Form 5500	Annual Return/Report of Employee Benefit Plan	OMB Nos. 1210-0110 1210-0089
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection**

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

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.)
- [X] a single-employer plan
- [ ] a DFE (specify) ________

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [X] 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:
- [X] 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 PARAMOUNT MARKETING CONSULTANTS, INC. EMPLOYEE STOCK OWNERSHIP PLAN	**1b** Three-digit plan number (PN) ▸ 002 **1c** Effective date of plan 01/01/2012
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) PARAMOUNT MARKETING CONSULTANTS, INC. 375 E. WARM SPRINGS RD, SUITE 202 LAS VEGAS, NV 89119	**2b** Employer Identification Number (EIN) 65-0797897 **2c** Plan Sponsor's telephone number 702-212-4753 **2d** Business code (see instructions) 541910

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. **Signature of plan administrator**	04/06/2026 Date	JOHN CHISTE 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 [X] 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 **c** Plan Name	**4b** EIN	
	4d PN	
5 Total number of participants at the beginning of the plan year	**5**	639
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	**6a(1)**	246
a(2) Total number of active participants at the end of the plan year	**6a(2)**	279
b Retired or separated participants receiving benefits	**6b**	49
c Other retired or separated participants entitled to future benefits	**6c**	356
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	684
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f Total. Add lines **6d** and **6e**.	**6f**	685
g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	674
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	20
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 Characteristic Codes in the instructions:

2I 2P 2Q

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

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

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

a Pension Schedules

(1) [X] **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) [X] **H** (Financial Information)

(2) [ ] **I** (Financial Information – Small Plan)

(3) [ ] **A** (Insurance Information) – Number Attached 0

(4) [X] **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 2025 Form M-1 annual report. If the plan was not required to file the 2025 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)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
PARAMOUNT MARKETING CONSULTANTS, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
PARAMOUNT MARKETING CONSULTANTS, INC.

D Employer Identification Number (EIN)
65-0797897

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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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)

UBS FINANCIAL SERVICES, INC.

1200 HARBOR BOULEVARD
WEEHAWKEN, NJ 07086

13-2638165

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13	NONE	33984	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 ☐

(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

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(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: **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:

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

Explanation:

SCHEDULE H (Form 5500)	Financial Information	OMB No. 1210-0110
Department of the Treasury Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2025** **This Form is Open to Public Inspection**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
PARAMOUNT MARKETING CONSULTANTS, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
PARAMOUNT MARKETING CONSULTANTS, INC.

D Employer Identification Number (EIN)
65-0797897

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	0	6106
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	181915	33017
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	7354230	6524736
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)	30424000	21248000
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	37960145	27811859
Liabilities			
1g Benefit claims payable	1g	0	1945
1h Operating payables	1h		
1i Acquisition indebtedness	1i	28426257	2621636
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	28426257	2623581
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	9533888	25188278

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)	2403315	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2403315
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	186	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		186
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	168370	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		168370
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-4352000	
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		-4352000

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-1059849
c Other income	2c		18827038
d Total income. Add all **income** amounts in column (b) and enter total	2d		15987060
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	142010	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		142010
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		156676
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)	33984	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)		
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		33984
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		332670
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		15654390
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

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) [X] 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)** [X] 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: CBIZ CPAS PC **(2)** EIN: 43-1947695

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.)	4a		X	
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.)	4b		X	
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.)	4c		X	
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.)	4d		X	
e Was this plan covered by a fidelity bond?	4e	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
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?	4g		X	
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?	4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
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.)	4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l Has the plan failed to provide any benefit when due under the plan?	4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
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.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] 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)

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 ____________________.

PARAMOUNT MARKETING CONSULTANTS, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

FINANCIAL STATEMENTS

Years Ended December 31, 2022 and 2021

CBIZ CPAs P.C.

