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

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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
- [ ] 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
RLS MANAGED SERVICES LLC 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 08/01/2001

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)
RLS MANAGED SERVICES LLC

102 WEST HIGH STREET
SUITE 100
GLASSBORO, NJ 08028

2b Employer Identification Number (EIN) 27-1604500

2c Plan Sponsor's telephone number 856-694-2500

2d Business code (see instructions) 493100

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.	10/13/2026	GLENN MCKELLAR
	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 [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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	493
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)**	411
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	343
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	85
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	428
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**.	**6f**	428
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)**	253
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)**	274
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	16
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:

2E 2F 2G 2J 2K 2T 3D 3H

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)	[X] Insurance	**(1)**	[X] Insurance
(2)	[ ] Code section 412(e)(3) insurance contracts	**(2)**	[ ] Code section 412(e)(3) insurance contracts
(3)	[ ] Trust	**(3)**	[ ] Trust
(4)	[X] General assets of the sponsor	**(4)**	[X] 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)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

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

A Name of plan
RLS MANAGED SERVICES LLC 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
RLS MANAGED SERVICES LLC

D Employer Identification Number (EIN)
27-1604500

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

1 Coverage Information:

(a) Name of insurance carrier
JOHN HANCOCK LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
01-0233346	65838	153703	283	01/01/2025	12/31/2025

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

(a) Total amount of commissions paid	(b) Total amount of fees paid
24727	4290

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

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

MML INSURANCE AGENCY LLC
L MAIL ZONE KY08 100
CROSBY PARKWAY
COVINGTON, KY 41015

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
24727	0	BROKER COMMISSION	3

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

THE RETIREMENT PLAN COMPANY LLC
5200 MARYLAND WAY
SUITE 310
BRENTWOOD, TN 37027

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
0	3639	TPA COMPENSATION	5

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

THE PARAGON ALLIANCE GROUP LLC
300 HARLEYSVILLE PIKE
SOUDERTON, PA 18964

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	
0	651	TPA COMPENSATION	5

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	0
5	Current value of plan's interest under this contract in separate accounts at year end	5	9093279

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	6d	

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity (3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee (3) ☐ guaranteed investment (4) ☐ other ▶

b	Balance at the end of the previous year			7b	0
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)			
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below) ▶	7c(5)			
	(6) Total additions			7c(6)	0
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	0
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)			
	(2) Administration charge made by carrier	7e(2)			
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below) ▶	7e(4)			
	(5) Total deductions			7e(5)	0
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	0

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

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

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

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 01/01/2025 and ending 12/31/2025

A Name of plan
RLS MANAGED SERVICES LLC 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
RLS MANAGED SERVICES LLC

D Employer Identification Number (EIN)
27-1604500

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).. . . . . [X] 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

JOHN HANCOCK LIFE INSURANCE COMPANY

01-0233346

(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)

JOHN HANCOCK LIFE INSURANCE COMPANY

01-0233346

(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?
15 60 67 28 62 68 59 63	RECORDKEEPER	4246	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 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

2025

This Form is Open to Public Inspection.

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

A Name of plan
RLS MANAGED SERVICES LLC 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
RLS MANAGED SERVICES LLC

D Employer Identification Number (EIN)
27-1604500

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: AMERICAN FUNDS 2065 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

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)
01-0233346-000	P	350016

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2060 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

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)
01-0233346-000	P	164715

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2055 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

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)
01-0233346-000	P	106392

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2050 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

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)
01-0233346-000	P	1001082

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2045 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

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)
01-0233346-000	P	234415

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2040 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

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)
01-0233346-000	P	247515

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2035 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

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)
01-0233346-000	P	69436

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2030 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 176489

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2015 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 44856

a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS 2010 TD

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 10475

a Name of MTIA, CCT, PSA, or 103-12 IE: JH LIFESTYLE BLEND AGGRESSIVE

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13020

a Name of MTIA, CCT, PSA, or 103-12 IE: JH LIFESTYLE BLEND GROWTH

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 906568

a Name of MTIA, CCT, PSA, or 103-12 IE: JH LIFESTYLE BLEND BALANCED

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11112

a Name of MTIA, CCT, PSA, or 103-12 IE: JH LIFESTYLE BLEND MODERATE

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3731

a Name of MTIA, CCT, PSA, or 103-12 IE: JH LIFESTYLE BLN CONSERVATIVE

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 75769

a Name of MTIA, CCT, PSA, or 103-12 IE: DFA US TARGETED VALUE FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 11850

a Name of MTIA, CCT, PSA, or 103-12 IE: FIDELITY MID CAP INDEX FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 140539

a Name of MTIA, CCT, PSA, or 103-12 IE: INVESCO DISCOVERY MID CAP GROW

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 160039

a Name of MTIA, CCT, PSA, or 103-12 IE: INVESCO SMALL CAP GROWTH

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 42127

a Name of MTIA, CCT, PSA, or 103-12 IE: ISHARES GOLD TRUST ETF

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 803

a Name of MTIA, CCT, PSA, or 103-12 IE: JOHN HANCOCK U.S. GROWTH FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 324450

a Name of MTIA, CCT, PSA, or 103-12 IE: NUVEEN LARGE-CAP GROWTH INDEX

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 340513

a Name of MTIA, CCT, PSA, or 103-12 IE: NUVEEN SMALL-CAP BLEND INDEX

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 23604

a Name of MTIA, CCT, PSA, or 103-12 IE: SMALL CAP INDEX FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 133981

a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE HEALTH SCI

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 97922

a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE SCI & TECH

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 101610

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD ENERGY FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 730

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD MID-CAP GROWTH ETF			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	764
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD MID-CAP VALUE ETF			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	14360
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD SMALL CAP VALUE INDEX			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	57868
a Name of MTIA, CCT, PSA, or 103-12 IE: VIRTUS CEREDEX MCV EQUITY			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	32401
a Name of MTIA, CCT, PSA, or 103-12 IE: 500 INDEX FUND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	1588142
a Name of MTIA, CCT, PSA, or 103-12 IE: AMERICAN FUNDS EUPAC FUND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	111552
a Name of MTIA, CCT, PSA, or 103-12 IE: DFA GLOBAL EQUITY FUND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	84370
a Name of MTIA, CCT, PSA, or 103-12 IE: DODGE & COX STOCK FUND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	143248
a Name of MTIA, CCT, PSA, or 103-12 IE: OAKMARK FUND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	415310
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD INTERNATIONAL GROWTH			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	24687

