

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 2018 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information		
For calendar plan year 2018 or fiscal plan year beginning <u>01/01/2018</u> and ending <u>12/31/2018</u>			
A	This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)	
	☒ 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:	☒ Form 5558 ☐ automatic extension ☐ special extension (enter description)	☐ the DFVC program

Part II	Basic Plan Information —enter all requested information		
1a	Name of plan <u>SPITZER MANAGEMENT INC PROFIT SHARING AND SAVINGS PLAN</u>	1b	Three-digit plan number (PN) ▶ <u>001</u>
		1c	Effective date of plan <u>01/01/1973</u>
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) <u>SPITZER MANAGEMENT, INC.</u> <u>150 EAST BRIDGE STREET</u> <u>ELYRIA, OH 44035-5219</u>	2b	Employer Identification Number (EIN) <u>34-0795747</u>
		2c	Plan Sponsor's telephone number <u>440-323-4671</u>
		2d	Business code (see instructions) <u>541600</u>

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.	09/13/2019	JOSEPH MASTRODONATO
	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

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

Form 5500 (2018)
v. 171027

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 937
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 459 6a(2) 431 6b 13 6c 513 6d 957 6e 5 6f 962 6g 897 6h 13
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2H 2J 2K 3H 2S 2T b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor

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

a Pension Schedules

- (1)** ☒ **R** (Retirement Plan Information)
- (2)** ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3)** ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2018 Form M-1 annual report. If the plan was not required to file the 2018 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2018
		This Form is Open to Public Inspection.

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018		
A Name of plan SPITZER MANAGEMENT INC PROFIT SHARING AND SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SPITZER MANAGEMENT, INC.	D Employer Identification Number (EIN) 34-0795747	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

SPIRA BENEFITS, LLC

45-4211533

(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?
37 64	N/A	99569	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIRST NATIONAL BANK

20-0433578

(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?
27	N/A	73255	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

HOBE & LUCAS, CPA'S

31-1488076

(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?
10	N/A	41312	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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)

MCDONALD HOPKINS

34-1059058

(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?
29	N/A	5829	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SOMERS AGENCY

45-4747357

(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?
22	N/A	5385	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ETC BROKERAGE SERVICES, LLC

26-0181248

(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?
71	N/A	0	Yes ☒ No ☐	Yes ☒ No ☐	0	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
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) 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 2018 This Form is Open to Public Inspection
For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018		
A Name of plan SPITZER MANAGEMENT INC PROFIT SHARING AND SAVINGS PLAN		B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 SPITZER MANAGEMENT, INC.		D Employer Identification Number (EIN) 34-0795747

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	185142	225516
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions.....	1b(1)	79488	72918
(2) Participant contributions	1b(2)	192260	213213
(3) Other.....	1b(3)	16060	13037
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit).....	1c(1)	665528	1104032
(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)	875743	208243
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common.....	1c(4)(B)	60602043	43625833
(5) Partnership/joint venture interests	1c(5)	1448720	1317741
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans.....	1c(8)	488966	421061
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities.....	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds).....	1c(13)	22441343	21435105
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other	1c(15)	311600	286000

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities	1d(1)	
(2)	Employer real property	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	87306893 68922699
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	125281 126726
i	Acquisition indebtedness	1i	
j	Other liabilities	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	125281 126726
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	87181612 68795973

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.

		(a) Amount	(b) Total
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	740002
	(B) Participants	2a(1)(B)	1244973
	(C) Others (including rollovers)	2a(1)(C)	29627
(2)	Noncash contributions	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	2014602
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)	61313
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans	2b(1)(E)	21335
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	82648
(2)	Dividends: (A) Preferred stock	2b(2)(A)	
	(B) Common stock	2b(2)(B)	1588621
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	360774
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	1949395
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	9805252
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	9599921
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	205331
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	-8993340
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	-8993340

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		-4141410
c Other income.....	2c		3353
d Total income. Add all income amounts in column (b) and enter total	2d		-8879421

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	9277373	
(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)		9277373
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	47141	
(2) Contract administrator fees.....	2i(2)	99569	
(3) Investment advisory and management fees.....	2i(3)	73254	
(4) Other	2i(4)	8881	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		228845
j Total expenses. Add all expense amounts in column (b) and enter total	2j		9506218

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-18385639
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) ☒ Unqualified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? ☐ Yes ☒ No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: HOBE & LUCAS, CPA'S

(2) EIN: 31-1488076

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, 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.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)

	Yes	No	Amount
4a		X	
4b		X	

		Yes	No	Amount
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 ☒ 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 If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ☐ Yes ☐ No ☐ Not determined
 If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____. (See instructions.)

