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

Part I Annual Report Identification Information

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

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

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [X] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [ ]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
STARTEK 401(K) PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 04/01/2004

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)

STARTEK INC
STARTEK INC

6200 SOUTH SYRACUSE WAY
SUITE 485
GREENWOOD VILLAGE, CO 80111

2b Employer Identification Number (EIN)
84-1063922

2c Plan Sponsor's telephone number
303-262-4500

2d Business code (see instructions)
561300

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	09/13/2019	JODI LAVELETT
	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: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	
5 Total number of participants at the beginning of the plan year	**5**	4469
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)**	4232
a(2) Total number of active participants at the end of the plan year	**6a(2)**	3309
b Retired or separated participants receiving benefits	**6b**	2
c Other retired or separated participants entitled to future benefits	**6c**	280
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	3591
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**.	**6f**	3591
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	660
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

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

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

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

a Pension Schedules

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information)
- **(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 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)	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.**	**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
STARTEK 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
STARTEK INC

D Employer Identification Number (EIN)
84-1063922

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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 60 64 65	RECORDKEEPER	41392	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

STRATEGIC ADVISORS, INC.

04-2654524

(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	ADVISOR	14415	Yes [ ] No [X]	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 [ ]

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)

(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 ☐

(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
FIDELITY INVESTMENTS INSTITUTIONAL	60	0

(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.
MORLEY STABLE VALUE 1300 SW FIFTH AVENUE SUITE 3300 PORTLAND, OR 97201	0.45%

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:	**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

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
STARTEK 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
STARTEK INC

D Employer Identification Number (EIN)
84-1063922

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: MORLEY STABLE VALUE

b Name of sponsor of entity listed in (a): PRINCIPAL GLOBAL INVESTORS TRUST COMPANY

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)
93-6274329-001	C	480171

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

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

b Name of sponsor of entity listed in (a):

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

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

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

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

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

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

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

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

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

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

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

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

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

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

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

OMB No. 1210-0110

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
STARTEK 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
STARTEK INC

D Employer Identification Number (EIN)
84-1063922

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	341236	207819
(9) Value of interest in common/collective trusts	1c(9)	532965	480171
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	11217337	10971357
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	0

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)	0	0
	(2) Employer real property	1d(2)	0	0
e	Buildings and other property used in plan operation	1e	0	0
f	Total assets (add all amounts in lines 1a through 1e)	1f	12091538	11659347
	Liabilities			
g	Benefit claims payable	1g	0	0
h	Operating payables	1h	0	0
i	Acquisition indebtedness	1i	0	0
j	Other liabilities	1j	0	0
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	12091538	11659347

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)	652601	
	(B) Participants	2a(1)(B)	1476296	
	(C) Others (including rollovers)	2a(1)(C)	1065664	
	(2) Noncash contributions	2a(2)	0	
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		3194561
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	0	
	(B) U.S. Government securities	2b(1)(B)	0	
	(C) Corporate debt instruments	2b(1)(C)	0	
	(D) Loans (other than to participants)	2b(1)(D)	0	
	(E) Participant loans	2b(1)(E)	13736	
	(F) Other	2b(1)(F)	0	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		13736
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
	(B) Common stock	2b(2)(B)	0	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	783991	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		783991
	(3) Rents	2b(3)		0
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
	(B) Other	2b(5)(B)	0	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		9145
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		-1557086
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		2444347
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2821691	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		2821691
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		-960
h Interest expense	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	14415	
(4) Other	2i(4)	41392	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		55807
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2876538
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		-432191
l Transfers of assets:			
(1) To this plan	2l(1)		0
(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)** [X] Disclaimer **(4)** [ ] Adverse

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

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

(1) Name: ACM LLP **(2)** EIN: 01-0724563

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:

		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		99
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	

			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		X	

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.