2255 Glades Road
Suite #321A
Boca Raton, FL 33431

P: 561.994.5050

INDEPENDENT AUDITORS' REPORT

To the Trustee and ESOP Committee
Of Paramount Marketing Consultants, Inc.
Employee Stock Ownership Plan

Opinion

We have audited the financial statements of Paramount Marketing Consultants, Inc. Employee Stock Ownership Plan ("the Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), which comprise the statements of net assets available for benefits as of December 31, 2022 and 2021, the related statements of changes in net assets (deficit) available for benefits for the years then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2022 and 2021, and the changes in its net assets (deficit) available for benefits for the years then ended, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter - Adjustments to Prior Period Financial Statements

As discussed in Note 12 to the financial statements, certain errors were discovered by management of the Plan regarding the valuation of shares and the reported amount of the loan payable. Accordingly, amounts reported for 2021 have been restated. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditors' Responsibilities for the Audit of the Financial Statements

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 auditors' 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 these 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 the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

Other Matter - Supplemental Schedule Required by ERISA

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2022 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 has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedules are fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor’s Rules and Regulations for Reporting and Disclosure under ERISA.

CBIZ CPAs P.C.

Boca Raton, Florida
March 27, 2026

PARAMOUNT MARKETING CONSULTANTS, INC. EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2022 and 2021

	December 31, 2022			December 31, 2021 (restated)		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
ASSETS						
Investments at fair value:						
Investment in company common stock, at fair value	$ 17,749,594	$ 3,498,406	$ 21,248,000	$ 18,486,069	$ 7,113,931	$ 25,600,000
Other investments, at fair value	6,557,753	-	6,557,753	7,539,587	-	7,539,587
	24,307,347	3,498,406	27,805,753	26,025,656	7,113,931	33,139,587
Other receivable	6,106	-	6,106	-	-	-
TOTAL ASSETS	24,313,453	3,498,406	27,811,859	26,025,656	7,113,931	33,139,587
LIABILITIES						
Benefits payable	1,945	-	1,945	1,945	-	1,945
Loan payable	-	2,621,636	2,621,636	-	4,776,716	4,776,716
TOTAL LIABILITIES	1,945	2,621,636	2,623,581	1,945	4,776,716	4,778,661
NET ASSETS AVAILABLE FOR BENEFITS	$ 24,311,508	$ 876,770	$ 25,188,278	$ 26,023,711	$ 2,337,215	$ 28,360,926

See Notes to Financial Statements

PARAMOUNT MARKETING CONSULTANTS, INC. EMPLOYEE STOCK OWNERSHIP PLAN

STATEMENTS OF CHANGES IN NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS

Years Ended December 31, 2022 and 2021

	2022			2021 (restated)		
	Allocated	Unallocated	Total	Allocated	Unallocated	Total
ADDITIONS:						
Investment income:						
Net appreciation in the fair value of company common stock	$ -	$ -	$ -	$ 8,865,522	$ 5,462,478	$ 14,328,000
Net appreciation in the fair value of other investments	-	-	-	151,151	-	151,151
Dividends and interest income	168,556	-	168,556	159,798	-	159,798
	168,556	-	168,556	9,176,471	5,462,478	14,638,949
Employer contributions	91,559	2,311,756	2,403,315	51,418	2,311,756	2,363,174
Allocation of 90,593 and 82,686 shares of Paramount Marketing Consultants, Inc. common stock in 2022 and 2021, respectively, at fair value	2,406,156	-	2,406,156	2,645,939	-	2,645,939
TOTAL ADDITIONS	2,666,271	2,311,756	4,978,027	11,873,828	7,774,234	19,648,062
DEDUCTIONS:						
Net depreciation in the fair value of company common stock	3,142,631	1,209,369	4,352,000	-	-	-
Net depreciation in the fair value of other investments	1,059,849	-	1,059,849			
Interest expense	-	156,676	156,676	-	225,118	225,118
Benefits paid to participants	142,010	-	142,010	90,977	-	90,977
Administrative expenses	33,984	-	33,984	30,798	-	30,798
Allocation of 90,593 and 82,686 shares of Paramount Marketing Consultants, Inc. common stock in 2022 and 2021, respectively, at fair value	-	2,406,156	2,406,156	-	2,645,939	2,645,939
TOTAL DEDUCTIONS	4,378,474	3,772,201	8,150,675	121,775	2,871,057	2,992,832
NET INCREASE (DECREASE)	(1,712,203)	(1,460,445)	(3,172,648)	11,752,053	4,903,177	16,655,230
NET ASSETS (DEFICIT) AVAILABLE FOR BENEFITS						
Beginning of year, as previously reported	26,023,711	2,337,215	28,360,926	14,625,988	(14,348,202)	277,786
Restatement	-	-	-	(354,330)	11,782,240	11,427,910
Beginning of year, as restated	26,023,711	2,337,215	28,360,926	14,271,658	(2,565,962)	11,705,696
End of year	$ 24,311,508	$ 876,770	$ 25,188,278	$ 26,023,711	$ 2,337,215	$ 28,360,926