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 2018 This Form is Open to Public Inspection.
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For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

A Name of plan <u>SPITZER MANAGEMENT INC PROFIT SHARING AND SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>SPITZER MANAGEMENT, INC.</u>	D Employer Identification Number (EIN) <u>34-0795747</u>

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	<u>0</u>
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): <u>34-6700509</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☐ No
--	-----------------------------------	-----------------------------------	-------------------------------	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

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

Schedule R (Form 5500) 2018
v. 171027

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (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 participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year

b The plan year immediately preceding the current plan year

c The second preceding plan year

14a**14b****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

b The corresponding number for the second preceding plan year

15a**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

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

16a**16b**

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

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

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

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

- a** Enter the percentage of plan assets held as:

Stock: _____ % Investment-Grade Debt: _____ % High-Yield Debt: _____ % Real Estate: _____ % Other: _____ %

- b** Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

- c** What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

SPITZER MANAGEMENT, INC.
PROFIT SHARING & SAVINGS PLAN
FINANCIAL STATEMENTS
AS OF AND FOR THE YEARS ENDED
DECEMBER 31, 2018 AND 2017

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
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Hobe & Lucas

Certified Public Accountants, Inc.

4807 Rockside Road, Suite 510 Phone: (216) 524.8900
Independence, Ohio 44131 Fax: (216) 524.8777
<http://www.hobe.com>

INDEPENDENT AUDITORS' REPORT

To the Trustees and Participants of the
Spitzer Management, Inc. Profit Sharing & Savings Plan
Elyria, OH

We have audited the accompanying financial statements of the Spitzer Management, Inc. Profit Sharing & Savings Plan (the "Plan"), which comprise the statements of net assets available for benefits (modified cash basis) as of December 31, 2018 and 2017, and the related statements of changes in net assets available for benefits (modified cash basis) for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in Note 2; this includes determining that the modified cash basis of accounting is an acceptable basis for the preparation of the financial statements in the circumstances. Management is also responsible 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.

Auditors' Responsibility

Our responsibility is to express an opinion on the financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Independent Member

B K R

INTERNATIONAL

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Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of Spitzer Management, Inc. Profit Sharing & Savings Plan (modified cash basis) as of December 31, 2018 and 2017, and the changes in net assets available for benefits (modified cash basis) for the years then ended, in accordance with the modified cash basis of accounting described in Note 2.

Basis of Accounting

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements are prepared on the modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America. Our opinion is not modified with respect to this matter.

Report on Supplemental Information

Our audits were conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets (held at end of year) as of December 31, 2018 is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Hoke & Lucas
Certified Public Accountants, Inc.

August 28, 2019

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2018 AND 2017

	<u>2018</u>	<u>2017</u>
<u>ASSETS</u>		
<u>Investments, At Fair Value</u>		
Cash and money market funds	\$ 1,329,548	\$ 850,670
Common and preferred stock	43,625,833	60,602,043
Mutual funds	21,435,105	22,441,343
Real estate investment trusts	286,000	311,600
Limited partnerships	1,317,741	1,448,720
Corporate bonds	208,243	875,743
Total Investments	<u>68,202,470</u>	<u>86,530,119</u>
<u>Receivables</u>		
Participant contributions	226,250	208,320
Employer contributions	72,918	79,488
Notes receivable from participants	421,061	488,966
Total Receivables	<u>720,229</u>	<u>776,774</u>
 Total Assets	 <u>68,922,699</u>	 <u>87,306,893</u>
<u>LIABILITIES</u>		
Accounts Payable	<u>126,726</u>	<u>125,281</u>
 Net Assets Available For Benefits	 <u>\$ 68,795,973</u>	 <u>\$ 87,181,612</u>

See accompanying notes to financial statements.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2018 AND 2017