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TOTAL INTL STOCK IDX			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	190162
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD VALUE INDEX FUND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	121882
a Name of MTIA, CCT, PSA, or 103-12 IE: FIDELITY BALANCED FUND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	671283
a Name of MTIA, CCT, PSA, or 103-12 IE: LOOMIS SAYLES GBL ALLOCATION			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	112448
a Name of MTIA, CCT, PSA, or 103-12 IE: MFS UTILITIES FUND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	77018
a Name of MTIA, CCT, PSA, or 103-12 IE: DFA INFLATION-PROTECTED SEC			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	14520
a Name of MTIA, CCT, PSA, or 103-12 IE: JOHN HANCOCK INVT GRADE BOND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	99932
a Name of MTIA, CCT, PSA, or 103-12 IE: NYLI MACKAY HY CORP BOND			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	130810
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TOTAL BOND MARKET IDX			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	130947
a Name of MTIA, CCT, PSA, or 103-12 IE: JOHN HANCOCK STABLE VAL			
b Name of sponsor of entity listed in (a): JOHN HANCOCK USA			
c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	277821

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

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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

2025

This Form is Open to Public Inspection

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

A Name of plan
RLS MANAGED SERVICES LLC 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
RLS MANAGED SERVICES LLC

D Employer Identification Number (EIN)
27-1604500

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	20563	25920
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	142
(2) Participant contributions	1b(2)	0	12700
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(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)	306949	399561
(9) Value of interest in common/collective trusts	1c(9)	254757	277821
(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)	7083218	8815459
(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)		
(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	7665487	9531603
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j	1630	24146
1k Total liabilities (add all amounts in lines 1g through1j)	1k	1630	24146
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	7663857	9507457

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)	375004	
(B) Participants	2a(1)(B)	1055490	
(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)		1430494
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(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)	27647	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		27647
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(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)		0
(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)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		5464
(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)		1316609
c Other income	2c		1706
d Total income. Add all **income** amounts in column (b) and enter total	2d		2781920
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	874483	
(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)		874483
f Corrective distributions (see instructions)	2f		10099
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	51614	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)		
(5) Investment advisory and investment management fees	2i(5)		
(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)	2124	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		53738
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		938320
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		1843600
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) [X] 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: MARTINI & MARTINI, CPA PA **(2)** EIN: 22-2417800

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		500000
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 _____.

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

2025

This Form is Open to Public Inspection.

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

A Name of plan
RLS MANAGED SERVICES LLC 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
RLS MANAGED SERVICES LLC

D Employer Identification Number (EIN)
27-1604500

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): 01-0233346

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) and (b):

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

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

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

☐ Design-based safe harbor method

☒ "Prior year" ADP test

☐ "Current year" ADP test

☐ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter 06 / 30 / 2020 (MM/DD/YYYY) and the Opinion Letter serial number Q702778A .

RLS MANAGED SERVICES, LLC
401(k) PLAN
Audit Report
For the Years Ended
December 31, 2025 & 2024

RLS MANAGED SERVICES, LLC
401(k) PLAN
Audit Report
For the Years Ended
December 31, 2025 & 2024

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Martini & Martini
A Professional Association

CERTIFIED PUBLIC ACCOUNTANTS
REGISTERED MUNICIPAL ACCOUNTANTS
FINANCIAL CONSULTANTS

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William J. Martini, Jr., CPA, RMA. MS*
John R. Martini, CPA, CFP
Tyler J. Martini, CPA, MSPA

*Certified in NJ & PA with a Masters Degree in Taxation

David J. Macalino, CPA, MSA, Managing Director
Joseph A. Gratton, CPA, Manager

INDEPENDENT AUDITOR'S REPORT

To Plan Management & Participants of
RLS Managed Services, LLC 401(k) Plan

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

We have performed an audit of the accompanying financial statements of **RLS Managed Services, LLC 401(k) 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 statements of net assets available for benefits as of **December 31, 2025 and 2024**, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of RLS Managed Services, LLC 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2025 and 2024, stating that the certified investment information, as described in *Note 6* to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of RLS Managed Services, LLC 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about RLS Managed Services, LLC 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 RLS Managed Services, LLC 401(k) 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 RLS Managed Services, LLC 401(k) Plan 's ability to continue as a going concern for a reasonable period of time.

Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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

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

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

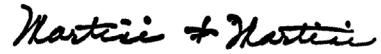
Supplemental Schedule Required by ERISA

The supplemental schedule of *Schedule H, Line 4i: Schedule of Assets (Held at End of Year)* for the Plan year ended December 31, 2025 is presented for purposes of additional analysis and is not a required part of the financial statements but are 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 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 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, are 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, are 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).



Martini & Martini, CPA, PA

October 8, 2026
Vineland, NJ

RLS MANAGED SERVICES, LLC 401(k) PLAN

Statement of Net Assets Available for Benefits

December 31,

	Reference	2025	2024
Assets			
Investments			
Investments at Fair Value	Note 8	$ 9,093,279	$ 7,337,976
Total Investments	Schedule 1	**9,093,279**	**7,337,976**
Receivables			
Participant Contributions Receivable		32,600	15,294
Employer Contributions Receivable		6,706	5,144
Notes Receivable from Participants	Note 2	399,561	306,949
Total Receivables		**438,867**	**327,386**
Cash: Noninterest Bearing		25,920	20,563
Total Assets		**9,558,067**	**7,685,924**
Liabilities			
Accrued Expenses		24,146	1,630
Excess Contributions Payable to Participants	Note 2	72,295	10,099
Total Liabilities		**96,441**	**11,728**
Net Assets Available for Benefits	Exhibit B	**$ 9,461,626**	**$ 7,674,196**

RLS MANAGED SERVICES, LLC 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits

For the Years Ended December 31,

	Reference	2025	2024
Additions in Net Assets Attributed to:			
Investment Income			
Net Appreciation in Value of Investments		$ 1,322,071	$ 985,258
Total Investment Income		**1,322,071**	**985,258**
Interest Income on Notes Receivable from Participants		**27,647**	**20,724**
Contributions			
Participant Contributions		989,507	886,844
Employer Contributions		374,378	252,291
Rollover Contributions		-	36,707
Total Contributions		**1,363,884**	**1,175,842**
Total Additions		**2,713,602**	**2,181,824**
Deductions in Net Assets Attributed to:			
Benefits Paid to Participants		874,559	501,120
Administrative Expenses	Note 2	51,614	50,934
Total Deductions		**926,172**	**552,054**
Net Increase in Net Assets		**1,787,430**	**1,629,770**
Net Assets Available for Plan Benefits: Beginning		7,674,196	6,044,426
Net Assets Available for Plan Benefits @ December 31,		**$ 9,461,626**	**$ 7,674,196**

NOTE 1: DESCRIPTION OF PLAN

The following description of RLS Managed Services, LLC 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document and Summary Plan Description for a more complete description of the Plan provisions.

