fair value of investments	\$ 2,299,686
Interest and dividends	<u>807,886</u>

Net Investment Income	<u>3,107,572</u>
------------------------------	------------------

Interest Income on Notes Receivable from Participants	<u>7,901</u>
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Contributions

Participants	2,243,102
Employer	138,512
Rollovers	<u>30,454</u>

Total Contributions	<u>2,412,068</u>
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Total Additions	5,527,541
------------------------	-----------

Deductions

Benefits paid to participants	1,678,905
Administrative expenses	<u>63,243</u>

Total Deductions	<u>1,742,148</u>
-------------------------	------------------

Net Increase	3,785,393
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Transfers to Staffmark Group, LLC 401(k) Plan	(125,768,391)
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Transfers From The Brilex Group 401(k) Plan	404,365
--	---------

Net Assets Available for Benefits, Beginning of Year	<u>143,740,131</u>
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Net Assets Available for Benefits, End of Year	<u><u>\$ 22,161,498</u></u>
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Note 1. Description of the Plan

The following description of the Staffmark/EMS 401(k) Savings Plan (the “Plan”) provides only general information. Participants should refer to the Plan documents for a more complete description of the Plan’s provisions. The Plan was sponsored by Staffmark Group, LLC. Effective January 1, 2023, there was a transfer in sponsorship to Staffmark Investment, LLC (“Sponsoring Employer”).

General

The Plan is a multiple-employer defined contribution plan established to provide eligible employees with retirement benefits in accordance with sections 401(a) and 401(k) of the Internal Revenue Code (“IRC”). Participating in the Plan are the following employers (collectively referred to as the “Participating Employers”):

- Employee Management Services III, Inc.
- Staffmark Investment, LLC
- Other non-participating controlled group members

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (“ERISA”).

The Sponsoring Employer provides human resources and payroll services through its Employee Management Services III, Inc. (“EMS”) division, a professional employment organization. EMS establishes an employment relationship with client personnel assigned to perform client functions on an ongoing basis (“Leased Employee”). The Plan covers Leased Employees of EMS clients (“Client Organization”) if the Client Organization adopts the Plan through a joinder agreement, and the Leased Employee elects to participate in the Plan.

Eligibility

The eligibility requirements range from no service or age requirements to age eighteen and one year of service with at least 1,000 hours.

Certain Client Organizations have elected an auto enrollment feature, as defined in their joinder agreement. The entry date ranges from immediate to 30 days from when an employee becomes eligible to participate in the Plan. The Participating Employers will automatically, on behalf of those participants, defer between 1% and 6% of the participants’ eligible compensation (as defined in the joinder agreements).

Effective January 1, 2023, the Plan’s eligibility requirements were amended to exclude any employee of Staffmark Investment, LLC that does not work in the EMS division.

Participant Contributions

Eligible participants that are non-highly compensated employees (as defined in the IRC) may make voluntary contributions through salary reductions up to 100% of their eligible compensation, as defined, limited to the maximum amount allowable under the provisions of the IRC (\$22,500 in 2023). Participants who are 50 years of age or older as of December 31, 2023, may contribute an additional “catch up” contribution (\$7,500 in 2023). Eligible participants that are highly compensated employees may only contribute the catch-up contribution. Certain participating employers allow for participants to defer funds into a Roth 401(k). These deferrals are subject to federal income taxes, and the maximum allowable participant contribution is \$22,500 combined between both the Roth and the pre-tax deferral. Participants direct the investment of their contributions into various investment options offered by the Plan. The Plan currently offers various mutual funds and a common collective trust as investment options for participants.

Staffmark/EMS 401(k) Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

Employer Contributions

The Sponsoring Employer and Participating Employers may make discretionary matching contributions and non-elective contributions at their sole discretion, within the limits of the IRC, as defined.

Certain Participating Employers may make safe harbor matching contributions and profit sharing contributions as defined in their joinder agreement.

Plan Transfers

The Plan allows for new participating employers to integrate the assets in their existing qualified retirement plan into the Plan. The Plan allows terminated participating employers to transfer assets out of the Plan into another qualified retirement plan.

The Sponsoring Employer elected to spinoff certain adopting employers of the Plan and create a new employee benefit plan. As a result, effective January 1, 2023, the following adopting employers participating employers were removed from the Plan:

- Staffmark Group, LLC
- Employee Management Services, Inc.
- Robert Lee Brown, Inc.
- CBS Personnel Services, Inc
- Kilgor Group, Inc.
- Technical Aid Corporation
- Hire Thinking, Inc.
- Advantage Human Resourcing, Inc.
- Advantage Resourcing International, Inc.
- Advantage Technical Resourcing, Inc.
- Advantage Technical Services, Inc.

Total assets of \$125,768,391 were transferred out of the Plan.

Total assets transferred into the Plan during the year ended December 31, 2023 from one new adopting employer totaled \$404,365.

Participants' Accounts

Each participant's account is credited with their respective contribution and its allocation of (a) Sponsoring Employer and Participating Employers' contribution and (b) Plan earning or losses.

Vesting

Participants' voluntary contributions, rollover contributions and earnings thereon vest immediately. Vesting in Sponsoring Employer discretionary matching contributions as well as the actual earnings thereon is vest at 20% per year with 100% vesting after five years of credited service, as defined.

Participating Employers may elect their own vesting schedule for employer contributions. Participants vest in the contributions from Participating Employers based on various vesting schedules, over a maximum of six years. In the event of termination of employment due to death, disability, or attainment of retirement age (as defined) or termination of the Plan, participants' accounts become fully vested.

Staffmark/EMS 401(k) Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2023 and 2022. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefit payment is recorded.

Participants may borrow up to 50% of their vested account balance with a minimum of \$1,000 and a maximum of \$50,000. The notes receivable from participants are secured by the balance in the participant's account and bear interest at a reasonable percentage rate to be determined by the Plan administrator. Loan terms range from one to five years. However, if the loan is to acquire the principal residence of the participant, the term may be extended. Loans are secured by the balance in the participant's account. Principal and interest is paid ratably through payroll deductions.

During the year ended December 31, 2020, the Plan adopted the loan provisions of the *Coronavirus Aid, Relief, and Economic Security* ("CARES") Act, effective for qualified participant loans initiated on or after March 27, 2020 and before September 23, 2020. The CARES Act provided Plan participants with the option to borrow up to 100% of their vested account balance, up to a maximum of \$100,000. Participants also had the option of suspending loan payments due between March 27, 2020 and December 31, 2020 for up to one year, however, originally scheduled payments were to resume beginning on January 1, 2021. The Plan has not been formally amended to reflect these provisions; Plan amendments related to participant loans taken under the CARES Act must be adopted by December 31, 2025.

Payment of Benefits

Upon termination of employment, retirement, death, or disability, the participant or the participant's beneficiary is entitled to receive the vested portion of the participant's account in a single lump-sum or annual installments, in accordance with Internal Revenue Service ("IRS") regulations and Plan provisions.

Further, withdrawals from the Plan before leaving the employment of the Participating Employers are available for special "hardship" reasons, as defined, or after attaining the age of 59½. Distributions to participants are recorded when paid.

Participating Employers have also elected other distribution options, including restriction of hardship distributions to employee deferral accounts only, matching contributions permissible to be withdrawn as in-service after five years of participation, and matching contributions permissible to be withdrawn on funds held for two years.

During the year ended December 31, 2020, the Plan adopted the distribution provisions of the CARES Act. A CARES Act distribution allowed certain eligible participants to take a coronavirus related distribution up to \$100,000 from the Plan retroactive to January 1, 2020 and through December 30, 2020. The Plan has not been formally amended to reflect these provisions; Plan amendments related to participant loans taken under the CARES Act must be adopted by December 31, 2025.

Forfeitures

The Plan provides that forfeitures, the unvested portion of the Sponsoring Employer, Participating Employers and Client Organizations' contributions for terminated participants, may be used to pay administrative expenses of the Plan or reduce future Sponsoring Employer and Participating Employers' contributions. As of December 31, 2023 and 2022, the balance in the forfeiture account was \$72,540 and \$203,330, respectively. During the year ended December 31, 2023, forfeitures to the Plan totaled \$10,472, investment income totaled \$2,113, fees totaled \$11, and forfeitures totaling \$143,369 were transferred out of the Plan, which is included in the asset transfer as described in Note 1, Plan Transfers.

Note 2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates

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

Investment Valuation and Income Recognition

Plan investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's sponsor determines the Plan's valuation policies utilizing information provided by the trustee. See Note 8 for discussion of fair value measurements.

Realized gains and losses on investments sold and the unrealized appreciation of investments held are reported on an average current cost basis, based on fair market value of the investments at the beginning of the Plan year or at the time of purchase during the Plan year.

Purchases and sales of securities are recorded on a trade-date basis. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Administrative Expenses

Administrative expenses of the Plan are paid by either the Sponsoring Employer or the Plan, as provided in the Plan document.

Subsequent Events

The Plan has evaluated subsequent events through January 20, 2025, which is the date the financial statements were available to be issued.