For calendar plan year 2018 or fiscal plan year beginning 01/01/2018 and ending 12/31/2018

A Name of plan
STARTEK 401(K) PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
STARTEK INC

D Employer Identification Number (EIN)
84-1063922

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**

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): 04-6568107

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 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	**14a**	
b The plan year immediately preceding the current plan year	**14b**	
c The second preceding plan year	**14c**	

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

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

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

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

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

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

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

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

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

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

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

StarTek 401(k) Plan

Financial Statements and
Supplemental Schedules

December 31, 2018 and 2017
and Year Ended December 31, 2018

StarTek 401(k) Plan

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Independent Auditor's Report

To the Plan Administrator
StarTek 401(k) Plan
Greenwood Village, Colorado

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of StarTek 401(k) Plan (the "Plan"), which comprise the statements of net assets available for plan benefits as of December 31, 2018 and 2017, and the related statement of changes in net assets available for plan benefits for the year ended December 31, 2018, 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 accounting principles generally accepted in the United States of America; this includes 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the investment information summarized in Note 3, which was certified by Fidelity Management Trust Company, the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained certifications from the trustee as of December 31, 2018 and 2017 and for the year ended December 31, 2018, that the information provided to the plan administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Other Matter – Supplemental Schedules

The supplemental schedule of assets (held at end of year) as of December 31, 2018 and schedule of delinquent participant contributions for the year ended December 31, 2018 are required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on the supplemental schedules.

Report on Form and Content in Compliance With DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

ACM LLP

Denver, Colorado
September 11, 2019

StarTek 401(k) Plan

Statements of Net Assets Available for Plan Benefits

December 31,	**2018**	2017
Assets		
Investments, at fair value	**$ 11,451,528**	$ 11,750,302
Receivables:		
Notes receivable from participants	**207,819**	341,236
Total receivables	**207,819**	341,236
Net assets available for plan benefits	**$ 11,659,347**	$ 12,091,538

See accompanying independent auditor's report and notes to financial statements.

StarTek 401(k) Plan

Statement of Changes in Net Assets Available for Plan Benefits

Year Ended December 31,		**2018**
Additions to Net Assets Attributed To:		
Contributions:		
Participant	**$**	**1,476,296**
Employer		**652,601**
Rollover		**1,065,664**
Total contributions		**3,194,561**
Net investment income (loss):		
Net depreciation in fair value of investments		**(1,557,086)**
Interest and dividends		**793,136**
Net investment loss		**(763,950)**
Interest earned on notes receivable from participants		**13,736**
Total net additions		**2,444,347**
Deductions From Net Assets Attributed To:		
Benefits paid to participants and loans deemed distributed		**(2,820,731)**
Administrative expenses		**(55,807)**
Total net deductions		**(2,876,538)**
Decrease in net assets available for benefits		**(432,191)**
Net assets available for plan benefits - beginning of year		**12,091,538**
Net assets available for plan benefits - end of year	**$**	**11,659,347**

See accompanying independent auditor's report and notes to financial statements.

1. DESCRIPTION OF THE PLAN

The following description of the StarTek 401(k) Plan (the "Plan") provides only general information. Participants and all others should refer to the Plan Agreement or Summary Plan Description for a more complete description of the Plan's provisions.

General

The Plan, which was established April 1, 2004, and most recently amended and restated effective March 16, 2015, is a defined contribution plan covering qualified employees of StarTek USA, Inc. (the "Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. Benefits under the Plan are not guaranteed by the Pension Benefit Guaranty Corporation.

Trustee and Administration of the Plan

Fidelity Management Trust Company ("Trustee" or "Fidelity") is the Trustee and Fidelity Employer Services Corporation provides recordkeeping and other administrative services. The administrator of the Plan is the Company. The Trustee holds all assets of the Plan in accordance with the provisions of trust agreement and service provider contract with the Company. All assets of the Plan are in investment plan accounts of Fidelity. The Plan's Investment Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Eligibility

Employees are eligible immediately and can participate in the Plan on the first day of the month following their date of hire. Residents of Puerto Rico, leased, temporary employees, and union members are not eligible for the Plan.

Contributions

Participants may elect to contribute, on a pre-tax basis, up to 100% of their eligible compensation as defined by the Plan Agreement, subject to certain Internal Revenue Code ("IRC") limitations ($18,500 for 2018). Participants who have attained or will attain age 50 by the last day of the plan year may make catch-up contributions, as defined by the Plan, subject to IRC limitations ($6,000 for 2018). Participants may contribute rollover contributions from other qualified retirement plans. Participants may change their tax-deferred contribution percentage and investment elections as of the first day of any month.

The Company makes a Safe Harbor matching contribution, on a pay period basis, equal to 100% of the first 3% of eligible compensation and 50% of the next 2% of eligible compensation contributed by participants. Participants must have one year of service, as defined in the Plan Agreement, to receive the Safe Harbor matching contributions.