General

RLS Managed Services, LLC 401(k) Plan is a defined contribution plan sponsored by RLS Managed Services, LLC (the 'Plan Sponsor'). The Plan covers all employees of RLS Logistics & Affiliated Companies who have completed at least two months of service and are age eighteen or older. Newly eligible participants may enter the Plan on the first day of the month or the first day of the subsequent month after eligibility requirements are met. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Transfer

Effective January 21, 2026, Plan assets were transferred from John Hancock Life Insurance Company to Ascensus Trust Company. Consequently, the Plan was amended and restated effective January 1, 2026, and the new third party administrator and recordkeeper, Ascensus Trust Company, was appointed. During conversion there was a blackout period beginning January 1, 2026 through February 23, 2026. Prior to the blackout period, participant's were given the ability to make new elections prior to the first contribution date in early 2026. During this period each participant's existing account balance was transferred to one or more investments options as elected by the participants, and/or as described within the Plan's notice to the Plan's participants if they did not make new elections.

Contributions

Each year, active and eligible participants may elect to contribute a portion of their eligible compensation to the Plan as pre-tax deferral contributions or Roth 401(k) contributions, subject to limitations imposed by the Plan and the Internal Revenue Code (IRC). The elective deferral limits were $23,500 and $23,000 for the years ended December 31, 2025 and 2024, respectively. Participants who satisfy applicable age requirements may also make catch-up contributions, subject to limitations established by the IRC. Participants may also make qualifying rollover contributions to the Plan.

The Plan allows the employer to match up to 50% of each participant's contribution, subject to the maximum amount of 4% of eligible compensation. The total allowable amounts contributed by the participant and on behalf of the participant by the employer for the 2025 and 2024 Plan years, is the lesser of $70,000 (Plan year 2025) and $69,000 (Plan year 2024) or 100% of the participant's annual eligible compensation.

The Plan Sponsor may also make discretionary contributions to the Plan. The discretionary percentage or dollar amount is determined by the employer on a uniform basis for all participants. The employer may also make qualified nonelective contributions in order to satisfy special nondiscrimination rules that apply to the Plan and/or profit-sharing nonelective contributions on a uniform basis. For the Plan years ended December 31, 2025 and 2024, the employer made discretionary nonelective contributions totaling $4,017 and $0, respectively.

Total contributions to participant accounts are subject to limitations established by the IRC. Participants direct the investment of their account balances among the various investment options offered by the Plan. Participants are responsible for investment decisions relating to both participant and employer contributions allocated to their accounts.

Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of (a) the employer matching contribution and, (b) the Plan earnings and losses *(until participants who have elected to withdraw have been paid),* and charged with an allocation of administrative expenses by the Plan. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

NOTE 1: DESCRIPTION OF PLAN (CONTINUED)

Notes Receivable from Participants

Participants may borrow from their vested Plan accounts, subject to the provisions of the Plan. Generally, the maximum loan amount is the lesser of 50% of the participant's vested account balance or $50,000, adjusted for certain outstanding loan balances as defined by the Plan. The minimum loan amount is $1,000. Participants may only be granted one loan during any one year period and only one loan may be outstanding at a time.

Participant loans are secured by the participant's vested account balance and bear interest at rates commensurate with rates available for similar loans from commercial lending institutions, as determined by the Plan administrator. Principal and interest payments are required at least quarterly, and the repayment period generally may not exceed five years, except for loans used to acquire a participant's principal residence.

Plan Forfeitures

At December 31, 2025 and 2024, unallocated forfeited non-vested accounts totaled $25,920 and $20,563 respectively. Forfeited accounts may be used to pay Plan expenses and fees or reduce amounts to be contributed to the Plan by the employer. Plan expenses and fees include, but are not limited to legal, trustee/custodial accounting and recordkeeping services. For the Plan years ended December 31, 2025 and 2024, $12,441 and $510 of forfeitures were used to fund employer matching contributions, respectively and $0 and $6,820 were used to pay administrative fees respectively.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Plan's contribution portion of accounts plus actual earnings thereon is based on years of continuous service, where 1,000 service hours during each Plan year earns a year vested. One year of service equals 33% vested, 2 years of service equals 67% vested and 3 or more years of service equals 100% vested.

Payment of Benefits

Upon termination of employment, a participant may elect to receive all or any portion of the participant's vested account balance, subject to the provisions of the Plan. Participants may also be eligible to receive in-service withdrawals upon attaining age 59½ and may receive hardship withdrawals from certain portions of their accounts upon satisfying the requirements of the Plan.

Upon retirement, death, disability or other distributable event, benefits are payable in accordance with the forms and provisions specified by the Plan. At December 31, 2025 and 2024, there were 87 terminated, retired and/or separated participants with vested account balances totaling $1,271,934 that have not been paid and 83 terminated, retired and/or separated participants with vested account balances totaling $1,366,033 that have not been paid respectively.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting. Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. The plan did not maintain any fully benefit-responsive investment contracts for the years ended December 31, 2025 and 2024, respectively.

Use of Estimates

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

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation & Income Recognition

The Plan's investments are stated at fair value, which is the price that would be received to sell an asset in or pay to transfer a liability in an orderly transaction between market participants at the measurement date. See *Note 8* for disclosure of the Plan's 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. Net appreciation/(depreciation) includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. Delinquent participant loans are reclassified as distributions in accordance with the provisions of the Plan and applicable law. Notes receivable from participants totaled $399,561 and $306,949 at December 31, 2025 and 2024, respectively.

Excess Contributions Payable to Participants

Amounts payable to participants for the years ended December 31, 2025 and 2024 totaled $72,295 and $10,099 respectively. These amounts to be paid is related to contributions in excess of amounts allowed by the IRS and are recorded as a liability, with a corresponding reduction to the current year contributions.

Payment of Benefits

Benefits are recorded when paid to participants.

Administrative Expenses

Certain administrative expenses of the Plan are charged directly to participant accounts. The Plan also assesses certain fees against individual participant accounts when participants initiate specific transactions or utilize certain Plan services, including, but not limited to, distribution and loan-related fees. Certain other administrative expenses may be paid by the Plan Sponsor and are excluded from the Plan's financial statements. At December 31, 2025 and 2024, administrative expenses paid by the Plan totaled $51,614 and $50,934, respectively.

NOTE 3: PLAN TERMINATION

Although it has not expressed any intent to do so, the employer 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 will become 100% vested in their accounts. Upon termination of the Plan, the employer will promptly notify the participant of the effective date of such termination.

NOTE 4: RISKS & UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the statement of net assets available for benefits.

NOTE 5: TAX STATUS

The IRS has determined and informed RLS Managed Services, LLC 401(k) Plan by a letter dated June 30, 2020, that the Plan is designed in accordance with applicable sections of the Internal Revenue Code. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and tax-exempt.