	<u>2018</u>	<u>2017</u>
<u>Additions</u>		
Additions to net assets attributed to:		
Interest on note receivable from participants	\$ 21,335	\$ 21,658
Investment Income:		
Interest	61,313	110,135
Dividends	1,949,395	1,614,364
Miscellaneous	3,353	2,000
Net appreciation (depreciation) in fair value of investments	(12,929,419)	10,647,466
	<u>(10,915,358)</u>	<u>12,373,965</u>
Contributions:		
Employee	1,244,973	1,172,098
Employer	740,002	709,960
Rollovers	29,627	94,869
	<u>2,014,602</u>	<u>1,976,927</u>
Total Additions	<u>(8,879,421)</u>	<u>14,372,550</u>
<u>Deductions</u>		
Deductions from net assets attributed to:		
Distributions to participants	9,277,373	5,408,970
Administrative expenses	228,845	177,017
	<u>9,506,218</u>	<u>5,585,987</u>
<u>Net Increase (Decrease) in Net Assets Available for Benefits</u>	(18,385,639)	8,786,563
<u>Net Assets Available for Benefits, Beginning of Year</u>	<u>87,181,612</u>	<u>78,395,049</u>
<u>Net Assets Available for Benefits, End of Year</u>	<u>\$ 68,795,973</u>	<u>\$ 87,181,612</u>

See accompanying notes to financial statements.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 1 - DESCRIPTION OF PLAN

The following brief description of the Spitzer Management, Inc. Profit Sharing & Savings Plan (the Plan), is provided for general information purposes only. Participants should refer to the Plan document for more complete information.

General

The Plan is a 401(K) plan established by Spitzer Management, Inc. on January 1, 1973 to provide retirement benefits for all employees of Spitzer Management, Inc. (the Company). All full-time, non-union employees are eligible to participate in the Plan upon completion of one year of service. The plan entry date is the first day of the plan quarter following attainment of the service requirement. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each year, plan participants may contribute to the Plan, on a pretax basis, an amount not to exceed 100% of their compensation, subject to a limit of \$18,500 for 2018 and \$18,000 for 2017. Eligible employees may elect to make additional “catch up” contributions, subject to a limit of \$6,000 for 2018 and \$6,000 for 2017. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. The Company makes a matching contribution of 100% of participant deferrals up to 3% of the participant's compensation and an additional 50% of participant deferrals between 4% and 5% of the participant's compensation. The Company may also make discretionary profit sharing contributions.

Participant Accounts

Each participant's account is credited with (a) the participant's contributions, (b) the Company's matching contributions, (c) Plan earnings and (d) charged with an allocation of administrative expenses. Earnings are allocated by fund based on the ratio of a participant's account invested in a particular fund to all participants' investments in that fund. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their elective contributions plus actual earnings thereon. Employer QACA safe harbor matching contributions are 100% vested after two years of service.

Forfeited novested accounts

At December 31, 2018 and 2017, forfeited nonvested accounts totaled \$1,039 and \$510, respectively. These amounts were used to pay plan expenses.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 1 - DESCRIPTION OF PLAN (CONTINUED)

Payment of Benefits

In case of a normal retirement, retirement due to permanent disability or termination of employment, participants may elect to receive the value of their account balance in a lump sum distribution, or as a rollover in whole or in part to an eligible retirement plan, in accordance with the provisions of the Plan. In the event that a participant dies before retirement, the beneficiary will receive the value of the participant's account balance in either a lump-sum distribution or, if the beneficiary is a surviving spouse, as a rollover in whole or in part to an eligible retirement plan. If a participant's vested balance is greater than \$1,000 and less than \$5,000, and the participant does not make an election to either receive or to rollover the distribution, the distribution can be rolled over to an Individual Retirement Account.

Investment Options

Upon enrollment in the Plan, a participant may currently direct contributions among any of the following investment options:

- Spitzer 401(k) Account - Funds are invested in various marketable securities as selected by the trustees of the plan.
- Dodge and Cox Income Fund - The fund seeks a high and stable rate of current income, consistent with long-term preservation of capital. The fund invests in a diversified portfolio of high quality bonds and other debt securities.
- T. Rowe Price Growth Stock Fund - The fund seeks long-term capital growth through investments in stocks. The fund invests at least 80% in the common stocks of a diversified group of growth funds.
- American New Perspective Fund - Funds are invested primarily in common stocks, including growth-oriented stocks, on a global basis.
- T. Rowe Price Mid-Cap Growth Fund - The fund seeks long-term capital appreciation. The fund invests at least 80% in a diversified portfolio of common stocks of mid-cap companies whose earnings T. Rowe Price expects to grow at a faster rate than the average company.
- Vanguard International Growth Fund - The fund seeks to provide long-term capital appreciation. The fund invests predominantly in the stocks of companies located outside the United States and is expected to diversify its assets in countries across developed and emerging markets.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 1 - DESCRIPTION OF PLAN (CONTINUED)