See Notes to Financial Statements

NOTES TO FINANCIAL STATEMENTS

(1) Description of plan

The following description of the Paramount Marketing Consultants, Inc. Employee Stock Ownership Plan (the "Plan") provides only general information. Participants should refer to the plan document or summary plan description for a more complete description of the Plan's provisions, which are available from the plan administrator.

General - The Plan is a defined contribution plan, effective January 1, 2012, sponsored by Paramount Marketing Consultants, Inc. (the "Company") for the benefit of its full-time employees who have six months of service, are age twenty-one or older, and worked at least 1,000 hours during the year, except as specifically prohibited by the plan document. The Plan also covers the employees of the Company's subsidiaries who are participating in the Plan. The Plan is designed to comply with Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended ("IRC") and is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

The Plan is administered by the Company's Employee Stock Ownership Plan Committee ("ESOP Committee"), which is a committee of the board of directors of the Company. The ESOP Committee has overall responsibility for the operation and administration of the Plan. The ESOP Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance. A natural person, not in his individual capacity, but solely in his capacity as trustee, serves as the Plan's trustee, and is supported by Aegis Trust Company ("Aegis") (collectively, the "Trustees").

On August 21, 2013, the Plan purchased 800,000 shares of Company stock (99.8% of total shares outstanding) for $52,500,000, ($65.625 per share as valued in an independent valuation), subject to a downward purchase price adjustment (or "Clawback") based on the Company's operating results through December 31, 2014. The Company initially evaluated its results through December 31, 2014 and determined that there was a Clawback of the purchase price and consequently a reduction in the related loan payable and related interest paid totaling $11,655,095. As more fully described in Note 12, the Company re-evaluated its results through December 31, 2014 again after the issuance of the Plan's 2021 financial statements and determined an additional Clawback of the purchase price and consequently a further reduction in the loan payable and related interest totaling $18,840,661 for a cumulative Clawback totaling $30,495,756. In accordance with the terms of the agreements, these reductions became effective in 2015. Accordingly, the Plan retroactively restated all Plan and related participant account balances for all Plan years from 2015 through 2021.

The Plan financed the entire purchase price with a loan payable bearing interest at 3.28% per annum requiring annual payments of principal and interest. The loan payable is to be repaid over a period of twenty-five (25) years by Company contributions. As the Plan makes each payment of principal, an appropriate percentage of stock will be allocated to eligible employees' accounts in accordance with applicable regulations under the IRC. Allocated shares are subject to vesting.

(1) Description of plan (continued)

General (continued)

The loan payable is collateralized by unallocated shares of Company stock. The lender has no rights against shares of Company stock once they are allocated under the employee stock ownership plan (the "ESOP"). Accordingly, the financial statements of the Plan as of December 31, 2022 and 2021 and for the years then ended present separately the assets and liabilities and changes therein pertaining to the accounting of employees with vested rights in allocated Company stock (allocated) and Company stock not yet allocated to employees (unallocated).

Employer contributions - The Company is obligated to make contributions in cash to the Plan which, when aggregated with the Plan's dividends and interest earnings, if any, equal the amount necessary to enable the Plan to make its regularly scheduled payments of principal and interest due on its term loan. Employer contributions are allocated to participants' accounts based on participant's eligible compensation, relative to total eligible compensation. Employee contributions are not permitted.