Accounting principles generally accepted in the United States of America require the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 6: CERTIFIED INVESTMENTS

Certain information related to investments and participant loans disclosed in the accompanying financial statements, including investments held at year end, notes receivable from participants (including related interest), net appreciation/(depreciation) in value of investments, and interest and dividends was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by John Hancock Life Insurance Company, the custodian, contract administrator and recordkeeper for the Plan years ended December 31, 2025 and 2024, respectively. At December 31, 2025 and 2024, the following investments had concentrations greater than or equal to 5% of total investments with the current values presented below in any of the reported years.

Fund Name	2025	%	2024	%
John Hancock 500 Index Fund	$ 1,588,142	17%	$ 1,179,583	16%
American Funds 2050 Target Retirement	$ 1,001,082	11%	$ 719,003	10%
John Hancock Lifestyle Blend Growth Portf.	$ 906,568	10%	$ 701,839	10%
Fidelity Advisor Balanced Fund	$ 671,283	7%	$ 785,395	11%
Oakmark Fund	$ 415,310	5%	$ 444,810	6%

NOTE 7: RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

Reconciliation of Net Assets Available for Benefits	2025	2024
Net Assets Available for Benefits per Financial Statements	$ 9,461,626	$ 7,674,196
Participant Contributions	(19,900)	(15,294)
Employer Matching Contributions	(6,564)	(5,144)
Excess Contributions Payable	72,295	10,099
Net Assets Available for Benefits per Form 5500	**$ 9,507,457**	**$ 7,663,858**

Reconciliation of Changes in Net Assets	2025	2024
Change in Net Assets per Financial Statements	$ 1,787,430	$ 1,629,770
Participant Contributions	(4,606)	(5,291)
Employer Matching Contributions	(1,420)	(5,144)
Corrective Distributions to Participants	62,197	(18,646)
Change in Net Assets per Form 5500	**$ 1,843,600**	**$ 1,600,690**

NOTE 7: RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500 (CONTINUED)

Reconciliation of Benefits Paid to Participants	2025	2024
Benefits Paid to Participants per Financial Statements	$ 874,559	$ 501,120
Excess Contributions Payable	10,099	18,646
Miscellaneous Benefit Payment Fees	(75)	(130)
Benefits Paid to Participants per Form 5500	**$ 884,582**	**$ 519,636**

Reconciliation of Information of Service Providers Receiving Direct Fees	2025	2024
Administrative Expenses per Financial Statements	$ 51,614	$ 50,934
Other Miscellaneous Expenses	2,124	-
Total Admin. Expenses per Form 5500	**$ 53,738**	**$ 50,934**

NOTE 8: FAIR VALUE MEASUREMENTS

The Plan measures fair value as 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 fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into the following three broad levels:

Level 1 Inputs *:* Prices in markets for identical assets and liabilities that can be accessed at the measurement date.

Level 2 Inputs *:* Observable market-based inputs or unobservable inputs that are corroborated by market data.

Level 3 Inputs *:* Significant unobservable inputs for the assets or liabilities that are not corroborated by market data.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. There have been no changes in the methodologies used at December 31, 2025 and 2024.

John Hancock Pooled Separate Account Sub-Units Invested in:

Registered Investment Companies' Mutual Funds & Exchange Traded Funds: Valued at quoted market prices that represent the net asset value of shares on a market exchange at the end of the trading day. Mutual and exchange traded funds held by the Plan are open-end funds that are registered with the Securities and Exchange Commission. The registered investment companies' funds are classified as level 1 in the fair value hierarchy.

Collective Trust Fund: John Hancock Stable Value Fund: This investment represents participation units of a collective investment trust for which the net asset value is based on the market value of the underlying investments. The collective trust fund is comprised primarily of fully benefit-responsive investment contracts that are valued at the net asset value of units of the bank collective trust. The collective trust fund is classified as level 1 in the fair value hierarchy as suggested by JHLIC.

Investments at Fair Value as of December 31, 2025

	Level 1	Level 2	Level 3	Total
Registered Investment Companies	$ 8,815,459	$ -	$ -	$ 8,815,459
Collective Trust Fund: JH Stable Value Fund	277,821	-	-	277,821
Investments at Fair Value	**$ 9,093,279**	**$ -**	**$ -**	**$ 9,093,279**

NOTE 8: FAIR VALUE MEASUREMENTS (CONTINUED)

Investments at Fair Value as of December 31, 2024

Description of Fair Value Investments	Level 1	Level 2	Level 3	Total
Registered Investment Companies	$ 7,083,219	$ -	$ -	$ 7,083,219
Collective Trust Fund: JH Stable Value Fund	254,757	-	-	254,757
Investments at Fair Value	**$ 7,337,976**	**$ -**	**$ -**	**$ 7,337,976**

NOTE 9: RELATED PARTIES & PARTIES IN INTEREST TRANSACTIONS

All 401(k) Plan funds are managed by John Hancock Life Insurance Company (JHLIC). Additionally JHLIC acts as the administrative services provider, contract administrator and custodian. Transactions performed by JHLIC qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA.

Notes receivable from participants also represent party-in-interest transactions. At December 31, 2025 and 2024, notes receivable from participants totaled $399,561 and $306,949, respectively.

The Plan Sponsor and Adopting Employer are parties in interest to the Plan. Contributions received from the Plan Sponsor and Adopting Employer are made in accordance with the provisions of the Plan.

NOTE 10: DATE OF MANAGEMENT'S REVIEW OF SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through October 8, 2026, the date which the financial statements were available to be issued.