Note 3. Financial Information Certified by The Plan's Trustee

The Plan Administrator has elected the method of annual reporting compliance permitted by 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. Accordingly, Empower Trust Company, LLC ("Empower"), a qualified institution, has certified the following investment information included in the accompanying financial statements and ERISA-required supplemental schedule is complete and accurate:

- Investments and notes receivable from participants as shown in the statements of net assets available for benefits as of December 31, 2023 and 2022
- Investment income and interest income from notes receivable from participants as shown in the statement of changes in net assets available for benefits for the year ended December 31, 2023
- Investment information and notes receivable from participants included in the accompanying schedule of assets (held at end of year) as of December 31, 2023

The Plan's independent auditors did not perform auditing procedures with respect to this certified investment information, except for comparing such certified investment information to the related investment information included in the financial statements and ERISA-required supplemental schedule.

Note 4. Tax Status

On June 30, 2020, the Internal Revenue Service ("IRS") stated that the non-standardized pre-approved plan adopted by the Plan, as then designed, qualifies under Section 401(a) of the Internal Revenue Code ("IRC"). The Plan has not received a determination letter specific to the Plan itself; however, the Plan administrator believes that the Plan was designed and is being operated in compliance with the applicable requirements of the IRC. Therefore, 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 (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of both December 31, 2023 and 2022, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 5. Related Party Transactions

Certain plan investments are shares of a mutual fund managed by Empower. Empower is the trustee, as defined in the Plan document, and therefore, these transactions qualify as party-in-interest transactions that are exempt from prohibited transaction rules, as defined by ERISA. Fees paid to Empower totaled \$57,381 for the year ended December 31, 2023. Additionally, Empower Advisory Group, is the investment advisor for the Plan; these transactions qualify as party-in-interest transactions that are exempt from prohibited transaction rules, as defined by ERISA. Fees paid to Empower Advisory Group, totaled \$5,862 for the year ended December 31, 2023. These fees paid to related parties are included in administrative expenses in the accompanying statement of changes in net assets available for benefits.

Note 6. Risks and Uncertainties

The Plan provides for various investment options in accounts which invest in various investment securities. Investment securities are exposed to various risks such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that these changes could materially affect participant's account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 7. Plan Termination

Although it has not expressed any intent to do so, the Sponsoring Employer has the right, under the Plan, to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts.

Note 8. Fair Value Measurements

Financial Accounting Standards Board (FASB) *Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework 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 measurements) and the lowest priority to unobservable inputs (level 3 measurements). 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 valuation methodology include: (a) quoted prices for similar assets or liabilities in active markets; (b) quoted prices for identical or similar assets or liabilities in inactive markets; (c) inputs other than quoted prices that are observable for the asset or liability; and (d) 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** Significant unobservable inputs, including the Company's own assumptions in determining the fair value of investments.

The 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, 2023 and 2022.

Mutual funds

Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual 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.

Common Collective Trusts

Valued based on the underlying unit value of the assets held. The assets on the underlying funds are invested in mutual funds, equity securities, debt securities. The NAV of the units of the accounts is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions (purchases and sales) may occur daily.

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.

Staffmark/EMS 401(k) Savings Plan
Notes to Financial Statements
December 31, 2023 and 2022

The following table summarizes the valuation of the Plan's financial assets which are measured at fair value at December 31, 2023.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 21,052,330	\$ -	\$ -	\$ 21,052,330
Investments in the fair value hierarchy	<u>\$ 21,052,330</u>	<u>\$ -</u>	<u>\$ -</u>	21,052,330
Investment measured at net asset value (a)				<u>795,799</u>
Investments at fair value				<u>\$ 21,848,129</u>

The following table summarizes the valuation of the Plan's financial assets which are measured at fair value at December 31, 2022.

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual funds	\$ 130,805,847	\$ -	\$ -	\$ 130,805,847
Investments in the fair value hierarchy	<u>\$ 130,805,847</u>	<u>\$ -</u>	<u>\$ -</u>	130,805,847
Investment measured at net asset value (a)				<u>10,837,575</u>
Investments at fair value				<u>\$ 141,643,422</u>

The following table summarizes the investments measured at fair value based on NAV per share as a practical expedient as of December 31, 2023 and 2022, respectively.

	<u>Fair Value at December 31, 2023</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency (If currently eligible)</u>	<u>Redemption Notice Period</u>
Putnam Stable Value Fund	<u>\$ 795,799</u>	N/A	Daily	None
	<u>Fair Value at December 31, 2022</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency (If currently eligible)</u>	<u>Redemption Notice Period</u>
Putnam Stable Value Fund	<u>\$ 10,837,575</u>	N/A	Daily	None

Supplemental Schedule

Staffmark/EMS 401(k) Savings Plan
EIN 71-0842216 PN 001
Schedule H, Line 4i – Schedule of Assets (Held at End of Year)
December 31, 2023

(a)	Identity of Issuer	Description of Investment Including Maturity Date, Interest Rate, Collateral, and Par or Maturity Value	(b) Cost	Current Value
	Allspring Special Mid Cap Value Fund R6	Mutual Fund	**	\$ 324,531
	American Funds 2015 Target Date Retire R6	Mutual Fund	**	213,764
	American Funds 2020 Target Date Retire R6	Mutual Fund	**	1,569,566
	American Funds 2025 Target Date Retire R6	Mutual Fund	**	835,075
	American Funds 2030 Target Date Retire R6	Mutual Fund	**	1,041,326
	American Funds 2035 Target Date Retire R6	Mutual Fund	**	1,408,451
	American Funds 2040 Target Date Retire R6	Mutual Fund	**	736,589
	American Funds 2045 Target Date Retire R6	Mutual Fund	**	829,470
	American Funds 2050 Target Date Retire R6	Mutual Fund	**	907,128
	American Funds 2055 Target Date Retire R6	Mutual Fund	**	597,703
	American Funds 2060 Target Date Retire R6	Mutual Fund	**	577,863
	American Funds Amcap Fund R6	Mutual Fund	**	1,016,591
	American Funds Capital World Growth and Income	Mutual Fund	**	495,114
	American Funds EuroPacific Gr R6	Mutual Fund	**	846,258
*	Empower T. Rowe Price Mid Cap Gr Instl	Mutual Fund	**	931,452
	Fidelity Contrafund Target Date Retire R6	Mutual Fund	**	424,292
	Franklin Small Cap Value Retire R6	Mutual Fund	**	369,772
	Harbor Mid Cap Value Instl	Mutual Fund	**	89
	Invesco Developing Markets Y	Mutual Fund	**	253,870
	Invesco Small Cap Value A	Mutual Fund	**	45,873
	Janus Henderson Venture I	Mutual Fund	**	575,810
	JPMorgan Value Advantage R6	Mutual Fund	**	1,301,903
	Loomis Sayles Strategic Income Fund Y	Mutual Fund	**	372,938
	MFS Total Return R3	Mutual Fund	**	353,901
	PGIM Global Total Return R6	Mutual Fund	**	49,862
	PGIM Total Return Bond Z	Mutual Fund	**	761,181
	Schwab S&P 500 Index	Mutual Fund	**	3,169,747
	Vanguard Extended Market Index Admiral	Mutual Fund	**	480,754
	Vanguard Small Cap Index Admiral	Mutual Fund	**	561,457
				<u>21,052,330</u>
	Putnam Stable Value Fund	Common Collective Trust	**	<u>795,799</u>
				21,848,129
*	Notes Receivable from participants	Bearing interest at 4.25% - 9.50%	-	<u>114,494</u>
				<u>\$ 21,962,623</u>

* = Party-in-interest

** = Cost information not required for participant-directed investment

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401k Savings Plan (Anderson Cosmetic)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:34:01

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			4,020.01	4,324.79
1RFETX			10,555.25	11,672.11
1RFFTX			63.14	73.27
1RFGTX			1,304.62	1,551.46
1RWIGX			14.21	16.69
1RERGX			17.99	17.25
1ODVYX			1.06	1.10
1FRSCV6			1.79	1.86
1VSMAX			7.89	9.31
1MXYKX			4.90	4.50
1WFPRX			3.47	3.32
1RAFGX			3.83	4.23
1FCNTX			0.93	0.98
1JVAYX			3.98	4.12
1SWPPX			17.44	20.65
1MSFHX			3.42	3.28
1NEZYX			1.99	2.01
1PGTQX			2.81	3.05
1PDBZX			10.76	9.69
1PCSV25			7.99	7.99
			16,047.48	17,731.66

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RWIGX American Funds Capital World G/I R6
1ODVYX Invesco Developing Markets Y
1VSMAX Vanguard Small Cap Index Adm
1WFPRX Allspring Special Mid Cap Value R6
1FCNTX Fidelity Contrafund
1SWPPX Schwab S&P 500 Index
1NEZYX Loomis Sayles Strategic Income Fund Y
1PDBZX PGIM Total Return Bond Z