Participant accounts - The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the last day of each Plan year with an allocation of shares of the Company's stock released by the Trustees from the unallocated account and forfeitures of terminated participants' nonvested accounts. Allocations are based on each participant's account balance, relative to total Plan balance. Plan earnings are allocated to each participant's account based on the ratio of the participant's beginning-of-year account balance to all participants' beginning-of-year account balances. Employer contributions, which are not made to repay the loan (Note 5), are allocated to each participant's account based upon the relation of the participant's eligible compensation to total eligible compensation for the Plan year.

Vesting - Vesting in the Company's contribution portion of participants' accounts are based on credited years of service.

Employer contributions are subject to the following vesting schedule:

Years of Service	Vested %
1	0%
2	20%
3	40%
4	60%
5	80%
6	100%

(1) Description of plan (continued)

Forfeitures - Plan forfeitures are allocated to each participant's account based upon the relation of the participant's eligible compensation to total eligible compensation for the Plan year. Forfeitures of terminated nonvested account balances allocated to remaining participants at December 31, 2022 and 2021 totaled approximately $170,000 and $147,000 (as restated), respectively.

Payment of benefits - On termination of service due to retirement, death, disability, or termination, a participant's benefit is to be distributed in substantially equal monthly, quarterly, semi-annual, or annual installments over a 5-year period (unless the participant elects a longer period). The 5-year period can be extended if the participant's account balance is over a certain dollar amount as specified in the Plan. Distributions are made in cash or, if the participant elects, in the form of Company stock plus cash for any fractional shares of common stock.

Under the provisions of the Plan, the Company is obligated to repurchase participant shares which have been distributed under the terms of the Plan as long as the shares are not publicly traded or if the shares are subject to trading limitations. The amount to be distributed is based upon the account valuation date immediately preceding the distribution. If the vested balance at the time of termination does not exceed $1,000, the participant will receive a mandatory cash distribution equal to the vested balance. During the years ended December 31, 2022 and 2021 the Company repurchased approximately 4,440 and 6,457 (as restated) shares from participants, respectively.

In December 2019, the Setting Every Community Up for Retirement Enhancement ("SECURE Act") was signed into law, related to required minimum distributions and the limitation of lifetime or stretch distributions to remain compliant under the applicable laws and regulations. These provisions were effective beginning January 1, 2020.

Put option - Under Federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the fair market value of the stock. The Company can pay for the purchase with interest over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Diversification - Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25% of the number of shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50%. Participants who elect to diversify receive a cash distribution, in which case shares are distributed. The election to diversify is made subsequent to year-end based upon the shares of employer stock in the participant's account at year-end. No participants elected to diversify their account during the year ended December 31, 2022.

(1) Description of plan (continued)

Voting rights - Each participant is entitled to exercise voting rights attributable to the shares allocated to his or her account and is notified by the Trustees prior to the time that such rights are to be exercised. The Trustees are not permitted to vote any allocated share for which instructions have not been given by a participant. The Trustees are required, however, to vote any unallocated shares on behalf of the collective best interest of Plan participants and beneficiaries.

(2) Summary of significant accounting policies

Basis of accounting - The financial statements of the Plan are prepared under the accrual method of accounting.

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

Investment valuation and income recognition - The shares of Company stock are valued at estimated fair value. See Note 4 for discussions of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Realized gains and losses from security transactions are reported on the average cost method. Net appreciation (depreciation) includes the Plan’s gains and losses on investments bought and sold as well as held during the year.

Payment of benefits - Benefits are recorded when paid.

Administrative expenses - Certain expenses of the Plan are paid by the Company and are not included on the statements of changes in net assets (deficit) available for benefits. During 2022 and 2021, certain investment management expenses were paid by the Plan and are included in administrative expenses on the statements of changes in net assets (deficit) available for benefits.