RLS MANAGED SERVICES, LLC 401(k) PLAN

EIN: 27-1604500

Plan Number: 001

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

December 31, 2025

	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value		Cost **	Current Value
(a)	(b)	(c)		(d)	(e)
	John Hancock Pooled Separate Accounts:				
*	American Funds 2010 Target Retirement Date	563	Units of Registered Investment Companies	-	$ 10,475
*	American Funds 2015 Target Retirement Date	2,203	Units of Registered Investment Companies	-	44,856
*	American Funds 2030 Target Retirement Date	6,060	Units of Registered Investment Companies	-	176,489
*	American Funds 2035 Target Retirement Date	2,124	Units of Registered Investment Companies	-	69,436
*	American Funds 2040 Target Retirement Date	6,891	Units of Registered Investment Companies	-	247,515
*	American Funds 2045 Target Retirement Date	6,317	Units of Registered Investment Companies	-	234,415
*	American Funds 2050 Target Retirement Date	27,439	Units of Registered Investment Companies	-	1,001,082
*	American Funds 2055 Target Retirement Date	2,355	Units of Registered Investment Companies	-	106,392
*	American Funds 2060 Target Retirement Date	5,647	Units of Registered Investment Companies	-	164,715
*	American Funds 2065 Target Retirement Date	14,878	Units of Registered Investment Companies	-	350,016
*	American Funds EuroPacific Growth Fund	1,040	Units of Registered Investment Companies	-	111,552
*	DFA US Targeted Value Fund	193	Units of Registered Investment Companies	-	11,850
*	DFA Global Equity Fund	1,590	Units of Registered Investment Companies	-	84,370
*	DFA Inflation-Protected Sec	931	Units of Registered Investment Companies	-	14,520
*	Dodge & Cox Stock Fund	242	Units of Registered Investment Companies	-	143,248
*	Fidelity Advisor Balanced Fund	12,741	Units of Registered Investment Companies	-	671,283
*	Fidelity Mid Cap Index Fund	3,100	Units of Registered Investment Companies	-	140,539
*	Invesco Discovery Mid Cap Growth Fund	2,900	Units of Registered Investment Companies	-	160,039
*	Invesco Small Cap Growth Fund	366	Units of Registered Investment Companies	-	42,127
*	iShares Gold Trust ETF	25	Units of Registered Investment Companies	-	803
*	Loomis Sayles Global Allocation Fund	2,580	Units of Registered Investment Companies	-	112,448
*	MainStay MacKay High Yield Corporate Bond Fund	14,809	Units of Registered Investment Companies	-	130,810
*	MFS Utilities Fund	2,161	Units of Registered Investment Companies	-	77,018
*	Nuveen Large Cap Growth Index Fund	3,027	Units of Registered Investment Companies	-	340,513
*	Nuveen Small Cap Blend Index Fund	555	Units of Registered Investment Companies	-	23,604
*	Oakmark Fund	1,835	Units of Registered Investment Companies	-	415,310
*	T. Rowe Price Health Sciences Fund	466	Units of Registered Investment Companies	-	97,922
*	T. Rowe Price Science & Technology Fund	375	Units of Registered Investment Companies	-	101,610
*	Vanguard Energy Fund	4	Units of Registered Investment Companies	-	730
*	Vanguard International Growth Fund	134	Units of Registered Investment Companies	-	24,687
*	Vanguard Mid Cap Growth ETF	22	Units of Registered Investment Companies	-	764
*	Vanguard Mid Cap Value ETF	484	Units of Registered Investment Companies	-	14,360
*	Vanguard Small Cap Value Index Fund	500	Units of Registered Investment Companies	-	57,868
*	Vanguard Total Bond Market Index Fund	10,446	Units of Registered Investment Companies	-	130,947
*	Vanguard Total International Stock Index Fund	3,584	Units of Registered Investment Companies	-	190,162
*	Vanguard Value Index Fund	1,231	Units of Registered Investment Companies	-	121,882
*	Virtus Ceredex Mid Cap Value Equity Fund	1,149	Units of Registered Investment Companies	-	32,401
*	John Hancock 500 Index Fund	15,387	Units of Registered Investment Companies	-	1,588,142
*	John Hancock Investment Grade Bond Fund	8,059	Units of Registered Investment Companies	-	99,932
*	John Hancock Small Cap Index Fund	3,605	Units of Registered Investment Companies	-	133,981
*	John Hancock Lifestyle Blend Aggressive Portfolio	424	Units of Registered Investment Companies	-	13,020
*	John Hancock Lifestyle Blend Balanced Portfolio	483	Units of Registered Investment Companies	-	11,112
*	John Hancock Lifestyle Blend Conservative Portfolio	4,446	Units of Registered Investment Companies	-	75,769
*	John Hancock Lifestyle Blend Growth Portfolio	33,580	Units of Registered Investment Companies	-	906,568
*	John Hancock Lifestyle Blend Moderate Portfolio	190	Units of Registered Investment Companies	-	3,731
*	John Hancock U.S. Growth Fund	4,513	Units of Registered Investment Companies	-	324,450
*	John Hancock Stable Value Fund	220,285	Units of Collective Trust Fund	-	277,821
	Total Investments				**$ 9,093,279**
*	**Participant Loans**	2026 - 2030 Maturity Dates, 4.50% - 9.50% Interest Rates		-	**$ 399,561**

* Represents a party-in-interest to the Plan, as defined by ERISA.

** (d) "Cost" has been omitted from this schedule as participant accounts are directed by the participants.

RLS MANAGED SERVICES, LLC
401(k) PLAN
Audit Report
For the Years Ended
December 31, 2025 & 2024

RLS MANAGED SERVICES, LLC
401(k) PLAN
Audit Report
For the Years Ended
December 31, 2025 & 2024

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Martini & Martini
A Professional Association

CERTIFIED PUBLIC ACCOUNTANTS
REGISTERED MUNICIPAL ACCOUNTANTS
FINANCIAL CONSULTANTS

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William J. Martini, Jr., CPA, RMA. MS*
John R. Martini, CPA, CFP
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*Certified in NJ & PA with a Masters Degree in Taxation

David J. Macalino, CPA, MSA, Managing Director
Joseph A. Gratton, CPA, Manager

INDEPENDENT AUDITOR'S REPORT

To Plan Management & Participants of
RLS Managed Services, LLC 401(k) Plan

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

We have performed an audit of the accompanying financial statements of **RLS Managed Services, LLC 401(k) 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 statements of net assets available for benefits as of **December 31, 2025 and 2024**, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of RLS Managed Services, LLC 401(k) Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of December 31, 2025 and 2024, stating that the certified investment information, as described in *Note 6* to the financial statements, is complete and accurate.

Opinion

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

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of RLS Managed Services, LLC 401(k) Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about RLS Managed Services, LLC 401(k) Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

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

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 generally accepted auditing standards, 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 RLS Managed Services, LLC 401(k) 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 RLS Managed Services, LLC 401(k) Plan 's ability to continue as a going concern for a reasonable period of time.

Auditor's Responsibilities for the Audit of the Financial Statements (Continued)

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

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

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

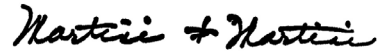
Supplemental Schedule Required by ERISA

The supplemental schedule of *Schedule H, Line 4i: Schedule of Assets (Held at End of Year)* for the Plan year ended December 31, 2025 is presented for purposes of additional analysis and is not a required part of the financial statements but are 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 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 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, are 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, are 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).