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1FRSCV6 Franklin Small Cap Value R6
1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
1RAFGX American Funds AMCAP R6
1JVAYX JPMorgan Value Advantage R6
1MSFHX MFS Total Return R3
1PGTQX PGIM Global Total Return R6
1PCSV25 Putnam Stable Value Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Bill's Auto Sales and Leasing, Ltd.)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:34:22**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RWIGX			2,979.79	3,311.72
1RERGX			3,223.15	3,278.79
1ODVYX			194.84	199.13
1FRSCV6			205.99	213.61
1VSMAX			2,132.02	2,349.37
1MXYKX			876.12	828.75
1WFPRX			410.43	410.95
1RAFGX			958.10	1,052.10
1FCNTX			191.19	203.06
1JVAYX			612.68	623.97
1SWPPX			4,601.09	5,131.75
1MSFHX			612.49	610.71
1NEZYX			200.05	202.44
1PGTQX			186.91	203.42
1PDBZX			1,272.30	1,206.17
1PCSV25			747.49	747.49
			19,404.64	20,573.43
PARTICIPANT LOANS	VARIOUS	7.250-7.250	7,230.07	7,240.12

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RWIGX American Funds Capital World G/I R6
1ODVYX Invesco Developing Markets Y
1VSMAX Vanguard Small Cap Index Adm
1WFPRX Allspring Special Mid Cap Value R6
1FCNTX Fidelity Contrafund
1SWPPX Schwab S&P 500 Index
1NEZYX Loomis Sayles Strategic Income Fund Y
1PDBZX PGIM Total Return Bond Z

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1FRSCV6 Franklin Small Cap Value R6
1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
1RAFGX American Funds AMCAP R6
1JVAYX JPMorgan Value Advantage R6
1MSFHX MFS Total Return R3
1PGTQX PGIM Global Total Return R6
1PCSV25 Putnam Stable Value Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Business Information Solutions)**01-JAN-23 to 31-DEC-23****01-FEB-24 11:34:48**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			0.10	1.27
1RFDTX			121.08	108.94
1RFETX			0.31	4.40
1RWIGX			675.79	829.55
1RERGX			5,135.33	5,492.75
1ODVYX			1,224.30	1,203.49
1FRSCV6			775.78	721.97
1JVTIX			10,934.80	10,500.60
1MXYKX			6,400.43	4,839.09
1WFPRX			3,287.52	3,017.05
1RAFGX			46,748.30	54,721.04
1JVAYX			51,070.24	51,173.30
1SWPPX			35,098.54	55,238.09
1MSFHX			11,700.66	11,463.16
1NEZYX			17,023.70	14,751.15
1PGTQX			907.53	696.24
1PDBZX			24,091.31	20,934.08
1PCSV25			2,881.00	2,881.00
			218,076.72	238,577.17
FORFEITURES			687.48	687.48

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Dayton Sweeping Service, Inc.)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:35:11**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			2,248.64	2,341.66
1RFGTX			3,564.58	3,273.89
1RFHTX			44,105.10	49,017.94
1SWPPX			7.66	12.78
1PCSV25			26.80	26.80
			49,952.78	54,673.07
PARTICIPANT LOANS	VARIOUS	4.250-4.250	7,262.21	7,279.79
FORFEITURES			447.03	447.03

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Staffmark/EMS 401(k) Savings Plan (Dayton Region Manufacturers Association)
01-JAN-23 to 31-DEC-23

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFITX			5,117.54	6,166.22
1RWIGX			674.32	746.12
1RERGX			40,493.60	41,992.01
1ODVYX			76.33	79.13
1FRSCV6			40.81	41.98
1JVTIX			36,659.63	35,132.42
1VSMAX			383.28	425.40
1MXYKX			54,305.75	42,580.46
1VEXAX			37.75	43.22
1WFPRX			122.81	121.68
1RAFGX			107,826.40	124,868.21
1JVAYX			117,523.45	116,162.00
1SWPPX			817.93	909.65
1MSFHX			39.63	40.34
1NEZYX			124,694.54	113,428.81
1PGTQX			75.76	80.48
1PDBZX			127,160.79	112,776.84
1PCSV25			113.77	113.77
			616,164.09	595,708.74

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Dress for Success)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:35:50

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RWIGX			648.88	703.56
1RERGX			656.97	682.01
1ODVYX			62.96	64.23
1FRSCV6			46.77	48.82
1VSMAX			354.34	392.77
1MXYKX			177.59	170.48
1VEXAX			20,755.32	28,583.93
1WFPRX			132.28	132.44
1RAFGX			174.07	190.19
1FCNTX			17.12	18.32
1JVAYX			175.37	179.89
1SWPPX			93,020.18	139,649.56
1MSFHX			180.30	183.68
1NEZYX			79.99	82.78
1PGTQX			86.78	93.33
1PDBZX			472.75	484.26
1PCSV25			1,604.59	1,604.59
			118,646.26	173,264.84

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (E-MEK Technologies)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:36:21**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			2,246.07	2,313.69
1RRCTX			7,225.96	7,459.78
1RFDTX			56,499.22	58,888.19
1RFETX			42,770.86	45,794.12
1RFFTX			108,495.56	122,141.21
1RFGTX			151.83	180.57
1RFHTX			42,843.03	46,118.08
1RFITX			807.60	973.09
1RFKTX			1,969.22	2,394.91
1RWIGX			6,832.29	7,520.23
1RERGX			6,722.63	6,746.08
1ODVYX			403.01	421.04
1FRSCV6			338.77	342.25
1JVTIX			0.74	0.73
1VSMAX			4,143.77	4,497.99
1MXKX			2,204.43	2,082.67
1VEXAX			191.02	222.10
1WFPRX			1,261.52	1,264.79
1RAFGX			1,968.56	2,107.28
1FCNTX			932.92	1,043.86
1JVAYX			1,569.17	1,616.23
1SWPPX			9,857.42	10,813.57
1MSFHX			2,437.79	2,447.87
1NEZYX			987.37	1,009.48
1PGTQX			629.35	682.37
1PDBZX			5,878.47	5,596.36
1PCSV25			4,825.14	4,825.18
			314,193.72	339,503.72
PARTICIPANT LOANS	VARIOUS	4.250-9.500	7,372.35	7,398.23
FORFEITURES			41.06	41.06

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (E-MEK Technologies)**01-JAN-23 to 31-DEC-23****01-FEB-24 11:36:21**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (Exochem Corporation)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:36:50

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			42.20	42.11
1RFDTX			471,133.47	501,094.65
1RFETX			94,327.77	103,232.38
1RFFTX			37,990.80	43,483.93
1RFGTX			79,456.01	92,151.71
1RFHTX			4,372.75	4,542.65
1RFITX			5,557.77	5,839.61
1RFKTX			7,808.10	8,735.28
1RWIGX			8,679.55	9,721.99
1RERGX			2,518.64	2,549.98
1ODVYX			70.42	72.50
1FRSCV6			283.57	299.93
1JVTIX			19,888.47	18,622.04
1VSMAX			1,243.45	1,403.98
1MXYKX			19,222.28	15,119.52
1WFPRX			636.72	627.18
1RAFGX			2,979.15	3,280.17
1FCNTX			1,882.93	1,993.30
1JVAYX			912.77	941.45
1SWPPX			4,065.81	4,579.68
1MSFHX			2,095.46	2,089.29
1NEZYX			898.24	910.45
1PGTQX			553.39	596.20
1PDBZX			5,122.05	4,867.65
1PCSV25			4,501.12	4,501.09
			776,242.89	831,298.72
PARTICIPANT LOANS	VARIOUS	4.250-9.500	7,496.21	7,509.30
FORFEITURES			20,425.85	20,425.85

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Exochem Corporation)**01-JAN-23 to 31-DEC-23****01-FEB-24 11:36:50**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401k Savings Plan

01-JAN-23 to 31-DEC-23

01-FEB-24 11:37:10

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			14,622.00	15,062.13
1RRCTX			15,747.59	16,549.13
1RFDTX			20.43	103.28
1RFETX			5,957.95	6,885.73
1RFFTX			98.13	507.92
1RFGTX			12.40	64.69
1RFHTX			7.93	41.72
1RFITX			10.76	57.45
1RWIGX			18,803.32	23,082.22
1RERGX			22,770.61	24,355.45
1ODVYX			186.15	183.01
1FRSCV6			2,917.73	2,715.35
1JVTIX			34,468.70	33,044.08
1MXYKX			99,975.65	75,587.61
1WFPRX			81,719.06	74,995.67
1RAFGX			65,711.01	77,089.43
1JVAYX			163,095.40	161,340.52
1SWPPX			1,586.66	2,644.29
1MSFHX			23,248.33	23,739.70
1NEZYX			10,536.54	9,486.76
1PDBZX			37,988.01	33,409.88
1PCSV25			131,476.21	131,476.21
			730,960.57	712,422.23
FORFEITURES			1,453.29	1,453.29