Investment Options (Continued)

- American Balanced Fund - Funds are invested in stocks, bonds, and other fixed-income securities to provide conservation of capital, current income, and long-term growth of capital.
- Vanguard Equity-Income Fund - The fund seeks to provide an above average level of current income and reasonable long-term capital appreciation. The fund invests mainly in common stocks of mid-size and large companies whose stocks typically pay above-average levels of dividend income and are undervalued relative to other such stocks.
- Vanguard Explorer Fund - The fund seeks to provide long-term capital appreciation. The fund invests mainly in the stocks of small companies that are considered to have superior growth potential.
- Vanguard Mid-Cap Index Fund - The fund seeks to track the performance of a benchmark index that measures the investment return of mid-capitalization stocks. The fund invests in the same stocks and at approximately the same proportion as the CRSP US Mid Cap index.
- Vanguard Small-Cap Index Fund - The fund seeks to track the performance of a benchmark index that measures the investment return of small-capitalization stocks. The fund invests in the same stocks and at approximately the same proportion as the CRSP US Small Cap index.
- Vanguard 500 Index Fund - The fund seeks to track the performance of a benchmark index that measures the investment return of large-capitalization stocks. The fund invests in the same stocks and at approximately the same proportion as the Standard & Poor's 500 index.
- Federated Institutional Prime Obligations Fund - The fund seeks to provide current income consistent with stability of principal. The fund invests primarily in a portfolio of high quality, dollar denominated fixed-income securities which: (1) are issued by banks, corporations, and the U.S. government; and (2) mature in 397 days or less.

Participants may change their investment options on a quarterly basis.

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the modified cash basis of accounting. Contributions and corporate bond earnings are recorded on the accrual basis; all other investment earnings are recognized when received rather than earned. Certain expenses, distributions, and purchases of assets are recognized when cash is disbursed rather than when the obligation is incurred.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Estimates

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

Benefit Distributions

Benefit distributions are recorded when paid to participants.

Valuation of Investments

The Plan's investments are administered by FNB Wealth Management and ETC Brokerage Services and are stated at fair value. Units held in mutual funds are valued at the daily closing prices as reported by the funds. Units held in common/preferred stock are valued at the closing price reported on the active market on which the individual security is traded. Units held in corporate bonds are valued based on observable inputs for similar securities at year end. Units held in real estate investment trusts are valued at the daily NAV as reported by the fund. Units held in the limited partnership is based on the ending capital account as reported by the partnership. Units held in cash and money markets is valued at its carrying value. Participant loans are valued at cost, which approximates fair value.

Administrative Services

The expenses necessary to administer the Plan are paid by the Plan including, but not limited to, those involved in retaining necessary professional assistance from an attorney, an accountant, or an investment adviser. Investment related expenses are included in net appreciation of fair value of investments.

Risk and Uncertainties

The Plan provides for various investment options. Investment securities are exposed to various risks, such as interest rate, market and credit. Due to the level of risk associated with certain investment securities and the level of uncertainty related to changes in the value of investment securities, it is at least reasonably possible that changes in the value in the near term would materially affect participant account balances and the amounts reported in the statements of Net Assets Available for Benefits and the Statements of Changes in Net Assets Available for Benefits.

The Plan typically maintains cash and cash equivalents in a local bank, which may, at times, exceed the Federal Deposit Insurance Corporation limits.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 2 - SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Notes Receivable from Participants

Loans are made available to all participants in accordance with the specific provisions set forth in the Plan. The amount of a loan cannot exceed the lesser of \$50,000 or one-half of a participant's total vested account balance. Loan terms range from one to five years. Loan terms range from one to thirty years when used to construct or acquire a principal residence. The loans are secured by the balance in the participant's account. Participants with loan balances had interest rates ranging from 4.25% to 6.25% during the plan year ending December 31, 2018. All loans are subject to specific repayment plans and are secured by the participant's non-forfeitable interest in his/her account equivalent to the principal amount of the loan. Loan origination fees of \$100 and yearly loan servicing fees of \$50 are paid by the participant requesting the loan and are expensed as incurred.

Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2018 or 2017.

NOTE 3 - TAX STATUS

The Internal Revenue Service determined and informed the Company by letter dated September 13, 2013, that the Plan and the related trust are designated in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's tax counsel believe 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 the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes it is no longer subject to income tax examinations for years prior to 2015.