Martini & Martini, CPA, PA

October 8, 2026
Vineland, NJ

RLS MANAGED SERVICES, LLC 401(k) PLAN

Statement of Net Assets Available for Benefits

December 31,

	Reference	2025	2024
Assets			
Investments			
Investments at Fair Value	Note 8	$ 9,093,279	$ 7,337,976
Total Investments	Schedule 1	**9,093,279**	**7,337,976**
Receivables			
Participant Contributions Receivable		32,600	15,294
Employer Contributions Receivable		6,706	5,144
Notes Receivable from Participants	Note 2	399,561	306,949
Total Receivables		**438,867**	**327,386**
Cash: Noninterest Bearing		25,920	20,563
Total Assets		**9,558,067**	**7,685,924**
Liabilities			
Accrued Expenses		24,146	1,630
Excess Contributions Payable to Participants	Note 2	72,295	10,099
Total Liabilities		**96,441**	**11,728**
Net Assets Available for Benefits	Exhibit B	**$ 9,461,626**	**$ 7,674,196**

RLS MANAGED SERVICES, LLC 401(k) PLAN

Statement of Changes in Net Assets Available for Benefits

For the Years Ended December 31,

	Reference	2025	2024
Additions in Net Assets Attributed to:			
Investment Income			
Net Appreciation in Value of Investments		$ 1,322,071	$ 985,258
Total Investment Income		**1,322,071**	**985,258**
Interest Income on Notes Receivable from Participants		**27,647**	**20,724**
Contributions			
Participant Contributions		989,507	886,844
Employer Contributions		374,378	252,291
Rollover Contributions		-	36,707
Total Contributions		**1,363,884**	**1,175,842**
Total Additions		**2,713,602**	**2,181,824**
Deductions in Net Assets Attributed to:			
Benefits Paid to Participants		874,559	501,120
Administrative Expenses	Note 2	51,614	50,934
Total Deductions		**926,172**	**552,054**
Net Increase in Net Assets		**1,787,430**	**1,629,770**
Net Assets Available for Plan Benefits: Beginning		7,674,196	6,044,426
Net Assets Available for Plan Benefits @ December 31,		**$ 9,461,626**	**$ 7,674,196**

NOTE 1: DESCRIPTION OF PLAN

The following description of RLS Managed Services, LLC 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan document and Summary Plan Description for a more complete description of the Plan provisions.

General

RLS Managed Services, LLC 401(k) Plan is a defined contribution plan sponsored by RLS Managed Services, LLC (the 'Plan Sponsor'). The Plan covers all employees of RLS Logistics & Affiliated Companies who have completed at least two months of service and are age eighteen or older. Newly eligible participants may enter the Plan on the first day of the month or the first day of the subsequent month after eligibility requirements are met. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Plan Transfer

Effective January 21, 2026, Plan assets were transferred from John Hancock Life Insurance Company to Ascensus Trust Company. Consequently, the Plan was amended and restated effective January 1, 2026, and the new third party administrator and recordkeeper, Ascensus Trust Company, was appointed. During conversion there was a blackout period beginning January 1, 2026 through February 23, 2026. Prior to the blackout period, participant's were given the ability to make new elections prior to the first contribution date in early 2026. During this period each participant's existing account balance was transferred to one or more investments options as elected by the participants, and/or as described within the Plan's notice to the Plan's participants if they did not make new elections.

Contributions

Each year, active and eligible participants may elect to contribute a portion of their eligible compensation to the Plan as pre-tax deferral contributions or Roth 401(k) contributions, subject to limitations imposed by the Plan and the Internal Revenue Code (IRC). The elective deferral limits were $23,500 and $23,000 for the years ended December 31, 2025 and 2024, respectively. Participants who satisfy applicable age requirements may also make catch-up contributions, subject to limitations established by the IRC. Participants may also make qualifying rollover contributions to the Plan.

The Plan allows the employer to match up to 50% of each participant's contribution, subject to the maximum amount of 4% of eligible compensation. The total allowable amounts contributed by the participant and on behalf of the participant by the employer for the 2025 and 2024 Plan years, is the lesser of $70,000 (Plan year 2025) and $69,000 (Plan year 2024) or 100% of the participant's annual eligible compensation.

The Plan Sponsor may also make discretionary contributions to the Plan. The discretionary percentage or dollar amount is determined by the employer on a uniform basis for all participants. The employer may also make qualified nonelective contributions in order to satisfy special nondiscrimination rules that apply to the Plan and/or profit-sharing nonelective contributions on a uniform basis. For the Plan years ended December 31, 2025 and 2024, the employer made discretionary nonelective contributions totaling $4,017 and $0, respectively.

Total contributions to participant accounts are subject to limitations established by the IRC. Participants direct the investment of their account balances among the various investment options offered by the Plan. Participants are responsible for investment decisions relating to both participant and employer contributions allocated to their accounts.

Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of (a) the employer matching contribution and, (b) the Plan earnings and losses *(until participants who have elected to withdraw have been paid),* and charged with an allocation of administrative expenses by the Plan. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

NOTE 1: DESCRIPTION OF PLAN (CONTINUED)

Notes Receivable from Participants

Participants may borrow from their vested Plan accounts, subject to the provisions of the Plan. Generally, the maximum loan amount is the lesser of 50% of the participant's vested account balance or $50,000, adjusted for certain outstanding loan balances as defined by the Plan. The minimum loan amount is $1,000. Participants may only be granted one loan during any one year period and only one loan may be outstanding at a time.

Participant loans are secured by the participant's vested account balance and bear interest at rates commensurate with rates available for similar loans from commercial lending institutions, as determined by the Plan administrator. Principal and interest payments are required at least quarterly, and the repayment period generally may not exceed five years, except for loans used to acquire a participant's principal residence.

Plan Forfeitures

At December 31, 2025 and 2024, unallocated forfeited non-vested accounts totaled $25,920 and $20,563 respectively. Forfeited accounts may be used to pay Plan expenses and fees or reduce amounts to be contributed to the Plan by the employer. Plan expenses and fees include, but are not limited to legal, trustee/custodial accounting and recordkeeping services. For the Plan years ended December 31, 2025 and 2024, $12,441 and $510 of forfeitures were used to fund employer matching contributions, respectively and $0 and $6,820 were used to pay administrative fees respectively.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. Vesting in the Plan's contribution portion of accounts plus actual earnings thereon is based on years of continuous service, where 1,000 service hours during each Plan year earns a year vested. One year of service equals 33% vested, 2 years of service equals 67% vested and 3 or more years of service equals 100% vested.

Payment of Benefits

Upon termination of employment, a participant may elect to receive all or any portion of the participant's vested account balance, subject to the provisions of the Plan. Participants may also be eligible to receive in-service withdrawals upon attaining age 59½ and may receive hardship withdrawals from certain portions of their accounts upon satisfying the requirements of the Plan.

Upon retirement, death, disability or other distributable event, benefits are payable in accordance with the forms and provisions specified by the Plan. At December 31, 2025 and 2024, there were 87 terminated, retired and/or separated participants with vested account balances totaling $1,271,934 that have not been paid and 83 terminated, retired and/or separated participants with vested account balances totaling $1,366,033 that have not been paid respectively.