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401k Savings Plan

01-JAN-23 to 31-DEC-23

01-FEB-24 11:37:10

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Hafer and Rawe, Inc.)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:37:39**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFETX			3,478.86	3,666.50
1RFFTX			103,034.04	112,388.59
1RFGTX			1,391.09	1,465.27
1RFHTX			7.78	7.82
1RFITX			7,756.79	9,187.55
1RFUTX			2,785.09	3,053.76
1RWIGX			4,794.24	5,460.99
1RERGX			143,083.18	148,309.01
1ODVYX			110,432.12	106,298.98
1FRSCV6			123,537.76	116,822.72
1JVTIX			17,712.96	17,231.79
1VSMAX			181.52	200.02
1MXYKX			67,763.64	55,004.43
1VEXAX			14.68	16.84
1WFPRX			105,798.10	97,460.89
1RAFGX			75,580.71	87,311.78
1FCNTX			68,841.69	71,607.43
1JVAYX			83,740.19	82,105.90
1SWPPX			85,657.53	127,225.47
1MSFHX			10,402.92	9,838.95
1NEZYX			19,835.76	20,298.37
1PGTQX			3,959.33	3,462.74
1PDBZX			46,607.25	41,069.59
1PCSV25			35,689.47	35,697.79
			1,122,086.70	1,155,193.18
FORFEITURES			415.15	415.15

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Hafer and Rawe, Inc.)**01-JAN-23 to 31-DEC-23****01-FEB-24 11:37:39**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Staffmark/EMS 401(k) Savings Plan (Jonathan Winston Blum Enterprises, LLC)
01-JAN-23 to 31-DEC-23

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFUTX			2,311.60	2,461.60
1RWIGX			7,913.19	8,858.61
1RERGX			8,458.59	8,335.06
1FRSCV6			6,722.34	6,844.96
1JVTIX			7,197.45	6,739.56
1MXYKX			10,965.18	8,728.93
1WFPRX			8,788.76	8,440.37
1RAFGX			23,466.39	25,833.34
1JVAYX			62,599.84	62,089.20
1SWPPX			30,269.76	39,948.05
			168,693.10	178,279.68

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RWIGX American Funds Capital World G/I R6
1ODVYX Invesco Developing Markets Y
1VSMAX Vanguard Small Cap Index Adm
1WFPRX Allspring Special Mid Cap Value R6
1FCNTX Fidelity Contrafund
1SWPPX Schwab S&P 500 Index
1NEZYX Loomis Sayles Strategic Income Fund Y
1PDBZX PGIM Total Return Bond Z
1RRCTX American Funds 2020 Trgt Date Retire R6
1RFHTX American Funds 2045 Trgt Date Retire R6
1VEXAX Vanguard Extended Market Idx Adm
1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1FRSCV6 Franklin Small Cap Value R6
1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
1RAFGX American Funds AMCAP R6
1JVAYX JPMorgan Value Advantage R6
1MSFHX MFS Total Return R3
1PGTQX PGIM Global Total Return R6
1PCSV25 Putnam Stable Value Fund
1JVTIX Janus Henderson Venture I
1RFITX American Funds 2050 Trgt Date Retire R6
1RFJTX American Funds 2015 Trgt Date Retire R6
1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Mark Friedman, Esq.)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:38:28

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RAFGX			0.01	0.22
1MSFHX			0.00	0.08
1NEZYX			0.01	0.27
1PDBZX			0.08	0.77
1PCSV25			0.04	0.56
			0.14	1.90

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Myers Poured Concrete Walls)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:38:47**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			102,745.81	95,348.31
			102,745.81	95,348.31

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Orbit Manufacturing, Inc.)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:39:04

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			43.45	44.76
1RWIGX			1,713.91	2,105.49
1RERGX			1,550.77	1,659.69
1JVTIX			2,512.60	2,411.33
1MXYKX			3,806.44	2,880.24
1RAFGX			4,912.66	5,767.57
1JVAYX			9,919.81	9,820.42
1MSFHX			3,773.86	3,854.69
1PDBZX			7,019.79	6,172.02
1PCSV25			3,441.13	3,441.16
			38,694.42	38,157.37
FORFEITURES			498.55	498.55

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RWIGX American Funds Capital World G/I R6
1ODVYX Invesco Developing Markets Y
1VSMAX Vanguard Small Cap Index Adm
1WFPRX Allspring Special Mid Cap Value R6
1FCNTX Fidelity Contrafund
1SWPPX Schwab S&P 500 Index
1NEZYX Loomis Sayles Strategic Income Fund Y
1PDBZX PGIM Total Return Bond Z
1RRCTX American Funds 2020 Trgt Date Retire R6
1RFHTX American Funds 2045 Trgt Date Retire R6
1VEXAX Vanguard Extended Market Idx Adm
1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1FRSCV6 Franklin Small Cap Value R6
1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
1RAFGX American Funds AMCAP R6
1JVAYX JPMorgan Value Advantage R6
1MSFHX MFS Total Return R3
1PGTQX PGIM Global Total Return R6
1PCSV25 Putnam Stable Value Fund
1JVTIX Janus Henderson Venture I
1RFITX American Funds 2050 Trgt Date Retire R6
1RFJTX American Funds 2015 Trgt Date Retire R6
1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (ORX Solutions)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:39:18

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFITX			1,776.94	2,141.05
1RWIGX			78.68	96.59
1RERGX			610.40	652.88
1ODVYX			140.28	137.89
1FRSCV6			85.69	79.75
1JVTIX			631.55	605.46
1MXYKX			735.36	555.96
1WFPRX			372.33	341.70
1RAFGX			858.30	1,006.94
1JVAYX			1,488.87	1,472.85
1SWPPX			695.80	1,159.63
1PGTQX			110.55	84.81
1PDBZX			2,023.93	1,780.02
1PCSV25			356.74	356.74
			9,965.42	10,472.27

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (Peter A. Wimberg Co., Inc.)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:40:00

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			33,397.79	34,557.50
1RFGTX			39,302.68	41,100.22
1RFHTX			6,229.55	7,460.63
1RFITX			48,884.92	51,750.70
1RFUTX			21,764.70	23,869.14
1RWIGX			43,578.36	50,700.13
1RERGX			51,465.83	52,499.65
1ODVYX			1,460.54	1,460.07
1FRSCV6			2,632.78	2,712.65
1JVTIX			29,484.97	28,260.06
1VSMAX			8,464.95	8,975.45
1MXYKX			99,930.00	77,633.87
1VEXAX			74.25	88.48
1WFPRX			21,688.96	20,289.25
1RAFGX			63,661.01	73,691.32
1FCNTX			39.87	42.41
1JVAYX			52,816.89	52,375.24
1SWPPX			60,402.12	70,731.20
1MSFHX			20,248.23	20,341.00
1NEZYX			28,023.33	25,298.85
1PGTQX			4,573.84	4,953.76
1PDBZX			35,039.65	31,900.99
1PCSV25			20,563.14	20,563.42
			693,728.36	701,255.99
PARTICIPANT LOANS	VARIOUS	5.250-7.250	579.19	579.19

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Peter A. Wimberg Co., Inc.)**01-JAN-23 to 31-DEC-23****01-FEB-24 11:40:00**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Real Asset Solutions)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:40:12

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RAFGX			2.73	3.20
1JVAYX			4.02	3.98
1MSFHX			2.17	2.22
1NEZYX			1.33	1.21
1PDBZX			2.80	2.46
1PCSV25			1.68	1.68
			<u>14.73</u>	<u>14.75</u>

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Kindred Spirits Invstmt. Mgmt, LLC dba RedTree Invstmts.

01-JAN-23 to 31-DEC-23

01-FEB-24 11:40:35

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFHTX			27,143.78	32,514.47
1RWIGX			10,040.28	10,895.64
1RERGX			121,261.43	112,137.27
1ODVYX			16,226.69	15,226.77
1FRSCV6			134,986.17	129,469.44
1JVTIX			38,391.73	36,180.10
1VSMAX			6,137.54	6,590.85
1MXYKX			1,948.87	1,809.80
1VEXAX			47,584.45	48,133.33
1WFPRX			1,629.37	1,645.93
1RAFGX			104,524.54	117,691.89
1JVAYX			114,177.90	112,193.37
1SWPPX			701,999.37	967,238.57
1MSFHX			962.47	953.45
1NEZYX			9,927.26	9,595.48
1PGTQX			547.92	588.12
1PDBZX			8,324.02	8,510.71
1PCSV25			1,857.50	1,857.50
			1,347,671.29	1,613,232.69

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Result Data Consulting Limited)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:40:47**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			0.35	5.14
1RFETX			0.27	3.85
1RFFTX			222,984.54	258,503.28
1RFHTX			46,820.45	56,194.13
1RFKTX			3,498.51	4,102.02
			273,304.12	318,808.42
FORFEITURES			2,766.14	2,766.14

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Specialty Logistics, Inc.)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:41:04

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFGTX			47.44	50.16
1RFITX			506.84	531.83
1RWIGX			8,518.67	10,247.77
1RERGX			15,896.97	16,661.37
1JVTIX			16,498.70	15,759.81
1MXYKX			46,930.93	35,781.68
1WFPRX			10,477.21	9,658.11
1RAFGX			27,408.80	31,795.82
1JVAYX			33,841.82	33,403.85
1MSFHX			0.00	0.06
1PDBZX			38,363.00	33,790.25
1PCSV25			7,564.56	7,564.81
			206,054.94	195,245.52

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Terrex, LLC)****01-JAN-23 to 31-DEC-23**