Participant Accounts and Investment Options

Participant accounts are credited with (1) the participant elective deferral and rollover contributions, (2) the Company Safe Harbor matching contributions, and (3) and allocation of Plan earnings (losses), as defined in the Plan Agreement. Participant accounts are charged with withdrawals and an allocation of administrative expenses, as defined in the Plan Agreement. Earnings or losses from investment funds are allocated to each participant's account in the proportion that the balance of each participant's account bears in the total balance of all participants in each fund. Participants may direct the investment of their account balances into various investment options offered by the Plan, which are comprised of a diversified selection of registered investment companies and a collective investment trust. Participants can change their investment elections on the first day of each month. The benefit to which participants are entitled is the vested portion of their accounts.

Vesting and Forfeitures

Participants are fully and immediately vested in their elective deferral contributions, rollover contributions, Company Safe Harbor matching contributions, and earnings or losses thereon. Forfeitures can occur from excess contributions or other corrective actions taken by the Plan from time to time. At December 31, 2018 and 2017, forfeited non-vested accounts were de minimus. For the year ended December 31, 2018, $2,671 of forfeitures were used to pay plan expenses.

Payment of Benefits

A participant's entire vested interest in the Plan is payable in the event of termination, upon death of the participant, attaining normal retirement age (65), or becoming totally disabled, as defined in the Plan Agreement. Actively employed participants can begin withdrawing their vested interest without penalty at age 59½. A participant's benefits are payable in a lump-sum payment or a direct rollover to another qualified plan. Immediate lump-sum distributions are to be made to terminated participants if the participant's vested balance is $1,000 or less. Balances between $1,001 and $5,000 are rolled over to an Individual Retirement Account ("IRA") for the benefit of the participant. These mandatory distributions are only applicable if the participant does not elect another form of distribution. In addition, hardship distributions are permitted if specified criteria are met.

Notes Receivable from Participants

A participant may borrow from his/her account the lesser of $50,000 or 50% of their vested account balance with a minimum loan amount of $1,000. Loans are secured by the participant's vested account and bear interest at a fixed rate as of the date of loan origination. The fixed rate is commensurate with local prevailing rates, as determined quarterly by the Plan Administrator. Outstanding borrowings at December 31, 2018 bore interest between 4.25% and 6.25%. The loans are to be repaid over a 5-year period unless they are for the purchase of a principal residence, which allow for up to a 10-year period. Principal and interest are collected ratably through payroll deductions. Only one borrowing may be outstanding at a time.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan Agreement to terminate the Plan, subject to the provisions of ERISA. If the Plan is terminated for any reason, the Plan Administrator is to distribute each participant's interest to the participant or their beneficiary.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting.

Estimates and Assumptions

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4, *Fair Value Measurements and Disclosures,* for discussion of fair value measurements. The Investment Committee determines the Plan's valuation policies utilizing information provided by investment advisors and Trustee.

Net appreciation (depreciation) represents the difference between the aggregate fair value of investments at year-end and the values at the beginning of the year, and includes any realized gains and losses in shares that were bought and sold during the year and reinvested capital gain distributions on those investments. 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.

Management fees and operating expenses (in the form of an expense ratio) charged to the Plan for investments in the registered investment companies and collective investment trust are deducted from income earned on a daily basis and reflected as a reduction of investment return for such investments.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Any accrued, but unpaid, interest was de minimus. No allowance for credit losses has been recorded as of December 31, 2018 or 2017. If a participant ceases to make loan repayments and the Plan Administrator deems the loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Contributions

Participant contributions and related Company Safe Harbor matching contributions are recognized in the period during which the Company makes payroll deductions from the participant's compensation.

Payment of Benefits

Benefits are recorded when paid. As of December 31, 2018 and 2017 there were no benefit payments authorized and approved for payment, but not paid as of year end.

Administrative Expenses

Administrative expenses of the Plan are paid by the Company and the Plan. Fees, primarily loan origination, distribution fees and asset-based fees, are charged directly to the participant's account and are included in administrative expenses or net with investment earnings. Administrative expenses of $55,807 were paid by the Plan for the year ended December 31, 2018. All other expenses of the Plan incurred during 2018 were paid by the Company and are excluded from these financial statements.

3. INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee of the Plan has certified that the following data included in the accompanying financial statements and supplemental schedule as complete and accurate:

- Investments and notes receivable from participants as shown in the Statements of Net Assets Available for Plan Benefits as of December 31, 2018 and 2017;

- Net investment loss and interest earned on participant notes receivable as reported on the Statement of Changes in Net Assets Available for Plan Benefits for the year ended December 31, 2018;

- Investment information included in the notes to financial statements and investment information as included in the Supplemental Schedule – Form 5500, Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) – As of December 31, 2018.

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

4. FAIR VALUE MEASUREMENTS AND DISCLOSURES

Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") Topic 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. This hierarchy consists of three broad levels. Level 1 inputs are the highest priority and consist of unadjusted quoted prices in active markets the Plan has the ability to access for identical assets and liabilities. Level 2 inputs are inputs for quoted prices for similar assets or liabilities in active markets; inputs for quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; or inputs that are derived principally from or corroborated by the observable market data by correlation or other means. Level 3 inputs are the lowest priority and are unobservable and significant to the fair value measurement of an asset or liability.

The asset'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.

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

Registered investment companies (mutual funds): Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Collective investment trust: The Morley Stable Value Fund is a collective investment trust that is composed primarily of fully benefit-responsive investment contracts that is valued at the net asset value of units of collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that security liquidations will be carried out in an orderly manner.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2018 and 2017:

As of December 31, 2018	Level 1	Level 2	Level 3	Total
Registered investment companies	**$ 10,971,357**	**$ -**	**$ -**	**$ 10,971,357**
Total assets in the fair value hierarchy	**$ 10,971,357**	**$ -**	**$ -**	**$ 10,971,357**
Investments measured at net asset value (a)				**480,171**
Total investments				**$ 11,451,528**

As of December 31, 2017	Level 1	Level 2	Level 3	Total
Registered investment companies	$ 11,217,337	$ -	$ -	$ 11,217,337
Total assets in the fair value hierarchy	$ 11,217,337	$ -	$ -	$ 11,217,337
Investments measured at net asset value (a)				532,965
Total investments				$ 11,750,302

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient, have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Plan Benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial statements within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. For the year ended December 31, 2018, there were no transfers in or out of levels 1, 2, or 3.

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2018 and 2017. There are no participant redemption restrictions for this investment; the redemption notice period is applicable only to the Plan:

Year Ended December 31,	*Investment Type*	*Fair Value*	*Unfunded Commitments*	*Redemption Frequency*	*Redemption Notice Period*
2018	**Stable Value-Collective investment trust**	**$ 480,171**	**None**	**Daily**	**12 months for full liquidation**
2017	Stable Value-Collective investment trust	$ 532,965	None	Daily	12 months for full liquidation

5. TAX STATUS

The Company adopted a Volume Submitter plan document sponsored by Fidelity. The Internal Revenue Service ("IRS") has determined and informed Fidelity, by a letter dated March 31, 2014, that the Volume Submitter Profit Sharing Plan with CODA qualifies under Code Section 401. The Plan administrator and Company management believes that the Plan, as amended, is designed and is currently being operated in compliance with the applicable requirements of the IRC, thus no provision for income taxes has been provided for in the accompanying financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded as of December 31, 2018 and 2017, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. CONCENTRATIONS, RISKS AND UNCERTAINTIES

The Plan provides for various investments in registered investment companies and a collective investment trust. Investment securities, in general, are exposed to various risks such as interest rate, credit and overall market volatility risk. Additionally, the value, liquidity and related income of the investment securities are sensitive to changes in economic conditions in interest rates. 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 possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available

for Plan Benefits. As of December 31, 2018 and 2017 there were no investments held which individually accounted for more than 10% of net assets available for plan benefits. See the supplemental Schedule of Assets (Held at End of Year) for a complete listing of investments held at December 31, 2018.