NOTE 4 - PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of plan termination, participants will become 100% vested in their accounts.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 5 - TRANSACTIONS WITH PARTIES IN INTEREST

Fees paid during the year for custodial, administrative and recordkeeping services provided by parties in interest were based on customary and reasonable rates for such services and are paid by the plan.

NOTE 6 - INVESTMENTS

The Plan's investments are held in trust funds administered by two brokerage houses. The employee elective deferrals and matching contributions are participant-directed to the investment options described in Note 1. Employer profit sharing contributions are invested in a diversified fund of stocks and bonds that are selected and managed by the trustees and their investment advisors.

Net Appreciation (depreciation) at fair market value as determined by quoted market price:

	<u>2018</u>	<u>2017</u>
Common and preferred stock	\$(10,576,141)	\$ 6,982,834
Mutual funds	(1,529,198)	3,580,043
Real estate investment trusts	(25,600)	(21,600)
Limited partnerships	(130,980)	196,625
Corporate bonds	(667,500)	(90,436)
	<u>\$(12,929,419)</u>	<u>\$ 10,647,466</u>

NOTE 7 - NON-PARTICIPANT DIRECTED INVESTMENTS

Information about the net assets and the significant components of the changes in net assets relating to the non-participant directed investments is as follows:

	<u>2018</u>	<u>2017</u>
Investments:		
Cash and money market funds	\$ 371,330	\$ 84,098
Common and preferred stock	37,008,850	52,021,405
Mutual funds	1,402,282	1,603,287
Real estate investment trusts	242,621	267,481
Limited partnerships	1,117,871	1,243,596
Corporate bonds	176,658	751,747
	<u>\$ 40,319,612</u>	<u>\$ 55,971,614</u>
Change in Net Assets:		
Beginning balance	\$ 55,971,614	\$ 52,529,547
Interest	52,012	94,541
Dividends	1,346,861	1,137,117
Net appreciation (depreciation)	(10,093,393)	6,496,185
Administrative expenses	(228,845)	(177,017)
Benefits paid	(6,728,637)	(4,108,759)
	<u>\$ 40,319,612</u>	<u>\$ 55,971,614</u>

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 8 - PARTICIPANTS SEPARATED FROM SERVICE WITH A DEFERRED VESTED INTEREST

As of December 31, 2018, five hundred and thirty-eight participants with account balances totaling \$36,783,109 have separated from service and have not been paid.

NOTE 9 - FAIR VALUE MEASUREMENTS

Financial Accounting Standards Board *Accounting Standards Codification (ASC) 820, Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements). The three levels of the fair value hierarchy under FASB Statement ASC 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in active markets;
- Inputs other than quoted prices that are observable for the assets or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or by other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2018 and 2017.

Cash and money market funds: Valued at carrying value.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 9 - FAIR VALUE MEASUREMENTS (CONTINUED)

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily NAV and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Common and preferred stock: Valued at the closing price reported on the active market on which the individual securities are traded.

Corporate bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

Limited Partnerships: Valued based on the ending capital account as reported by the partnership.

Real Estate Investment Trusts(REITS): Valued at the daily closing price as reported by the Trust. REITS held by the Plan are registered with the Securities and Exchange Commission. These REITS are required to publish their daily NAV and to transact at that price. The REITS held by the Plan are deemed to be actively traded.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2018:

Assets at Fair Value as of December 31, 2018

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Cash and money market funds	\$ 1,329,549	\$	\$	\$ 1,329,549
Common and preferred stock	43,625,832			43,625,832
Mutual funds	21,435,105			21,435,105
REITS	286,000			286,000
Limited partnerships			1,317,740	1,317,740
Corporate bonds		208,243		208,243
Total Assets at Fair Value	<u>\$66,676,486</u>	<u>\$ 208,243</u>	<u>\$ 1,317,740</u>	<u>\$68,202,469</u>

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2018 AND 2017

NOTE 9 - FAIR VALUE MEASUREMENTS (CONTINUED)

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2017:

Assets at Fair Value as of December 31, 2017

	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Cash and money market funds	\$ 850,670	\$	\$	\$ 850,670
Common and preferred stock	60,602,043			60,602,043
Mutual funds	22,441,343			22,443,343
REITS	311,600			311,600
Limited partnerships			1,448,720	1,448,720
Corporate bonds		875,743		875,743
Total Assets at Fair Value	<u>\$84,205,656</u>	<u>\$ 875,743</u>	<u>\$ 1,448,720</u>	<u>\$86,530,119</u>