01-FEB-24 11:41:25

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			20,711.08	21,847.53
1RFETX			11,769.52	12,154.39
1RFFTX			124,502.76	130,451.45
1RFITX			122,566.40	126,919.62
1RWIGX			32,609.23	37,719.19
1RERGX			42,502.91	43,409.76
1ODVYX			18,932.86	18,753.51
1FRSCV6			66,329.04	63,835.32
1JVTIX			70,099.15	67,363.89
1VSMAX			22,947.34	24,260.08
1MXYKX			171,902.39	137,136.47
1WFPRX			6,526.48	6,073.70
1RAFGX			20,131.54	22,656.34
1FCNTX			68,537.65	73,067.70
1JVAYX			205,474.12	202,340.94
1SWPPX			151,728.50	198,621.38
1MSFHX			459.98	465.62
1NEZYX			167.38	173.80
1PGTQX			165.32	173.78
1PDBZX			999.62	1,034.84
1PCSV25			992.20	992.20
			1,160,055.47	1,189,451.51
FORFEITURES			1,481.49	1,481.49

Attachment to Form 5500, Schedule H, Part 4, Item I

EIN # 06-1553489

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Terry Monnie Title Company)**01-JAN-23 to 31-DEC-23****01-FEB-24 11:41:53**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RWIGX			36,174.73	39,790.70
1RERGX			33,651.11	32,994.19
1ODVYX			1,548.49	1,563.71
1FRSCV6			2,785.97	2,956.97
1VSMAX			46,671.25	52,155.92
1MXYKX			13,576.65	12,797.32
1VEXAX			28,284.52	30,816.48
1WFPRX			6,293.57	6,201.15
1RAFGX			11,078.06	12,218.50
1FCNTX			3,739.32	3,994.12
1JVAYX			8,840.75	9,128.66
1SWPPX			97,722.87	114,421.08
1MSFHX			15,615.92	15,354.37
1NEZYX			6,603.28	6,718.79
1PGTQX			5,094.85	5,533.75
1PDBZX			35,776.05	33,900.23
1PCSV25			28,865.17	28,865.53
			382,322.56	409,411.47
FORFEITURES			1.45	1.45

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (The Expediting Co., Inc.)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:42:36

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			15,589.96	15,467.73
1RFETX			22,365.97	23,373.54
1RFFTX			128,896.08	136,378.62
1RFGTX			111,000.40	113,641.76
1RFHTX			55,518.79	58,105.96
1RFITX			47,562.50	51,963.61
1RFKTX			343.13	362.54
1RWIGX			56,846.61	63,844.14
1RERGX			37,100.18	37,523.40
1ODVYX			8,478.17	8,164.55
1FRSCV6			1,171.41	1,230.62
1JVTIX			7,352.52	6,861.97
1VSMAX			22,729.98	24,850.92
1MXYKX			44,893.07	38,910.75
1VEXAX			630.83	701.93
1WFPRX			17,195.49	16,589.01
1RAFGX			31,698.00	34,854.26
1FCNTX			7,208.75	7,709.15
1JVAYX			38,197.27	38,133.99
1SWPPX			45,873.51	51,471.08
1MSFHX			39,110.40	39,060.13
1NEZYX			32,037.51	30,557.89
1PGTQX			5,175.79	5,614.70
1PDBZX			96,538.90	91,084.75
1PCSV25			90,791.31	90,791.78
			964,306.53	987,248.78
PARTICIPANT LOANS	VARIOUS	4.500-9.250	25,132.92	25,215.19
FORFEITURES			3,063.24	3,063.24

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (The Expediting Co., Inc.)**01-JAN-23 to 31-DEC-23****01-FEB-24 11:42:36**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Tipton Interests, Inc.)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:42:54

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			87,047.91	85,125.17
1RWIGX			8,367.37	10,295.41
1RERGX			15,917.82	17,045.25
1ODVYX			4,426.13	4,345.43
1JVTIX			11,239.00	10,816.93
1MXYKX			31,286.06	23,706.98
1WFPRX			10,285.97	9,439.70
1RAFGX			30,806.86	36,253.92
1JVAYX			32,222.09	31,971.92
1NEZYX			14,676.73	13,038.13
1PDBZX			16,809.51	14,754.49
1PCSV25			12,997.83	12,997.83
			276,083.28	269,791.16
FORFEITURES			4.44	4.44

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RWIGX American Funds Capital World G/I R6
1ODVYX Invesco Developing Markets Y
1VSMAX Vanguard Small Cap Index Adm
1WFPRX Allspring Special Mid Cap Value R6
1FCNTX Fidelity Contrafund
1SWPPX Schwab S&P 500 Index
1NEZYX Loomis Sayles Strategic Income Fund Y
1PDBZX PGIM Total Return Bond Z
1RRCTX American Funds 2020 Trgt Date Retire R6
1RFHTX American Funds 2045 Trgt Date Retire R6
1VEXAX Vanguard Extended Market Idx Adm
1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1FRSCV6 Franklin Small Cap Value R6
1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
1RAFGX American Funds AMCAP R6
1JVAYX JPMorgan Value Advantage R6
1MSFHX MFS Total Return R3
1PGTQX PGIM Global Total Return R6
1PCSV25 Putnam Stable Value Fund
1JVTIX Janus Henderson Venture I
1RFITX American Funds 2050 Trgt Date Retire R6
1RFJTX American Funds 2015 Trgt Date Retire R6
1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Unit Building Services, Inc.)**01-JAN-23 to 31-DEC-23****01-FEB-24 11:43:18**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFETX			1,681.85	1,859.81
1RWIGX			23,279.22	27,658.11
1RERGX			42,537.70	45,371.09
1ODVYX			12,985.78	12,764.98
1JVTIX			14,573.02	13,970.69
1MXYKX			17,410.42	13,163.30
1WFPRX			8,603.37	8,255.72
1RAFGX			154,964.65	181,535.85
1JVAYX			188,832.81	187,261.42
1SWPPX			27,086.08	37,190.39
1MSFHX			70,719.24	72,342.57
1NEZYX			82,988.88	75,400.03
1PGTQX			701.62	538.28
1PDBZX			125,183.49	112,597.74
1PCSV25			50,401.09	50,401.28
			821,949.22	840,311.26
FORFEITURES			3,721.85	3,721.85

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (United Commercial Floors, Inc.)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:43:53

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFGTX			76,204.31	81,138.39
1RWIGX			4,334.93	4,706.44
1RERGX			4,691.91	4,450.13
1ODVYX			505.03	512.92
1FRSCV6			236.70	251.68
1JVTIX			175.17	167.93
1VSMAX			2,896.00	3,027.85
1MXYKX			784.32	682.14
1WFPRX			520.86	508.12
1RAFGX			1,209.33	1,337.92
1JVAYX			1,518.12	1,499.21
1SWPPX			6,512.88	6,845.27
1MSFHX			421.28	428.82
1NEZYX			243.92	253.96
1PGTQX			240.06	255.07
1PDBZX			1,558.73	1,499.84
1PCSV25			38,691.99	38,692.93
			140,745.54	146,258.62
FORFEITURES			6.06	6.06

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Woodlawn Rubber Company)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:44:06**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			2,351.87	2,422.65
1RRCTX			1,353,166.52	1,383,247.11
1RFDTX			502.98	541.11
1RFFTX			64,388.43	74,717.22
1RFHTX			32,500.78	36,499.19
1JVTIX			194,266.80	180,340.29
1VSMAX			155,918.30	199,696.61
1MXYKX			254,982.28	193,869.75
1VEXAX			154,651.81	199,898.04
1MSFHX			16.25	16.60
1PCSV25			33.92	33.92
			2,212,779.94	2,271,282.49
PARTICIPANT LOANS	VARIOUS	4.250-4.250	2,660.27	2,660.27
FORFEITURES			1,086.16	1,086.16

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

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GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (Zins Plumbing)

01-JAN-23 to 31-DEC-23

Page 1 of 2

01-FEB-24 11:44:30

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFGTX			9,002.35	9,390.04
1RFHTX			45,828.61	53,419.28
1RWIGX			10,721.09	12,933.70
1RERGX			29,292.14	30,611.11
1ODVYX			6,692.80	6,303.61
1FRSCV6			3,205.46	3,138.87
1JVTIX			38,366.66	36,718.12
1VSMAX			8,936.45	11,250.96
1MXYKX			94,485.57	72,421.18
1VEXAX			46.60	54.03
1WFPRX			21,402.00	19,708.89
1RAFGX			49,192.39	57,375.24
1JVAYX			71,323.14	70,557.22
1SWPPX			11,812.34	17,270.12
1MSFHX			28,219.16	28,598.47
1NEZYX			37,939.09	34,021.23
1PGTQX			46.11	49.96
1PDBZX			49,451.25	43,261.75
1PCSV25			12,588.41	12,591.46
			528,551.62	519,675.24
FORFEITURES			75.89	75.89

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Zins Plumbing)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:44:30

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401k Savings Plan (Kennedy Advisors)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:44:53