7. RELATED PARTIES AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments in registered investment companies are held and managed by the Trustee of the Plan. Payments to the Trustee and its affiliates by the Plan consisted of administrative and investment fees totaling $55,807 for the year ended December 31, 2018. The Trustee may also receive indirect fees from the registered investment companies. Certain participants of the Plan have outstanding loans with the Plan as of December 31, 2018 and 2017. The above transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

8. DELINQUENT PARTICIPANT CONTRIBUTIONS

During the years ended December 31, 2018 and 2017, the Company failed to timely remit participant loan repayments to the Plan in the amount of $39 and $60, respectively. As of the issuance date, the 2018 late remittance has not yet been corrected and the 2017 late remittance was corrected in August 2018. See the accompanying supplemental Schedule of Delinquent Participant Contributions for the year ended December 31, 2018.

9. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

Participant loans are reported as notes receivable from participants in the accompanying financial statements as required by current authoritative guidance; however, for Form 5500 purposes and reporting on the supplemental Schedule of Assets (Held at End of Year) they are shown as investments, as required.

10. SUBSEQUENT EVENTS

Management has evaluated subsequent events through September 11, 2019, which is the date the financial statements were available for issue. There were no events or transactions discovered during this evaluation that require recognition or disclosure in the financial statements.

StarTek 401(k) Plan

Form 5500, Schedule H, Part IV, Line 4a – Schedule of Delinquent Participant Contributions – For the Year Ended December 31, 2018

EIN: 84-1063922
Plan Number: 001

	Participant Loan Repayments Transferred Late to Plan	Loan Repayments Not Fully Corrected for Lost Earnings	Contributions Corrected Outside of VFCP (Including Lost Earnings)	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-S1	Total that Constitute Non-exempt Prohibited Transactions
*StarTek USA, Inc.						
2018	**$ 39**	**$ 39**	**$ -**	**$ -**	**$ -**	**$ 39**
2017	$ 60	$ -	$ 62	$ -	$ -	$ 62

* A party in interest as defined by ERISA

See accompanying independent auditor's report and notes to the financial statements.

StarTek 401(k) Plan

Form 5500, Schedule H, Part IV, line 4i – Schedule of Assets (Held at End of Year) – As of December 31, 2018

EIN: 84-1063922
Plan Number: 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	(d) Cost	(e) Current Value
	Morley Stable Value Fund	Collective Investment Trust	(1)	$ 480,171
	American Century Mid Cap Value Fund R6 Class	Registered Investment Company	(1)	891,204
	American Century One Choice 2025 Fund	Registered Investment Company	(1)	882,803
*	Fidelity 500 Index Fund	Registered Investment Company	(1)	834,103
	MFS Growth Fund Class R6	Registered Investment Company	(1)	711,291
	American Century One Choice 2035 Fund	Registered Investment Company	(1)	689,524
	American Century One Choice 2040 Fund	Registered Investment Company	(1)	688,256
	Metropolitan West Total Return Bond Fund	Registered Investment Company	(1)	648,814
	American Century One Choice 2045 Fund	Registered Investment Company	(1)	564,334
*	Fidelity Extended Market Index Fund	Registered Investment Company	(1)	559,982
	PIMCO Income Fund Institutional Class	Registered Investment Company	(1)	528,948
	Invesco Diversified Dividend Fund R6	Registered Investment Company	(1)	496,540
	Neuberger Berman Mid Cap Growth Fund Class R6	Registered Investment Company	(1)	470,552
	Oppenheimer International Growth Fund Class I	Registered Investment Company	(1)	422,839
	American Century One Choice 2030 Fund	Registered Investment Company	(1)	353,536
	James Triton Fund Class N	Registered Investment Company	(1)	351,394
*	Fidelity International Index Fund	Registered Investment Company	(1)	345,645
	American Century One Choice 2050 Fund	Registered Investment Company	(1)	332,927
	American Century One Choice In Ret Fund	Registered Investment Company	(1)	309,594
	Oppenheimer Developing Markets Fund	Registered Investment Company	(1)	269,340
	American Century One Choice 2020 Fund	Registered Investment Company	(1)	218,203
	Putnam Small Cap Value Fund Class R6	Registered Investment Company	(1)	141,610
	American Century One Choice 2055 Fund	Registered Investment Company	(1)	136,367
	PIMCO All Asset Institutional Fund	Registered Investment Company	(1)	90,658
	American Century One Choice 2060 Fund	Registered Investment Company	(1)	32,893
	Total investments			11,451,528
*	Notes receivable from participants	Interest rates from 4.25%- 6.25%; various maturity dates through 2023		207,819
	Total assets (held at end of year)			$ 11,659,347

* A party in interest as defined by ERISA.
(1) The cost of participant-directed investments is not required to be disclosed.