The tables below sets forth a summary of changes in the fair value of the Plan's level 3 assets for the year ended December 31, 2018:

Changes in the fair value December 31, 2018:

	<u>Limited Partnerships</u>
Balance, beginning of year	\$1,448,720
Net appreciation (depreciation)	<u>(130,980)</u>
Balance, end of year	<u>\$1,317,740</u>

The tables below sets forth a summary of changes in the fair value of the Plan's level 3 assets for the year ended December 31, 2017:

Changes in the fair value December 31, 2017:

	<u>Limited Partnerships</u>
Balance, beginning of year	\$1,252,095
Net appreciation (depreciation)	<u>196,625</u>
Balance, end of year	<u>\$1,448,720</u>

NOTE 10 - SUBSEQUENT EVENTS

Subsequent events were reviewed through August 28, 2019, the date the financial statements were available for issuance. There were no subsequent events to report as of that date.

SUPPLEMENTAL SCHEDULES

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS - HELD AT YEAR END

PLAN NUMBER - 001

EIN:34-0795747

DECEMBER 31, 2018

(a) Party In Interest	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral par of maturity value	(e) Fair Value
	<u>Cash and Money Market Funds</u>		
	Huntington Bank	Non-interest bearing cash	\$ 219,641
	ETC Brokerage Services	Non-interest bearing cash	5,875
	COR Insured Deposits	Money Market Fund	338,939
	Federal Prime Obligations	Money Market Fund	765,093
		Total Cash and Money Market Funds	<u>1,329,548</u>
	<u>Common and Preferred Stock</u>		
	Abercrombie & Fitch	Corporate Stock	1,002,500
	Akamai Technologies, Inc.	Corporate Stock	916,200
	Alibaba Group Holding	Corporate Stock	630,522
	Alphabet, Inc.	Corporate Stock	1,037,681
	American Airlines Corp.	Corporate Stock	395,692
	Apple, Inc.	Corporate Stock	1,577,400
	Baozun, Inc.	Corporate Stock	292,100
	Boyd Gaming Corp.	Corporate Stock	1,142,900
	BP PLC ADR	Corporate Stock	455,040
	Bristol Myers Squibb	Corporate Stock	519,800
	Caterpillar Inc. Del	Corporate Stock	1,270,700
	Cedar Fair Ltd	Corporate Stock	709,500
	Cleveland Cliffs, Inc.	Corporate Stock	422,950
	Container Store Group, Inc.	Corporate Stock	143,100
	Coty, Inc.	Corporate Stock	108,896
	Daimler AG Ord	Corporate Stock	329,654
	Dermira, Inc.	Corporate Stock	287,600
	Dropbox, Inc.	Corporate Stock	408,600
	Fifth Third Bancorp	Corporate Stock	1,082,380
	Ford Motor Co.	Corporate Stock	1,071,000
	Freeport McMoran Copper & Gold Inc.	Corporate Stock	309,300
	GAP Inc. Del	Corporate Stock	644,000
			<u>14,757,515</u>

See accompanying notes to financial statements.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS - HELD AT YEAR END (CONTINUED)

PLAN NUMBER - 001

EIN:34-0795747

DECEMBER 31, 2018

(a) Party In Interest	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral par of maturity value	(e) Fair Value
<u>Common and Preferred Stock (Continued)</u>			
		Total From Prior Page	\$ 14,757,515
	General Electric Co.	Corporate Stock	416,350
	General Motors	Corporate Stock	669,000
	Halliburton Company	Corporate Stock	159,480
	Hess Corp	Corporate Stock	405,000
	Huntington Bancshares, Inc.	Corporate Stock	9,860,177
	Intel Corp	Corporate Stock	469,300
	Intel Game Tech PLC	Corporate Stock	292,600
	Invacare Corp.	Corporate Stock	172,000
	Keycorp	Corporate Stock	591,200
	KKK & Co. LP	Corporate Stock	588,900
	Kohls Corp.	Corporate Stock	530,720
	Lazard Ltd.	Corporate Stock	553,650
	L Brands, Inc.	Corporate Stock	513,400
	McDermott Intl., Inc.	Corporate Stock	176,495
	Merck & Co. Inc.	Corporate Stock	764,100
	Microsoft Corp.	Corporate Stock	1,523,550
	Mid Penn Bancorp	Corporate Stock	1,097,271
	Nordstrom, Inc.	Corporate Stock	932,200
	Nutrien Ltd.	Corporate Stock	752,000
	Oracle Corporation	Corporate Stock	451,500
	Penney J C Company, Inc.	Corporate Stock	93,600
	Pfizer, Inc.	Corporate Stock	1,527,750
	Proctor & Gamble Co.	Corporate Stock	551,520
	Qualcomm, Inc.	Corporate Stock	569,100
	Sanchez Energy Corp	Corporate Stock	18,900
	Sketchers USA, Inc.	Corporate Stock	457,800
	Sonos, Inc.	Corporate Stock	245,500
	Steris Corp.	Corporate Stock	1,068,500
			<u>40,209,078</u>