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFITX			8,498.94	8,846.62
1RFKTX			236,116.30	270,480.61
1RWIGX			59,104.05	69,946.77
1RERGX			12,354.52	12,987.41
1ODVYX			64,776.38	61,415.20
1FRSCV6			112.55	115.94
1JVTIX			48,011.84	45,496.53
1VSMAX			18,721.65	20,535.33
1MXYKX			99,333.27	77,695.62
1VEXAX			103.40	118.16
1WFPRX			219.22	224.75
1RAFGX			425.85	468.64
1FCNTX			23,754.44	24,968.66
1JVAYX			553.64	568.91
1SWPPX			540,380.61	805,426.40
1MSFHX			89,550.01	89,976.25
1NEZYX			104.93	110.66
1PGTQX			5,892.78	5,247.43
1PDBZX			13,804.52	12,401.01
1PCSV25			0.02	0.02
			1,221,818.92	1,507,030.92
FORFEITURES			95.44	95.44

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401k Savings Plan (Kennedy Advisors)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:44:53

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
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 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (A1 Fabricators)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:45:13

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			15,210.10	15,614.00
1RRCTX			19,276.36	18,676.69
1RFDTX			38,212.99	38,847.88
1RFETX			67,625.19	70,248.90
1RFFTX			46,765.37	49,502.43
1RFGTX			24,677.23	27,212.70
1RFHTX			101,608.72	110,573.10
1RFITX			16,230.98	17,162.72
1RFKTX			22,336.20	24,381.48
1RFUTX			4,794.66	5,040.71
1RWIGX			269.63	329.17
1RREGX			275.35	286.08
1FRSCV6			140.51	130.76
1JVTIX			128.64	124.35
1VSMAX			99.97	137.97
1MXKX			275.29	210.14
1VEXAX			158.37	222.11
1WFPRX			248.64	228.19
1RAFGX			245.69	289.86
1FCNTX			281.93	329.43
1JVAYX			470.80	471.52
1SWPPX			400.82	613.34
			359,733.44	380,633.53
PARTICIPANT LOANS	VARIOUS	4.250-9.500	6,296.36	6,265.69
FORFEITURES			0.14	0.14

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (A1 Fabricators)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:45:13

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Dalaco Materials LLC)****01-JAN-23 to 31-DEC-23**

01-FEB-24 11:45:26

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			31.21	157.60
1RRCTX			2,072.91	2,139.75
1RFGTX			824.75	980.80
1RFITX			1,270.42	1,530.76
1RERGX			7,825.50	8,370.15
1JVTIX			4,984.06	4,778.07
1MXYKX			2,613.22	1,975.74
1WFPRX			7,127.73	6,541.30
1RAFGX			9,003.30	10,562.30
1JVAYX			5,973.23	5,908.96
1SWPPX			3,765.30	6,273.32
1PDBZX			12,734.35	11,198.97
1PCSV25			3,422.00	3,422.00
			61,647.98	63,839.72
FORFEITURES			260.91	260.91

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (BBM Railway Equipment LLC)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:46:05**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			0.64	9.17
1RFGTX			10,669.73	11,533.34
1RFITX			178,525.94	193,296.54
1RFKTX			52,609.15	55,244.20
1RFUTX			57,574.53	61,973.20
1RWIGX			30,745.93	34,368.12
1RERGX			45,865.11	45,237.76
1ODVYX			5,180.81	4,946.31
1FRSCV6			27,415.49	26,847.32
1JVTIX			1,994.99	1,846.77
1VSMAX			36,018.73	40,375.45
1MXKX			22,048.99	19,737.43
1VEXAX			19,360.57	21,997.17
1WFPRX			5,715.19	5,669.75
1RAFGX			13,893.94	15,136.39
1FCNTX			15,316.45	16,495.67
1JVAYX			34,577.53	34,151.02
1SWPPX			124,464.61	150,407.48
1MSFHX			20,697.40	20,518.22
1NEZYX			12,917.38	12,888.19
1PGTQX			13,514.50	14,326.34
1PDBZX			82,857.90	77,046.01
1PCSV25			220,720.27	220,733.90
			1,032,685.78	1,084,785.75
PARTICIPANT LOANS	VARIOUS	4.250-9.500	40,216.67	40,321.15
FORFEITURES			20,646.27	20,646.27

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (BBM Railway Equipment LLC)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:46:05**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (STNL Development, LLC)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:46:24

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			28,751.76	30,745.66
1RRCTX			1,435.99	1,271.07
1RFDTX			6,116.57	5,875.01
1RFETX			230,409.80	233,981.39
1RFGTX			164,727.72	172,167.12
1RFHTX			212,843.74	232,731.60
1RFITX			48,682.72	51,027.10
1RFKTX			12,966.20	14,194.93
1RFUTX			51,875.94	55,152.58
1RWIGX			11,715.17	12,854.43
1RERGX			43,684.77	37,805.67
1ODVYX			1,859.44	1,906.25
1FRSCV6			14.95	16.09
1JVTIX			0.03	0.37
1VSMAX			48,099.99	48,731.52
1MXYKX			49.01	45.90
1VEXAX			63,925.53	64,346.71
1WFPRX			6,661.24	6,739.19
1RAFGX			11,279.44	12,289.42
1FCNTX			191,759.72	195,752.34
1JVAYX			11,369.29	11,061.98
1SWPPX			137,883.40	150,237.30
1NEZYX			1,039.42	1,073.12
1PDBZX			14,902.32	15,179.29
1PCSV25			686.22	686.70
			1,302,740.38	1,355,872.74
FORFEITURES			11,697.09	11,697.09

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (STNL Development, LLC)****01-JAN-23 to 31-DEC-23****01-FEB-24 11:46:24**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (L. Zins Plumbing, Inc.)

01-JAN-23 to 31-DEC-23

31-JAN-24 08:38:19

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			242.63	249.96
1RFITX			2,332.69	2,536.20
1RWIGX			1,041.32	1,148.43
1RERGX			942.57	971.17
1ODVYX			0.44	0.45
1JVTIX			0.21	0.22
1VSMAX			711.36	795.51
1MXYKX			181.79	176.57
1HAMVX			85.35	88.62
1RAFGX			254.38	264.76
1FCNTX			0.16	0.18
1JVAYX			88.97	88.78
1SWPPX			2,075.63	2,293.34
1MSFHX			173.05	177.28
1NEZYX			257.39	265.07
1PDBZX			1,211.25	1,240.65
1PCSV25			1,326.64	1,326.64
			10,925.83	11,623.83

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 31-1094387

LEGEND

INVESTMENT OPTION:

1RFJTX American Funds 2015 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1HAMVX Harbor Mid Cap Value Instl
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PCSV25 Putnam Stable Value Fund

1RFITX American Funds 2050 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1JVTIX Janus Henderson Venture I
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS Savings Plan (Benchmark Restaurant Group LLC)****01-JAN-23 to 31-DEC-23****26-JAN-24 23:41:05**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFFTX			0.00	0.04
1RFHTX			13,307.70	13,265.36
1RFKTX			3,449.72	3,863.87
1RFUTX			4,995.38	5,102.21
1RWIGX			1,414.17	1,622.02
1RERGX			1,308.15	1,347.71
1ODVYX			123.28	134.98
1FRCSX			71.30	72.55
1VSMAX			726.96	800.78
1MXYKX			233.13	217.93
1VEXAX			142.15	148.27
1WFPRX			71.77	71.31
1RAFGX			204.38	225.30
1FCNTX			61.88	75.41
1JVAYX			308.65	293.21
1SWPPX			1,123.15	1,256.35
1MSFHX			145.10	146.42
1NEZYX			148.85	147.65
1PGTQX			143.70	147.69
1PDBZX			304.79	296.23
1PCSV25			287.66	287.66
			28,571.87	29,522.95

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 81-5287830

LEGEND

INVESTMENT OPTION:

1RFFTX American Funds 2035 Trgt Date Retire R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1VEXAX Vanguard Extended Market Idx Adm
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund

1RFHTX American Funds 2045 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRCSX Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (K2SA LLC)****01-JAN-23 to 31-DEC-23**

01-FEB-24 11:46:45

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			15,783.55	15,883.12
1RFETX			147,120.02	149,804.51
1RFFTX			54,066.29	57,305.88
1RFHTX			8,691.56	10,276.85
1RFITX			5,267.30	6,248.70
1RFKTX			43,284.61	46,925.22
1RFUTX			3,651.20	3,757.37
1RWIGX			9,235.68	10,273.86
1RERGX			48,291.27	52,407.93
1ODVYX			632.38	646.92
1FRSCV6			634.29	634.67
1VSMAX			43,646.54	50,524.66
1MXYKX			2,113.73	1,919.28
1VEXAX			37,081.61	44,521.76
1WFPRX			1,314.69	1,281.37
1RAFGX			2,322.30	2,556.02
1FCNTX			595.22	639.20
1JVAYX			1,912.63	1,920.82
1SWPPX			52,728.67	62,278.66
1MSFHX			1,894.93	1,922.41
1NEZYX			632.28	640.43
1PGTQX			603.69	641.32
1PDBZX			3,951.80	3,848.66
1PCSV25			3,192.75	3,192.76
			488,648.99	530,052.38