See accompanying independent auditor's report and noted to financial statements.

StarTek 401(k) Plan

Financial Statements and
Supplemental Schedules

December 31, 2018 and 2017
and Year Ended December 31, 2018

StarTek 401(k) Plan

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Independent Auditor's Report

To the Plan Administrator
StarTek 401(k) Plan
Greenwood Village, Colorado

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of StarTek 401(k) Plan (the "Plan"), which comprise the statements of net assets available for plan benefits as of December 31, 2018 and 2017, and the related statement of changes in net assets available for plan benefits for the year ended December 31, 2018, 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 accounting principles generally accepted in the United States of America; this includes 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.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the *Basis for Disclaimer of Opinion* paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the investment information summarized in Note 3, which was certified by Fidelity Management Trust Company, the trustee of the Plan, except for comparing such information with the related information included in the financial statements. We have been informed by the plan administrator that the trustee holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained certifications from the trustee as of December 31, 2018 and 2017 and for the year ended December 31, 2018, that the information provided to the plan administrator by the trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion. Accordingly, we do not express an opinion on these financial statements.

Other Matter – Supplemental Schedules

The supplemental schedule of assets (held at end of year) as of December 31, 2018 and schedule of delinquent participant contributions for the year ended December 31, 2018 are required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on the supplemental schedules.

Report on Form and Content in Compliance With DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

ACM LLP

Denver, Colorado
September 11, 2019

StarTek 401(k) Plan

Statements of Net Assets Available for Plan Benefits

December 31,	**2018**	2017
Assets		
Investments, at fair value	**$ 11,451,528**	$ 11,750,302
Receivables:		
Notes receivable from participants	**207,819**	341,236
Total receivables	**207,819**	341,236
Net assets available for plan benefits	**$ 11,659,347**	$ 12,091,538

See accompanying independent auditor's report and notes to financial statements.

StarTek 401(k) Plan

Statement of Changes in Net Assets Available for Plan Benefits

Year Ended December 31,		**2018**
Additions to Net Assets Attributed To:		
Contributions:		
Participant	**$**	**1,476,296**
Employer		**652,601**
Rollover		**1,065,664**
Total contributions		**3,194,561**
Net investment income (loss):		
Net depreciation in fair value of investments		**(1,557,086)**
Interest and dividends		**793,136**
Net investment loss		**(763,950)**
Interest earned on notes receivable from participants		**13,736**
Total net additions		**2,444,347**
Deductions From Net Assets Attributed To:		
Benefits paid to participants and loans deemed distributed		**(2,820,731)**
Administrative expenses		**(55,807)**
Total net deductions		**(2,876,538)**
Decrease in net assets available for benefits		**(432,191)**
Net assets available for plan benefits - beginning of year		**12,091,538**
Net assets available for plan benefits - end of year	**$**	**11,659,347**

See accompanying independent auditor's report and notes to financial statements.

1. DESCRIPTION OF THE PLAN

The following description of the StarTek 401(k) Plan (the "Plan") provides only general information. Participants and all others should refer to the Plan Agreement or Summary Plan Description for a more complete description of the Plan's provisions.

General

The Plan, which was established April 1, 2004, and most recently amended and restated effective March 16, 2015, is a defined contribution plan covering qualified employees of StarTek USA, Inc. (the "Company"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended. Benefits under the Plan are not guaranteed by the Pension Benefit Guaranty Corporation.

Trustee and Administration of the Plan

Fidelity Management Trust Company ("Trustee" or "Fidelity") is the Trustee and Fidelity Employer Services Corporation provides recordkeeping and other administrative services. The administrator of the Plan is the Company. The Trustee holds all assets of the Plan in accordance with the provisions of trust agreement and service provider contract with the Company. All assets of the Plan are in investment plan accounts of Fidelity. The Plan's Investment Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Eligibility

Employees are eligible immediately and can participate in the Plan on the first day of the month following their date of hire. Residents of Puerto Rico, leased, temporary employees, and union members are not eligible for the Plan.