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting. Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. The plan did not maintain any fully benefit-responsive investment contracts for the years ended December 31, 2025 and 2024, respectively.

Use of Estimates

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

NOTE 2: SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation & Income Recognition

The Plan's investments are stated at fair value, which is the price that would be received to sell an asset in or pay to transfer a liability in an orderly transaction between market participants at the measurement date. See *Note 8* for disclosure of the Plan's 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. Net appreciation/(depreciation) includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. Delinquent participant loans are reclassified as distributions in accordance with the provisions of the Plan and applicable law. Notes receivable from participants totaled $399,561 and $306,949 at December 31, 2025 and 2024, respectively.

Excess Contributions Payable to Participants

Amounts payable to participants for the years ended December 31, 2025 and 2024 totaled $72,295 and $10,099 respectively. These amounts to be paid is related to contributions in excess of amounts allowed by the IRS and are recorded as a liability, with a corresponding reduction to the current year contributions.

Payment of Benefits

Benefits are recorded when paid to participants.

Administrative Expenses

Certain administrative expenses of the Plan are charged directly to participant accounts. The Plan also assesses certain fees against individual participant accounts when participants initiate specific transactions or utilize certain Plan services, including, but not limited to, distribution and loan-related fees. Certain other administrative expenses may be paid by the Plan Sponsor and are excluded from the Plan's financial statements. At December 31, 2025 and 2024, administrative expenses paid by the Plan totaled $51,614 and $50,934, respectively.

NOTE 3: PLAN TERMINATION

Although it has not expressed any intent to do so, the employer 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 will become 100% vested in their accounts. Upon termination of the Plan, the employer will promptly notify the participant of the effective date of such termination.

NOTE 4: RISKS & UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such change could materially affect the amounts reported in the statement of net assets available for benefits.

NOTE 5: TAX STATUS

The IRS has determined and informed RLS Managed Services, LLC 401(k) Plan by a letter dated June 30, 2020, that the Plan is designed in accordance with applicable sections of the Internal Revenue Code. Although the Plan has been amended since receiving the determination letter, the Plan administrator believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and tax-exempt.

Accounting principles generally accepted in the United States of America require the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 6: CERTIFIED INVESTMENTS

Certain information related to investments and participant loans disclosed in the accompanying financial statements, including investments held at year end, notes receivable from participants (including related interest), net appreciation/(depreciation) in value of investments, and interest and dividends was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by John Hancock Life Insurance Company, the custodian, contract administrator and recordkeeper for the Plan years ended December 31, 2025 and 2024, respectively. At December 31, 2025 and 2024, the following investments had concentrations greater than or equal to 5% of total investments with the current values presented below in any of the reported years.

Fund Name	2025	%	2024	%
John Hancock 500 Index Fund	$ 1,588,142	17%	$ 1,179,583	16%
American Funds 2050 Target Retirement	$ 1,001,082	11%	$ 719,003	10%
John Hancock Lifestyle Blend Growth Portf.	$ 906,568	10%	$ 701,839	10%
Fidelity Advisor Balanced Fund	$ 671,283	7%	$ 785,395	11%
Oakmark Fund	$ 415,310	5%	$ 444,810	6%

NOTE 7: RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

Reconciliation of Net Assets Available for Benefits	2025	2024
Net Assets Available for Benefits per Financial Statements	$ 9,461,626	$ 7,674,196
Participant Contributions	(19,900)	(15,294)
Employer Matching Contributions	(6,564)	(5,144)
Excess Contributions Payable	72,295	10,099
Net Assets Available for Benefits per Form 5500	**$ 9,507,457**	**$ 7,663,858**

Reconciliation of Changes in Net Assets	2025	2024
Change in Net Assets per Financial Statements	$ 1,787,430	$ 1,629,770
Participant Contributions	(4,606)	(5,291)
Employer Matching Contributions	(1,420)	(5,144)
Corrective Distributions to Participants	62,197	(18,646)
Change in Net Assets per Form 5500	**$ 1,843,600**	**$ 1,600,690**

NOTE 7: RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500 (CONTINUED)

Reconciliation of Benefits Paid to Participants	2025	2024
Benefits Paid to Participants per Financial Statements	$ 874,559	$ 501,120
Excess Contributions Payable	10,099	18,646
Miscellaneous Benefit Payment Fees	(75)	(130)
Benefits Paid to Participants per Form 5500	**$ 884,582**	**$ 519,636**

Reconciliation of Information of Service Providers Receiving Direct Fees	2025	2024
Administrative Expenses per Financial Statements	$ 51,614	$ 50,934
Other Miscellaneous Expenses	2,124	-
Total Admin. Expenses per Form 5500	**$ 53,738**	**$ 50,934**

NOTE 8: FAIR VALUE MEASUREMENTS

The Plan measures fair value as 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 fair value hierarchy prioritizes the inputs to valuation techniques used to measure fair value into the following three broad levels:

Level 1 Inputs *:* Prices in markets for identical assets and liabilities that can be accessed at the measurement date.

Level 2 Inputs *:* Observable market-based inputs or unobservable inputs that are corroborated by market data.

Level 3 Inputs *:* Significant unobservable inputs for the assets or liabilities that are not corroborated by market data.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques maximize the use of relevant observable inputs and minimize the use of unobservable inputs. There have been no changes in the methodologies used at December 31, 2025 and 2024.

John Hancock Pooled Separate Account Sub-Units Invested in:

Registered Investment Companies' Mutual Funds & Exchange Traded Funds: Valued at quoted market prices that represent the net asset value of shares on a market exchange at the end of the trading day. Mutual and exchange traded funds held by the Plan are open-end funds that are registered with the Securities and Exchange Commission. The registered investment companies' funds are classified as level 1 in the fair value hierarchy.

Collective Trust Fund: John Hancock Stable Value Fund: This investment represents participation units of a collective investment trust for which the net asset value is based on the market value of the underlying investments. The collective trust fund is comprised primarily of fully benefit-responsive investment contracts that are valued at the net asset value of units of the bank collective trust. The collective trust fund is classified as level 1 in the fair value hierarchy as suggested by JHLIC.