Attachment to Form 5500, Schedule H, Part 4, Item I

EIN # 82-

Plan 215847

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

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Staffmark/EMS 401(k) Savings Plan (K2SA LLC)

01-JAN-23 to 31-DEC-23

01-FEB-24 11:46:45

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z
 1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1VEXAX Vanguard Extended Market Idx Adm
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund
 1JVTIX Janus Henderson Venture I
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

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GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Power Food Technology)****01-JAN-23 to 31-DEC-23****Page 1 of 1****27-JAN-24 00:33:35**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFETX			0.00	0.03
1RFFTX			0.00	0.05
1MXYKX			0.00	0.02
1SWPPX			0.00	0.06
1PDBZX			0.00	0.04
			0.00	0.20
FORFEITURES			1,763.11	1,763.11

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 32-0522389

LEGEND**INVESTMENT OPTION:**

1RFETX American Funds 2030 Trgt Date Retire R6
1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
1PDBZX PGIM Total Return Bond Z

1RFFTX American Funds 2035 Trgt Date Retire R6
1SWPPX Schwab S&P 500 Index

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS Savings Plan (Normandy Catering)

01-JAN-23 to 31-DEC-23

31-JAN-24 18:09:02

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			8,863.07	8,673.68
1RFITX			12,337.08	13,011.26
1RWIGX			2.60	2.65
1RERGX			2.40	2.46
1ODVYX			0.20	0.21
1FRSCV6			0.20	0.20
1VSMAx			1.20	1.22
1MXYKX			0.67	0.61
1WFPRX			0.60	0.61
1RAFGX			0.80	0.82
1FCNTX			0.20	0.20
1JVAYX			0.60	0.61
1SWPPX			3.40	3.45
1MSFHX			1.04	1.01
1NEZYX			0.40	0.40
1PGTQX			0.60	0.60
1PDBZX			2.60	2.60
1PCSV25			2.60	2.60
			21,220.26	21,705.19

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 06-1553489

LEGEND

INVESTMENT OPTION:

1RRCTX American Funds 2020 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAx Vanguard Small Cap Index Adm
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z

1RFITX American Funds 2050 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (McHales Catering, LLC)****01-JAN-23 to 31-DEC-23****30-JAN-24 13:01:13**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFJTX			143,437.91	141,772.90
1RRCTX			13,608.06	13,482.08
1RFDTX			23,664.63	23,673.75
1RFETX			281,705.03	291,840.13
1RFFTX			129,347.20	136,666.18
1RFGTX			97,652.79	107,624.26
1RFHTX			19,987.18	22,224.29
1RFITX			156,714.38	163,648.81
1RFKTX			83,822.38	92,705.72
1RFUTX			11,244.39	12,301.87
1RWIGX			3,838.27	4,235.23
1REGX			3,230.03	3,335.46
1ODVYX			285.97	296.42
1FRSCV6			126.37	128.68
1VSMAX			1,730.13	1,937.52
1MXKX			1,228.72	1,170.49
1VEXAX			94.31	108.08
1WFPRX			655.17	650.19
1RAFGX			999.93	1,102.37
1FCNTX			388.64	421.07
1JVAYX			938.34	965.28
1SWPPX			3,575.61	3,988.99
1MSFHX			1,921.74	1,892.46
1NEZYX			936.17	936.14
1PGTQX			386.58	420.18
1PDBZX			5,681.21	5,093.25
1PCSV25			4,378.58	4,378.58
			991,579.72	1,037,000.38
PARTICIPANT LOANS	VARIOUS	4.250-7.250	6,044.98	6,035.09
FORFEITURES			0.07	0.07

375444-01

GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Page 2 of 2

Staffmark/EMS 401(k) Savings Plan (McHales Catering, LLC)**01-JAN-23 to 31-DEC-23****30-JAN-24 13:01:13**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RFJTX American Funds 2015 Trgt Date Retire R6
 1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSMAX Vanguard Small Cap Index Adm
 1VEXAX Vanguard Extended Market Idx Adm
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund

1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

375445-01

GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Page 1 of 1

Staffmark/EMS 401(k) Savings Plan (Youngstown Business Incubator)**01-JAN-23 to 31-DEC-23****01-FEB-24 05:43:49**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFHTX			55,790.81	58,269.27
1RFKTX			2,986.87	3,183.24
1RERGX			6,311.66	6,118.14
1ODVYX			3,036.86	2,862.66
1VEXAX			9,052.83	9,654.37
1SWPPX			21,337.75	23,971.99
1PDBZX			9,444.18	8,950.90
1PCSV25			12,341.82	12,341.82
			120,302.78	125,352.39

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 34-1751707

LEGEND

INVESTMENT OPTION:

1RFHTX American Funds 2045 Trgt Date Retire R6
1RERGX American Funds EuroPacific Gr R6
1VEXAX Vanguard Extended Market Idx Adm
1PDBZX PGIM Total Return Bond Z

1RFKTX American Funds 2055 Trgt Date Retire R6
1ODVYX Invesco Developing Markets Y
1SWPPX Schwab S&P 500 Index
1PCSV25 Putnam Stable Value Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

375446-01

GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Staffmark/EMS 401(k) Savings Plan (Facility Services & Maintenance Systems Inc.)
01-JAN-23 to 31-DEC-23

Page 1 of 1

01-FEB-24 15:47:08

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFETX			<u>19,201.45</u> 19,201.45	<u>19,112.71</u> 19,112.71

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 80-0683942

LEGEND**INVESTMENT OPTION:**

1RFETX American Funds 2030 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year**CURRENT VALUE:** The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Superior Logistics Ohio, LLC)****01-JAN-23 to 31-DEC-23****29-JAN-24 13:27:56**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			9,302.45	9,488.88
1RFETX			31,913.60	31,605.52
1RFFTX			27,903.48	27,597.66
1RFGTX			3,111.57	3,162.78
1RFHTX			26,746.25	26,368.26
1RFITX			41,013.94	40,988.36
1RFKTX			20,513.39	20,075.97
1RFUTX			48,144.11	48,496.27
1PCSV25			1,345.36	1,345.36
			209,994.15	209,129.06
PARTICIPANT LOANS	VARIOUS	6.500-9.500	3,985.09	3,990.54
FORFEITURES			272.43	272.43

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 47-4232192

LEGEND**INVESTMENT OPTION:**

1RFDTX American Funds 2025 Trgt Date Retire R6
1RFFTX American Funds 2035 Trgt Date Retire R6
1RFHTX American Funds 2045 Trgt Date Retire R6
1RFKTX American Funds 2055 Trgt Date Retire R6
1PCSV25 Putnam Stable Value Fund

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RFITX American Funds 2050 Trgt Date Retire R6
1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Stuff by Andrew Neyer)

01-JAN-23 to 31-DEC-23

31-JAN-24 04:14:04

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFFTX			4,960.84	5,054.54
1RFGTX			1,211.80	1,084.70
1RFITX			31,726.62	33,302.90
1RFUTX			4,312.67	4,494.97
1JVTIX			2,900.87	2,834.43
1VSMAX			1,936.76	2,043.53
1VEXAX			2,731.82	2,912.85
1RAFGX			2,885.34	3,055.79
1SWPPX			2,752.59	3,040.28
			55,419.31	57,823.99

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 47-4193673

LEGEND

INVESTMENT OPTION:

1RFFTX American Funds 2035 Trgt Date Retire R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1JVTIX Janus Henderson Venture I
 1VEXAX Vanguard Extended Market Idx Adm
 1SWPPX Schwab S&P 500 Index

1RFGTX American Funds 2040 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6
 1VSMAX Vanguard Small Cap Index Adm
 1RAFGX American Funds AMCAP R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)
Staffmark/EMS Savings Plan (CustomEyes Vision Center Inc dba Liberty EyeCare)
01-JAN-23 to 31-DEC-23

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFITX			90,830.89	92,690.47
1RWIGX			1,865.19	2,056.23
1RERGX			1,015.62	1,054.31
1ODVYX			11.00	11.64
1FRSCV6			9,186.94	9,209.36
1VSCAX			9,729.79	10,474.49
1VSMAX			33,457.10	36,233.27
1MXYKX			10,883.79	9,404.93
1VEXAX			21,977.54	24,311.12
1WFPRX			16,443.68	16,276.76
1RAFGX			377.39	404.68
1FCNTX			8,145.38	9,252.12
1JVAYX			19,378.97	18,534.35
1SWPPX			19,248.51	21,658.10
1MSFHX			282.01	283.13
1NEZYX			101.09	104.65
1PGTQX			192.11	198.28
1PDBZX			8,040.36	7,937.62
1PCSV25			1,241.40	1,241.40
			252,408.76	261,336.91

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 46-4543492

LEGEND

INVESTMENT OPTION:

1RFITX American Funds 2050 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1VSMAX Vanguard Small Cap Index Adm
 1VEXAX Vanguard Extended Market Idx Adm
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund

1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSCAX Invesco Small Cap Value A
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

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GA

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS Savings Plan (Patriot Roofing Company, LLC)****01-JAN-23 to 31-DEC-23**