Contributions

Participants may elect to contribute, on a pre-tax basis, up to 100% of their eligible compensation as defined by the Plan Agreement, subject to certain Internal Revenue Code ("IRC") limitations ($18,500 for 2018). Participants who have attained or will attain age 50 by the last day of the plan year may make catch-up contributions, as defined by the Plan, subject to IRC limitations ($6,000 for 2018). Participants may contribute rollover contributions from other qualified retirement plans. Participants may change their tax-deferred contribution percentage and investment elections as of the first day of any month.

The Company makes a Safe Harbor matching contribution, on a pay period basis, equal to 100% of the first 3% of eligible compensation and 50% of the next 2% of eligible compensation contributed by participants. Participants must have one year of service, as defined in the Plan Agreement, to receive the Safe Harbor matching contributions.

Participant Accounts and Investment Options

Participant accounts are credited with (1) the participant elective deferral and rollover contributions, (2) the Company Safe Harbor matching contributions, and (3) and allocation of Plan earnings (losses), as defined in the Plan Agreement. Participant accounts are charged with withdrawals and an allocation of administrative expenses, as defined in the Plan Agreement. Earnings or losses from investment funds are allocated to each participant's account in the proportion that the balance of each participant's account bears in the total balance of all participants in each fund. Participants may direct the investment of their account balances into various investment options offered by the Plan, which are comprised of a diversified selection of registered investment companies and a collective investment trust. Participants can change their investment elections on the first day of each month. The benefit to which participants are entitled is the vested portion of their accounts.

Vesting and Forfeitures

Participants are fully and immediately vested in their elective deferral contributions, rollover contributions, Company Safe Harbor matching contributions, and earnings or losses thereon. Forfeitures can occur from excess contributions or other corrective actions taken by the Plan from time to time. At December 31, 2018 and 2017, forfeited non-vested accounts were de minimus. For the year ended December 31, 2018, $2,671 of forfeitures were used to pay plan expenses.

Payment of Benefits

A participant's entire vested interest in the Plan is payable in the event of termination, upon death of the participant, attaining normal retirement age (65), or becoming totally disabled, as defined in the Plan Agreement. Actively employed participants can begin withdrawing their vested interest without penalty at age 59½. A participant's benefits are payable in a lump-sum payment or a direct rollover to another qualified plan. Immediate lump-sum distributions are to be made to terminated participants if the participant's vested balance is $1,000 or less. Balances between $1,001 and $5,000 are rolled over to an Individual Retirement Account ("IRA") for the benefit of the participant. These mandatory distributions are only applicable if the participant does not elect another form of distribution. In addition, hardship distributions are permitted if specified criteria are met.

Notes Receivable from Participants

A participant may borrow from his/her account the lesser of $50,000 or 50% of their vested account balance with a minimum loan amount of $1,000. Loans are secured by the participant's vested account and bear interest at a fixed rate as of the date of loan origination. The fixed rate is commensurate with local prevailing rates, as determined quarterly by the Plan Administrator. Outstanding borrowings at December 31, 2018 bore interest between 4.25% and 6.25%. The loans are to be repaid over a 5-year period unless they are for the purchase of a principal residence, which allow for up to a 10-year period. Principal and interest are collected ratably through payroll deductions. Only one borrowing may be outstanding at a time.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan Agreement to terminate the Plan, subject to the provisions of ERISA. If the Plan is terminated for any reason, the Plan Administrator is to distribute each participant's interest to the participant or their beneficiary.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting.

Estimates and Assumptions

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4, *Fair Value Measurements and Disclosures,* for discussion of fair value measurements. The Investment Committee determines the Plan's valuation policies utilizing information provided by investment advisors and Trustee.

Net appreciation (depreciation) represents the difference between the aggregate fair value of investments at year-end and the values at the beginning of the year, and includes any realized gains and losses in shares that were bought and sold during the year and reinvested capital gain distributions on those investments. 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.

Management fees and operating expenses (in the form of an expense ratio) charged to the Plan for investments in the registered investment companies and collective investment trust are deducted from income earned on a daily basis and reflected as a reduction of investment return for such investments.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Any accrued, but unpaid, interest was de minimus. No allowance for credit losses has been recorded as of December 31, 2018 or 2017. If a participant ceases to make loan repayments and the Plan Administrator deems the loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Contributions

Participant contributions and related Company Safe Harbor matching contributions are recognized in the period during which the Company makes payroll deductions from the participant's compensation.