Investments at Fair Value as of December 31, 2025

	Level 1	Level 2	Level 3	Total
Registered Investment Companies	$ 8,815,459	$ -	$ -	$ 8,815,459
Collective Trust Fund: JH Stable Value Fund	277,821	-	-	277,821
Investments at Fair Value	**$ 9,093,279**	**$ -**	**$ -**	**$ 9,093,279**

NOTE 8: FAIR VALUE MEASUREMENTS (CONTINUED)

Investments at Fair Value as of December 31, 2024

Description of Fair Value Investments	Level 1	Level 2	Level 3	Total
Registered Investment Companies	$ 7,083,219	$ -	$ -	$ 7,083,219
Collective Trust Fund: JH Stable Value Fund	254,757	-	-	254,757
Investments at Fair Value	**$ 7,337,976**	**$ -**	**$ -**	**$ 7,337,976**

NOTE 9: RELATED PARTIES & PARTIES IN INTEREST TRANSACTIONS

All 401(k) Plan funds are managed by John Hancock Life Insurance Company (JHLIC). Additionally JHLIC acts as the administrative services provider, contract administrator and custodian. Transactions performed by JHLIC qualify as party-in-interest transactions; however, they are exempt from the prohibited transaction rules under ERISA.

Notes receivable from participants also represent party-in-interest transactions. At December 31, 2025 and 2024, notes receivable from participants totaled $399,561 and $306,949, respectively.

The Plan Sponsor and Adopting Employer are parties in interest to the Plan. Contributions received from the Plan Sponsor and Adopting Employer are made in accordance with the provisions of the Plan.

NOTE 10: DATE OF MANAGEMENT'S REVIEW OF SUBSEQUENT EVENTS

The Plan has evaluated subsequent events through October 8, 2026, the date which the financial statements were available to be issued.

RLS MANAGED SERVICES, LLC 401(k) PLAN

EIN: 27-1604500

Plan Number: 001

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

December 31, 2025

	Identity of Issuer, Borrower, Lessor or Similar Party	Description of Investment, Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value		Cost **	Current Value
(a)	(b)	(c)		(d)	(e)
	John Hancock Pooled Separate Accounts:				
*	American Funds 2010 Target Retirement Date	563	Units of Registered Investment Companies	-	$ 10,475
*	American Funds 2015 Target Retirement Date	2,203	Units of Registered Investment Companies	-	44,856
*	American Funds 2030 Target Retirement Date	6,060	Units of Registered Investment Companies	-	176,489
*	American Funds 2035 Target Retirement Date	2,124	Units of Registered Investment Companies	-	69,436
*	American Funds 2040 Target Retirement Date	6,891	Units of Registered Investment Companies	-	247,515
*	American Funds 2045 Target Retirement Date	6,317	Units of Registered Investment Companies	-	234,415
*	American Funds 2050 Target Retirement Date	27,439	Units of Registered Investment Companies	-	1,001,082
*	American Funds 2055 Target Retirement Date	2,355	Units of Registered Investment Companies	-	106,392
*	American Funds 2060 Target Retirement Date	5,647	Units of Registered Investment Companies	-	164,715
*	American Funds 2065 Target Retirement Date	14,878	Units of Registered Investment Companies	-	350,016
*	American Funds EuroPacific Growth Fund	1,040	Units of Registered Investment Companies	-	111,552
*	DFA US Targeted Value Fund	193	Units of Registered Investment Companies	-	11,850
*	DFA Global Equity Fund	1,590	Units of Registered Investment Companies	-	84,370
*	DFA Inflation-Protected Sec	931	Units of Registered Investment Companies	-	14,520
*	Dodge & Cox Stock Fund	242	Units of Registered Investment Companies	-	143,248
*	Fidelity Advisor Balanced Fund	12,741	Units of Registered Investment Companies	-	671,283
*	Fidelity Mid Cap Index Fund	3,100	Units of Registered Investment Companies	-	140,539
*	Invesco Discovery Mid Cap Growth Fund	2,900	Units of Registered Investment Companies	-	160,039
*	Invesco Small Cap Growth Fund	366	Units of Registered Investment Companies	-	42,127
*	iShares Gold Trust ETF	25	Units of Registered Investment Companies	-	803
*	Loomis Sayles Global Allocation Fund	2,580	Units of Registered Investment Companies	-	112,448
*	MainStay MacKay High Yield Corporate Bond Fund	14,809	Units of Registered Investment Companies	-	130,810
*	MFS Utilities Fund	2,161	Units of Registered Investment Companies	-	77,018
*	Nuveen Large Cap Growth Index Fund	3,027	Units of Registered Investment Companies	-	340,513
*	Nuveen Small Cap Blend Index Fund	555	Units of Registered Investment Companies	-	23,604
*	Oakmark Fund	1,835	Units of Registered Investment Companies	-	415,310
*	T. Rowe Price Health Sciences Fund	466	Units of Registered Investment Companies	-	97,922
*	T. Rowe Price Science & Technology Fund	375	Units of Registered Investment Companies	-	101,610
*	Vanguard Energy Fund	4	Units of Registered Investment Companies	-	730
*	Vanguard International Growth Fund	134	Units of Registered Investment Companies	-	24,687
*	Vanguard Mid Cap Growth ETF	22	Units of Registered Investment Companies	-	764
*	Vanguard Mid Cap Value ETF	484	Units of Registered Investment Companies	-	14,360
*	Vanguard Small Cap Value Index Fund	500	Units of Registered Investment Companies	-	57,868
*	Vanguard Total Bond Market Index Fund	10,446	Units of Registered Investment Companies	-	130,947
*	Vanguard Total International Stock Index Fund	3,584	Units of Registered Investment Companies	-	190,162
*	Vanguard Value Index Fund	1,231	Units of Registered Investment Companies	-	121,882
*	Virtus Ceredex Mid Cap Value Equity Fund	1,149	Units of Registered Investment Companies	-	32,401
*	John Hancock 500 Index Fund	15,387	Units of Registered Investment Companies	-	1,588,142
*	John Hancock Investment Grade Bond Fund	8,059	Units of Registered Investment Companies	-	99,932
*	John Hancock Small Cap Index Fund	3,605	Units of Registered Investment Companies	-	133,981
*	John Hancock Lifestyle Blend Aggressive Portfolio	424	Units of Registered Investment Companies	-	13,020
*	John Hancock Lifestyle Blend Balanced Portfolio	483	Units of Registered Investment Companies	-	11,112
*	John Hancock Lifestyle Blend Conservative Portfolio	4,446	Units of Registered Investment Companies	-	75,769
*	John Hancock Lifestyle Blend Growth Portfolio	33,580	Units of Registered Investment Companies	-	906,568
*	John Hancock Lifestyle Blend Moderate Portfolio	190	Units of Registered Investment Companies	-	3,731
*	John Hancock U.S. Growth Fund	4,513	Units of Registered Investment Companies	-	324,450
*	John Hancock Stable Value Fund	220,285	Units of Collective Trust Fund	-	277,821
	Total Investments				**$ 9,093,279**
*	**Participant Loans**	2026 - 2030 Maturity Dates, 4.50% - 9.50% Interest Rates		-	**$ 399,561**

* Represents a party-in-interest to the Plan, as defined by ERISA.

** (d) "Cost" has been omitted from this schedule as participant accounts are directed by the participants.