Allocations - The financial statements of the Plan present separately the assets and liabilities and changes therein pertaining to: (a) the accounts of employees with rights in allocated stock (“allocated”) and (b) stock not yet allocated to employees (“unallocated”), including shares that are committed to be released. Shares are released from collateral and become allocated generally in the period in which debt service is actually paid, while shares are allocated for participant accounting purposes during the period for which shares are to be released based on the scheduled debt service payment.

(3) Investments in Company's common stock

The Plan's investments in Company's common stock at December 31, 2022 and 2021 are presented in the following table:

	December 31, 2022		December 31, 2021 (restated)	
	Allocated	Unallocated	Allocated	Unallocated
Company stock:				
Number of shares	668,283	131,717	577,690	222,310
Cost	$ 43,856,072	$ 8,643,928	$ 37,910,906	$ 14,589,094
Fair value	$ 17,749,594	$ 3,498,406	$ 18,486,069	$ 7,113,931

(4) 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 below:

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

Level 2 — Inputs to the valuation methodology include quoted prices for similar assets and liabilities in active markets; quoted prices for identical or similar assets and liabilities in inactive markets; inputs other than quoted market prices that are observable for the asset or liability; and inputs that are derived principally from or corroborated by observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

(4) Fair value measurements (continued)

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, 2022 and 2021.

Money market funds: Valued at the closing price reported on the active market on which the individual securities are traded.

Exchange traded funds: Valued at the daily closing price on the active market on which the individual securities are traded.

Company stock: The fair value of the Company's common stock held by the Plan is determined based upon a combination of the market and income valuation techniques. The Plan uses an independent appraiser to assist in determining the estimated fair value. The valuation model considers historical and projected cash flow and net income, return on assets, return on equity, market comparables, and fair value of Company assets and liabilities and assigns a weighting to each valuation method based on the nature and reliability of the inputs and assumptions. Market multiples are derived from comparable publically traded equities or published trading multiples for private equity investments in similar companies. These multiples may be adjusted for current operating performance, geographic location, future expectations, financing and sales transactions, and other investment-specific factors and cash flows. At December 31, 2022 and 2021, 100% weight was given to the income approach based on the nature and comparability of the inputs and assumptions. The estimated fair value at December 31, 2022 and 2021 also includes a discount for lack of marketability given the illiquid nature of the common stock.

The valuation process involves the Trustees' selection of an independent appraiser under an annual contract. Plan management accumulates the data for the appraiser from historical and projected financial information of the Company. The appraiser prepares a preliminary valuation report of estimated per share value that a participant will receive upon termination, which the Trustees review in detail and approve.

The preceding methods described may produce a fair value estimate 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.

(4) Fair value measurements (continued)

The following tables set forth by level, within the fair value hierarchy, the Plan's investments at fair value as of December 31, 2022 and 2021:

	Investments at Fair Value as of December 31, 2022			
	Level 1	Level 2	Level 3	Total
Company common stock	$ -	$ -	$ 21,248,000	$ 21,248,000
Exchange traded funds	6,431,617	-	-	6,431,617
Money market funds	126,136	-	-	126,136
Total investments at fair value	$ 6,557,753	$ -	$ 21,248,000	$ 27,805,753

	Investments at Fair Value as of December 31, 2021 (restated)			
	Level 1	Level 2	Level 3	Total
Company common stock	$ -	$ -	$ 25,600,000	$ 25,600,000
Exchange traded funds	7,357,672	-	-	7,357,672
Money market fund	181,915	-	-	181,915
Total investments at fair value	$ 7,539,587	$ -	$ 25,600,000	$ 33,139,587

The following table sets forth a summary of changes in the fair value of the Plan's Level 3 financial instruments for the years ended December 31, 2022 and 2021:

	Level 3 Investments Years Ended December 31,	
	2022	2021 (restated)
Balance, beginning of year	$ 25,600,000	$ 11,272,000
Unrealized appreciation (depreciation) in estimated fair value	(4,352,000)	14,328,000
Balance, end of year	$ 21,248,000	$ 25,600,000
The amount of total gains (losses) for the period included in changes in net assets (deficit) attributable to the change in unrealized gains or losses relating to assets still held at the reporting date	$ (4,352,000)	$ 14,328,000

Unrealized gains (losses) included in changes in net assets (deficit) for the period above are reported in net appreciation (depreciation) in the fair value of investments in the statements of changes in net assets (deficit) available for benefits.