See accompanying notes to financial statements.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS - HELD AT YEAR END (CONTINUED)

PLAN NUMBER - 001

EIN:34-0795747

DECEMBER 31, 2018

(a) Party In Interest	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral par of maturity value	(e) Fair Value
<u>Common and Preferred Stock (Continued)</u>			
		Total From Prior Page	\$ 40,209,078
	Symantec Corp.	Corporate Stock	377,900
	Tapestry, Inc.	Corporate Stock	337,500
	Tata Motors Limited	Corporate Stock	182,700
	Team, Inc.	Corporate Stock	215,355
	Under Armour Inc.	Corporate Stock	485,100
	Wisdom Tree India Earnings	Corporate Stock	1,636,800
	Zuora, Inc.	Corporate Stock	181,400
		Total Common and Preferred Stock	<u>43,625,833</u>
<u>Mutual Funds</u>			
	American Europacific Growth Fund	Mutual Fund	77,249
	American Balanced Fund	Mutual Fund	1,668,497
	American New Perspective Fund	Mutual Fund	4,723,424
	Dodge & Cox Income Fund	Mutual Fund	2,004,986
	Goldman Sachs Structure Large Cap Fund	Mutual Fund	1,575,753
	T Rowe Price Growth Institutional Fund	Mutual Fund	3,603,217
	T Row Price Mid-Cap Growth Institutional Fund	Mutual Fund	694,980
	Vanguard International Fund	Mutual Fund	448,061
	Vanguard Equity Income Fund	Mutual Fund	3,756,290
	Vanguard Explorer Fund	Mutual Fund	236,342
	Vanguard Mid-Cap Fund	Mutual Fund	288,556
	Vanguard Small-Cap Fund	Mutual Fund	318,591
	Vanguard 500 Fund	Mutual Fund	2,039,159
			<u>21,435,105</u>
<u>Real Estate Investment Trusts</u>			
	Vereit Inc.	Real Estate Investment Trust	<u>286,000</u>

See accompanying notes to financial statements.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN
SCHEDULE H, LINE 4I - SCHEDULE OF ASSETS - HELD AT YEAR END (CONTINUED)
PLAN NUMBER - 001
EIN:34-0795747
DECEMBER 31, 2018

(a) Party In Interest	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral par of maturity value	(e) Fair Value
		<u>Limited Partnerships</u>	
	Strategic Value Investors LP	Limited Partnership	\$ 1,317,741
		<u>Corporate Bonds</u>	
	Sanchez Energy Corp 6.125%	Corporate Bond	208,243
		Total Investments	68,202,470
		<u>Note Receivable from Participants</u>	
*	Notes Receivable From Participants	Notes Receivable from Participants (interest rate of 4.25%-6.25%)	421,061
			<u>\$ 68,623,531</u>

See accompanying notes to financial statements.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN

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

Employer Identification Number 34-0795747

Plan Number 001

December 31, 2018

(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current Value
	CASH			
	Cash Accounts	Non-Interest Bearing Cash		225,516
	COR Insured Deposits	Money Market		338,939
	Fed Prime Obligations Fund	Money Market		765,093
	CORPORATE STOCK			
	Abercrombie & Fitch	Common Stock		1,002,500
	Akamai Technologies Inc	Common Stock		916,200
	Alibaba Group Holding	Common Stock		630,522
	Alphabet Inc	Common Stock		1,037,681
	American Airlines Corp	Common Stock		395,692
	Apple Inc	Common Stock		1,577,400
	Baozun Inc.	Common Stock		292,100
	Boyd Gaming Corp	Common Stock		1,142,900
	BP PLC ADR	Common Stock		455,040
	Bristol Myers Squibb	Common Stock		519,800
	Caterpillar Inc Del	Common Stock		1,270,700
	Cedar Fair Ltd Partnership	Common Stock		709,500
	Cleveland Cliffs Inc New	Common Stock		422,950
	Container Store Group Inc	Common Stock		143,100
	Coty Inc	Common Stock		108,896
	Daimler AG Ord	Common Stock		329,654
	Dermira Inc	Common Stock		287,600
	Dropbox Inc.	Common Stock		408,600
	Fifth Third Bancorp	Common Stock		1,082,380
	Ford Motor Co	Common Stock		1,071,000
	Freeport McMoran Copper & Gold Inc	Common Stock		309,300
	GAP Inc Del	Common Stock		644,000
	General Electric Co	Common Stock		416,350
	General Motors	Common Stock		669,000
	Halliburton Company	Common Stock		159,480
	Hess Corp	Common Stock		405,000
	Huntington Bancshares Inc	Common Stock		9,860,177
	Intel Corp	Common Stock		469,300
	Intl Game Tech	Common Stock		292,600
	Invacare Corp	Common Stock		172,000

See Independent Auditor's Report.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN				
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)				
Employer Identification Number 34-0795747				
Plan Number 001				
December 31, 2018				
(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current Value
	Keycorp	Common Stock		591,200
	KKR & Co LP	Common Stock		588,900
	Kohls Corp	Common Stock		530,720
	L Brands Inc	Common Stock		513,400
	Lazard Ltd	Common Stock		553,650
	McDermott International	Common Stock		176,495
	Merck & Co Inc	Common Stock		764,100
	Microsoft Corp	Common Stock		1,523,550
	Mid Penn Bancorp Inc	Common Stock		1,097,271
	Nordstrom, Inc.	Common Stock		932,200
	Nutrien Ltd	Common Stock		752,000
	Oracle Corporation	Common Stock		451,500
	Penney J C Co Inc	Common Stock		93,600
	Pfizer Inc	Common Stock		1,527,750
	Procter & Gamble Co	Common Stock		551,520
	Qualcomm Inc	Common Stock		569,100
	Sanchez Energy Corp	Common Stock		18,900
	Skechers USA Inc	Common Stock		457,800
	Sonos Inc	Common Stock		245,500
	Steris Corp	Common Stock		1,068,500
	Symantec Corp	Common Stock		377,900
	Tapestry, Inc.	Common Stock		337,500
	Tata Motors Limited ADR EA REP 5	Common Stock		182,700
	Team Inc	Common Stock		215,355
	Under Armour, Inc.	Common Stock		485,100
	WisdomTree India Earnings	Common Stock		1,636,800
	Zuora Inc.	Common Stock		181,400
	MUTUAL FUNDS AND UNIT TRUSTS			
	American Europacific Growth Class A	Mutual Fund		77,249
	American Balanced Fund	Mutual Fund		1,668,497
	American New Perspective	Mutual Fund		4,723,424
	Dodge & Cox Income	Mutual Fund		2,004,986
	Goldman Sachs Struct Large Cap Growth C	Mutual Fund		1,575,753
	T Rowe Price Growth Institutional	Mutual Fund		3,603,217
	T Rowe Price Mid-Cap Growth Institutional	Mutual Fund		694,980
	Vanguard International Growth	Mutual Fund		448,061

See Independent Auditor's Report.

SPITZER MANAGEMENT, INC. PROFIT SHARING & SAVINGS PLAN				
Schedule H, Line 4i - Schedule of Assets (Held at End of Year)				
Employer Identification Number 34-0795747				
Plan Number 001				
December 31, 2018				
(a)	(b)	(c)	(d)	(e)
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current Value
	Vanguard Equity Income	Mutual Fund		3,756,290
	Vanguard Explorer	Mutual Fund		236,342
	Vanguard Mid-Cap Index	Mutual Fund		288,556
	Vanguard Small-Cap Index	Mutual Fund		318,591
	Vanguard 500 Index	Mutual Fund		2,039,159
	BONDS			
	Sanchez Energy Corp	Bond		180,000
	Sanchez Energy Corp (Accrued Interest)	Bond		28,243
	PARTNERSHIP			
	Strategic Value Investors LP	Limited Partnership		1,317,741
	OTHER - REITS			
	Vereit Inc	Real Estate Investment Trust		286,000
	PARTICIPANT LOANS			
*	Participant Loans	Interest Rates (4.25% - 9.75%)		421,061

See Independent Auditor's Report.