Page 1 of 1

31-JAN-24 02:03:41

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFFTX			7,522.61	7,940.36
1RFGTX			3,904.71	4,200.18
1RFHTX			8,644.06	9,170.47
			20,071.38	21,311.01

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 46-1367080

LEGEND

INVESTMENT OPTION:

1RFFTX American Funds 2035 Trgt Date Retire R6
1RFHTX American Funds 2045 Trgt Date Retire R6

1RFGTX American Funds 2040 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

GA

Staffmark/EMS 401(k) Savings Plan (Motiv Medical)

01-JAN-23 to 31-DEC-23

30-JAN-24 16:01:56

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFGTX			56,630.95	60,211.43
1RFUTX			36,361.22	39,332.43
1RWIGX			19,046.30	21,336.86
1RERGX			33,197.29	34,839.59
1ODVYX			3,372.87	3,391.16
1FRSCV6			516.37	558.45
1VSCAX			31,134.31	35,249.95
1VSMAX			14,059.07	15,470.27
1MXYKX			1,692.12	1,632.37
1VEXAX			3,321.95	3,759.43
1WFPRX			1,067.46	1,077.90
1RAFGX			14,748.48	16,920.36
1FCNTX			13,799.01	16,004.69
1JVAYX			541.39	544.89
1SWPPX			71,324.88	81,384.87
1MSFHX			6,689.74	6,878.10
1NEZYX			1,038.10	1,065.83
1PGTQX			4,797.89	4,910.57
1PDBZX			15,358.47	15,690.95
1PCSV25			21,566.86	21,567.21
			350,264.73	381,827.31

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 86-3423406

LEGEND

INVESTMENT OPTION:

1RFGTX American Funds 2040 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1VSCAX Invesco Small Cap Value A
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z

1RFUTX American Funds 2060 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1VSMAX Vanguard Small Cap Index Adm
 1VEXAX Vanguard Extended Market Idx Adm
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Kaiker Development, LLC)****01-JAN-23 to 31-DEC-23****01-FEB-24 12:11:40**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFETX			322.16	332.30
1RFFTX			1,419.09	1,540.71
1RFGTX			647.14	672.59
1RFITX			1,066.78	1,120.96
1RFKTX			23,147.08	27,104.20
1RFUTX			93.43	104.48
			26,695.68	30,875.24
FORFEITURES			569.19	569.19

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 47-4344181

LEGEND

INVESTMENT OPTION:

1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RFKTX American Funds 2055 Trgt Date Retire R6

1RFFTX American Funds 2035 Trgt Date Retire R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Advanced Technology Partners, LLC))****01-JAN-23 to 31-DEC-23**

27-JAN-24 06:33:06

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFETX			4,803.08	5,027.90
1RFFTX			227,591.50	241,371.30
1RFGTX			2,091.98	2,309.30
1RFITX			23,344.56	25,821.70
1RFUTX			270,873.54	301,304.10
1PCSV25			171.02	171.02
			528,875.68	576,005.32
FORFEITURES			1,060.47	1,060.47

Attachment to Form 5500, Schedule H, Part 4, Item I
EIN # 83-1541359

LEGEND

INVESTMENT OPTION:

1RFETX American Funds 2030 Trgt Date Retire R6
1RFGTX American Funds 2040 Trgt Date Retire R6
1RFUTX American Funds 2060 Trgt Date Retire R6

1RFFTX American Funds 2035 Trgt Date Retire R6
1RFITX American Funds 2050 Trgt Date Retire R6
1PCSV25 Putnam Stable Value Fund

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)

Staffmark/EMS 401(k) Savings Plan (Neptune Equipment Company)

01-JAN-23 to 31-DEC-23

30-JAN-24 13:02:44

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RRCTX			716.59	732.46
1RFDTX			222.64	228.43
1RFETX			33,406.76	35,753.47
1RFFTX			278.64	290.21
1RFGTX			633.88	662.07
1RFHTX			1,642.44	1,722.70
1RFITX			2,164.69	2,258.25
1RFKTX			5,829.21	6,150.28
1RFUTX			3,589.14	3,786.08
1RWIGX			4,700.38	4,988.80
1RERGX			4,149.00	4,284.52
1ODVYX			457.84	468.43
1FRSCV6			314.74	329.54
1JVTIX			1.11	1.12
1VSMAX			3,068.22	3,360.24
1MXYKX			909.78	866.47
1VEXAX			218.06	243.82
1WFPRX			512.13	516.76
1RAFGX			527.27	564.54
1FCNTX			605.99	639.82
1JVAYX			919.10	925.61
1SWPPX			4,729.89	5,054.67
1MSFHX			200.89	204.01
1NEZYX			425.01	441.26
1PGTQX			280.40	294.45
1PDBZX			1,367.21	1,421.63
1PCSV25			1,282.08	1,282.08
			73,153.09	77,471.72

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (Neptune Equipment Company****01-JAN-23 to 31-DEC-23****30-JAN-24 13:02:44**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
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LEGEND

INVESTMENT OPTION:

1RRCTX American Funds 2020 Trgt Date Retire R6
 1RFETX American Funds 2030 Trgt Date Retire R6
 1RFGTX American Funds 2040 Trgt Date Retire R6
 1RFITX American Funds 2050 Trgt Date Retire R6
 1RFUTX American Funds 2060 Trgt Date Retire R6
 1RERGX American Funds EuroPacific Gr R6
 1FRSCV6 Franklin Small Cap Value R6
 1VSMAX Vanguard Small Cap Index Adm
 1VEXAX Vanguard Extended Market Idx Adm
 1RAFGX American Funds AMCAP R6
 1JVAYX JPMorgan Value Advantage R6
 1MSFHX MFS Total Return R3
 1PGTQX PGIM Global Total Return R6
 1PCSV25 Putnam Stable Value Fund

1RFDTX American Funds 2025 Trgt Date Retire R6
 1RFFTX American Funds 2035 Trgt Date Retire R6
 1RFHTX American Funds 2045 Trgt Date Retire R6
 1RFKTX American Funds 2055 Trgt Date Retire R6
 1RWIGX American Funds Capital World G/I R6
 1ODVYX Invesco Developing Markets Y
 1JVTIX Janus Henderson Venture I
 1MXYKX Empower T. Rowe Price Mid Cap Gr Inst
 1WFPRX Allspring Special Mid Cap Value R6
 1FCNTX Fidelity Contrafund
 1SWPPX Schwab S&P 500 Index
 1NEZYX Loomis Sayles Strategic Income Fund Y
 1PDBZX PGIM Total Return Bond Z

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year

SCHEDULE OF ASSETS (HELD AT END OF YEAR)**Staffmark/EMS 401(k) Savings Plan (McKenzie & Snyder, LLP)****01-JAN-23 to 31-DEC-23****01-FEB-24 15:09:06**

INVESTMENT OPTION	MATURITY DATE	INTEREST RATE	COST OF ASSETS	CURRENT VALUE
1RFDTX			634.02	653.71
1RFGTX			535.81	561.79
1RFHTX			736.18	777.48
1RFITX			258.98	271.29
1RFKTX			3,511.74	3,714.77
1RFUTX			4,070.53	4,311.41
1RWIGX			664.08	706.23
1RERGX			416.67	435.50
1ODVYX			31.31	32.82
1VSMAX			379.37	422.57
1MXYKX			106.54	103.06
1WFPRX			65.80	67.58
1RAFGX			96.09	102.77
1FCNTX			31.94	33.30
1JVAYX			66.66	67.82
1SWPPX			691.20	736.12
1MSFHX			64.60	66.40
1NEZYX			31.33	32.93
1PGTQX			61.47	65.44
1PDBZX			217.05	227.91
1PCSV25			245.43	245.43
			12,916.80	13,636.33

Attachment to Form 5500, Schedule H, Part 4, Item I
 EIN # 76-0747984

LEGEND

INVESTMENT OPTION:

1RFDTX	American Funds 2025 Trgt Date Retire R6	1RFGTX	American Funds 2040 Trgt Date Retire R6
1RFHTX	American Funds 2045 Trgt Date Retire R6	1RFITX	American Funds 2050 Trgt Date Retire R6
1RFKTX	American Funds 2055 Trgt Date Retire R6	1RFUTX	American Funds 2060 Trgt Date Retire R6
1RWIGX	American Funds Capital World G/I R6	1RERGX	American Funds EuroPacific Gr R6
1ODVYX	Invesco Developing Markets Y	1VSMAX	Vanguard Small Cap Index Adm
1MXYKX	Empower T. Rowe Price Mid Cap Gr Inst	1WFPRX	Allspring Special Mid Cap Value R6
1RAFGX	American Funds AMCAP R6	1FCNTX	Fidelity Contrafund
1JVAYX	JPMorgan Value Advantage R6	1SWPPX	Schwab S&P 500 Index
1MSFHX	MFS Total Return R3	1NEZYX	Loomis Sayles Strategic Income Fund Y
1PGTQX	PGIM Global Total Return R6	1PDBZX	PGIM Total Return Bond Z
1PCSV25	Putnam Stable Value Fund		

COST OF ASSETS: The original cost of the assets in each investment option as of the last day of the plan year

CURRENT VALUE: The value of all assets in each investment option as of the last day of the plan year