(4) Fair value measurements (continued)

Quantitative Information about Significant Unobservable Inputs Used in Level 3 Fair Value Measurements

The following table discloses the basic assumptions used in arriving at fair value and the range of values for unobservable inputs:

Description	December 31, 2022 Fair Value	December 31, 2021 Fair Value (restated)	Valuation Techniques	Unobservable Inputs
Paramount Marketing Consultants, Inc.	$ 21,248,000	$ 25,600,000	Income approach	Discount for limited marketability; discount rate; weighted average cost of capital; residual growth rate

(5) Loan payable to plan sponsor

In 2013, the Plan obtained a loan in the amount of $52,500,000. The loan payable is collateralized by unallocated shares of Company stock. At January 1, 2015, the outstanding balance of the loan payable was adjusted downward by $30,495,756 as a result of a reduction in purchase price (see Note 1). The agreement provides for the loan to be repaid over twenty-five years with interest at 3.28% per annum and annual payments of principal and interest.

The Company is obligated to make cash contributions to enable the Plan to make its regularly scheduled payments of principal and interest due on this loan payable. As the Plan makes principal and interest payments, an appropriate percentage of stock will be allocated to eligible employees' accounts in accordance with applicable regulations under the IRC. At December 31, 2022, the annual debt service payments of principal and interest are scheduled to be $2,311,756 for 2023 and $35,717 for 2024 and thereafter. For financial reporting purposes, the shares pledged as collateral are reported as unallocated ESOP shares in the statements of changes in net assets (deficit) available for benefits.

Aggregate annual maturities of long-term debt at December 31, 2022 are as follows:

Years Ending December 31,	
2023	$ 2,225,767
2024	22,733
2025	23,478
2026	24,248
2027	25,044
Thereafter	300,366
	$ 2,621,636

(6) Administration of Plan assets

The Plan's assets, which consist principally of Company shares, are held by the Trustees of the Plan.

Company contributions are held and managed by the Trustees, which invest cash received, interest, and dividend income and make distributions to participants. The Trustees also administer the payment of interest and principal on the loan.

Certain administrative functions are performed by officers or employees of the Company. No such officer or employee receives compensation from the Plan. Administrative expenses for the Trustees' fees are paid directly by the Company.

(7) Related party and party-in-interest transactions

Plan investments are primarily in shares of Company common stock purchased using proceeds of the loan from the Company. This investment, transactions in this investment and the loan from the Company qualify as party-in-interest transactions. During the years ended December 31, 2022 and 2021, the Plan incurred interest expense of approximately $157,000 and $225,000 (as restated), respectively, to the Company. The Plan also has a number of service providers that qualify as parties-in-interest under ERISA. During the years ended December 31, 2022 and 2021, the Plan made direct payments to the investment manager of approximately $34,000 and $31,000, respectively. All other expenses were paid by the Company for the years ended December 31, 2022 and 2021.

(8) Plan termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their employer contributions. Upon such termination of the Plan, the interest of each participant in the trust fund will be distributed to such participant or his or her beneficiary at the time prescribed by the Plan terms and related regulations. Upon termination of the Plan, the Trustees shall pay all liabilities and expenses of the trust fund and to sell shares of financed Company stock held in the loan suspense account to the extent it determines such sale to be necessary in order to repay the loan.

(9) Tax status

The Internal Revenue Service ("IRS") has determined and informed the Company by letter dated July 5, 2018, that the Plan, as restated, and the related trust are designed in accordance with the applicable sections of the IRC. Although the Plan has been amended since receiving the determination letter, the ESOP Committee believes that the Plan and related trust are currently designed and being operated in compliance with the applicable requirements of the IRC.

(9) Tax status (continued)

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 tax position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

(10) Risks, uncertainties, and concentration

The Plan investments consist primarily of the Company's common stock, which is exposed to various risks such as interest rate, market, and credit risk, as well as valuation assumptions based on earnings, cash flows and/or other such techniques. Market risks include global events, such as a pandemic or international conflict, which could impact the value of investment securities or the value of the Company's common stock. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in the values of the common stock will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

(11) Department of Labor examination, late Form 5500 filings, and subsequent events

In October 2016, the Company received a notification from the Department of Labor ("DOL"), requesting an inspection of the Plan's records and documents. After the initial inspection of the Plan's records, in March 2020, the Company received a response from the DOL requesting additional information as a result of their investigation. In April 2020, the Company responded to the DOL's additional information request. In March 2022, the Company received a response from the DOL stating that the DOL has concluded their investigation of the Plan and they will not be taking any legal action against the Plan.

In July 2024, the Company received another notification from the DOL regarding the Plan's failure to file a 2022 Form 5500. The failure to file was a direct result of the matter described in Note 12. The Plan filed a preliminary Form 5500, excluding the audited financial statements, on August 6, 2024. After several communications with the DOL regarding this matter, the DOL and the Plan Administrator submitted a Joint Status Report dated November 24, 2025 stating that the Plan will file an amended Form 5500, along with the Independent Qualified Public Accountant Report upon completion of the 2022 Plan year audit as soon as administratively possible.

(12) Restatement

Subsequent to December 31, 2022, the Company was made aware of a whistleblower allegation, asserting that one of the Company's officers and directors (the "Removed Director") took part in various financial improprieties to the detriment of the Company. Following an independent investigation to determine the validity of that allegation, several incidents of material malfeasance were identified, which included manipulation of the ESOP Sales Clawback provision through misappropriation of Company assets.

In May 2024, the Removed Director's employment as a Company officer was terminated and, concurrently, he was removed as a member of the Company's board of directors and ESOP Committee.

The adjustment to the ESOP Sales Clawback had the following effects on the Plan's financial statements for the year ended December 31, 2021. The cumulative effect of the changes to the Plan's financial statements for the years ended December 31, 2015 through 2020 are reflected in the net assets (deficit) available for benefits balance as of January 1, 2021.

	As Previously Reported	Correction	As Restated
Statement of Net Assets Available for Benefits:			
Investment in company common stock, at fair value	$ 30,424,000	$ (4,824,000)	$ 25,600,000
Other investments, at fair value	7,536,145	3,442	7,539,587
Benefits payable	-	1,945	1,945
Loan payable	28,426,257	(23,649,541)	4,776,716
Allocated net assets (deficit) available for benefits	18,554,626	7,469,085	26,023,711
Unallocated net assets (deficit) available for benefits	(9,020,738)	11,357,953	2,337,215
Total net assets (deficit) available for benefits	9,533,888	18,827,038	28,360,926
Statement of Changes in Net Assets (Deficit) Available for Benefits:			
Net appreciation in the fair value of company common stock	7,680,000	6,648,000	14,328,000
Employer contributions	2,363,116	58	2,363,174
Allocation of company common stock	906,684	1,739,255	2,645,939
Interest expense	976,188	(751,070)	225,118
Allocated net increase (decrease)	3,928,638	7,823,415	11,752,053
Unallocated net increase (decrease)	5,327,464	(424,287)	4,903,177
Total net increase (decrease)	9,256,102	7,399,128	16,655,230
Allocated net assets (deficit) available for benefits - beginning of year	14,625,988	(354,330)	14,271,658
Unallocated net assets (deficit) available for benefits - beginning of year	(14,348,202)	11,782,240	(2,565,962)
Total net assets (deficit) available for benefits - beginning of year	277,786	11,427,910	11,705,696

(13) Reconciliation of financial statements to Schedule H of Form 5500

The following is a reconciliation of net assets available for benefits to the Form 5500 at December 31, 2022 and 2021:

	December 31, 2022	December 31, 2021
Net assets available for benefits per financial statements	$ 25,188,278	$ 28,360,926
Decrease in other investments	-	(3,442)
Change in FV of company common stock due to restatement	-	4,824,000
Change in loan payable due to restatement	-	(23,649,541)
Increase in benefits payable	-	1,945
Net assets available for benefits per Schedule H of the Form 5500	$ 25,188,278	$ 9,533,888

The following is a reconciliation of the increase (decrease) in net assets available for benefits per the financial statements to the Form 5500 for the year ended December 31, 2022 and 2021:

	Years Ended December 31, 2022	Years Ended December 31, 2021
Net increase (decrease) in net assets (deficit) available for benefits per the financial statements	$ (3,172,648)	$ 16,655,230
Increase in employer contributions	-	(58)
Change in net appreciation of FV of company common stock	-	
due to restatement	-	(6,648,000)
Change in interest expense due to restatement	-	(751,070)
Impact of 2021 restatement adjustments	18,827,038	-
Net increase (decrease) in net assets (deficit) available for benefits per Schedule H Form 5500	$ 15,654,390	$ 9,256,102

Additionally, certain line items reported on Schedule H of Form 5500 as of and for the year ended December 31, 2022 and 2021, have been reclassified in the financial statements. These reclassifications have no impact on net assets available for benefits at December 31, 2022 and 2021, or changes in the net assets (deficit) available for benefits for the years then ended.

(14) Subsequent events

The Plan has evaluated subsequent events through March 27, 2026, which is the date the financial statements were available to be issued. Other than as disclosed in Note 11, no significant matters were identified for disclosure during this evaluation.

SUPPLEMENTAL SCHEDULE

SCHEDULE R (Form 5500)	Retirement Plan Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2022** **This Form is Open to Public Inspection.**

For calendar plan year 2022 or fiscal plan year beginning 01/01/2022 and ending 12/31/2022

A Name of plan
PARAMOUNT MARKETING CONSULTANTS, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
PARAMOUNT MARKETING CONSULTANTS, INC.

D Employer Identification Number (EIN)
65-0797897

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): 33-6134835 23-3060382

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

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) through (c)

a Enter the percentage of plan assets held as:
Stock: _______% Investment-Grade Debt: _______% High-Yield Debt: _______% Real Estate: _______% Other: _______%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

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____

PARAMOUNT MARKETING CONSULTANTS, INC. EMPLOYEE STOCK OWNERSHIP PLAN

SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR)

December 31, 2022

EIN: 65-0797897
Plan Number: 002

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investments including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
*	Paramount Marketing Consultants, Inc.	800,000 shares of common stock, $.01 par value	$ 52,500,000	$ 21,248,000
	iShares Broad USD Investment Grade Corporate Bond	Exchange traded fund	2,322,318	2,022,468
	Vanguard Short-Term Treasury	Exchange traded fund	1,603,737	1,508,697
	Vanguard Intermediate-Term Treasury Index	Exchange traded fund	1,140,484	998,955
	iShares Core MSCI EAFE	Exchange traded fund	445,158	388,024
	iShares JP Morgan USD Emerging Markets Bond	Exchange traded fund	358,033	284,392
	iShares Broad USD High Yield Bond	Exchange traded fund	304,346	257,697
	Vanguard Value	Exchange traded fund	153,778	166,198
	Vaneck JP Morgan Em Local Currency Bond	Exchange traded fund	203,131	162,729
	Vanguard Growth	Exchange traded fund	172,354	145,554
	Vanguard Mid-Cap	Exchange traded fund	139,384	130,438
	Liquid Assets Government Fund	Money market fund	113,598	113,598
	Vanguard Russell 1000 Value	Exchange traded fund	109,741	108,326
	iShares MBS	Exchange traded fund	63,069	65,853
	Vanguard Russell 2000	Exchange traded fund	79,361	63,192
	State Street SPDR S&P Oil & Gas Exploration & Production	Exchange traded fund	54,401	59,244
	Vanguard Russell 1000 Growth	Exchange traded fund	54,485	42,167
	Invesco Optimum Yield Diversified Commodity Strategy No K-1	Exchange traded fund	28,978	27,683
	Federated Government Obl	Money market fund	12,538	12,538
				6,557,753
				$ 27,805,753

* Party-in-interest as defined by ERISA.