Payment of Benefits

Benefits are recorded when paid. As of December 31, 2018 and 2017 there were no benefit payments authorized and approved for payment, but not paid as of year end.

Administrative Expenses

Administrative expenses of the Plan are paid by the Company and the Plan. Fees, primarily loan origination, distribution fees and asset-based fees, are charged directly to the participant's account and are included in administrative expenses or net with investment earnings. Administrative expenses of $55,807 were paid by the Plan for the year ended December 31, 2018. All other expenses of the Plan incurred during 2018 were paid by the Company and are excluded from these financial statements.

3. INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, the Trustee of the Plan has certified that the following data included in the accompanying financial statements and supplemental schedule as complete and accurate:

- Investments and notes receivable from participants as shown in the Statements of Net Assets Available for Plan Benefits as of December 31, 2018 and 2017;

- Net investment loss and interest earned on participant notes receivable as reported on the Statement of Changes in Net Assets Available for Plan Benefits for the year ended December 31, 2018;

- Investment information included in the notes to financial statements and investment information as included in the Supplemental Schedule – Form 5500, Schedule H, Part IV, Line 4i – Schedule of Assets (Held at End of Year) – As of December 31, 2018.

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

4. FAIR VALUE MEASUREMENTS AND DISCLOSURES

Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") Topic 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. This hierarchy consists of three broad levels. Level 1 inputs are the highest priority and consist of unadjusted quoted prices in active markets the Plan has the ability to access for identical assets and liabilities. Level 2 inputs are inputs for quoted prices for similar assets or liabilities in active markets; inputs for quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; or inputs that are derived principally from or corroborated by the observable market data by correlation or other means. Level 3 inputs are the lowest priority and are unobservable and significant to the fair value measurement of an asset or liability.

The asset'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.

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

Registered investment companies (mutual funds): Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

Collective investment trust: The Morley Stable Value Fund is a collective investment trust that is composed primarily of fully benefit-responsive investment contracts that is valued at the net asset value of units of collective trust. The NAV is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported NAV. Participant transactions may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that security liquidations will be carried out in an orderly manner.

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

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2018 and 2017:

As of December 31, 2018	Level 1	Level 2	Level 3	Total
Registered investment companies	**$ 10,971,357**	**$ -**	**$ -**	**$ 10,971,357**
Total assets in the fair value hierarchy	**$ 10,971,357**	**$ -**	**$ -**	**$ 10,971,357**
Investments measured at net asset value (a)				**480,171**
Total investments				**$ 11,451,528**

As of December 31, 2017	Level 1	Level 2	Level 3	Total
Registered investment companies	$ 11,217,337	$ -	$ -	$ 11,217,337
Total assets in the fair value hierarchy	$ 11,217,337	$ -	$ -	$ 11,217,337
Investments measured at net asset value (a)				532,965
Total investments				$ 11,750,302

(a) In accordance with Subtopic 820-10, certain investments that were measured at NAV per share (or its equivalent) as a practical expedient, have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the Statements of Net Assets Available for Plan Benefits.

The availability of observable market data is monitored to assess the appropriate classification of financial statements within the fair value hierarchy. Changes in economic conditions or model-based valuation techniques may require the transfer of financial instruments from one fair value level to another. In such instances, the transfer is reported at the beginning of the reporting period. For the year ended December 31, 2018, there were no transfers in or out of levels 1, 2, or 3.

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2018 and 2017. There are no participant redemption restrictions for this investment; the redemption notice period is applicable only to the Plan:

Year Ended December 31,	*Investment Type*	*Fair Value*	*Unfunded Commitments*	*Redemption Frequency*	*Redemption Notice Period*
2018	**Stable Value-Collective investment trust**	**$ 480,171**	**None**	**Daily**	**12 months for full liquidation**
2017	Stable Value-Collective investment trust	$ 532,965	None	Daily	12 months for full liquidation

5. TAX STATUS

The Company adopted a Volume Submitter plan document sponsored by Fidelity. The Internal Revenue Service ("IRS") has determined and informed Fidelity, by a letter dated March 31, 2014, that the Volume Submitter Profit Sharing Plan with CODA qualifies under Code Section 401. The Plan administrator and Company management believes that the Plan, as amended, is designed and is currently being operated in compliance with the applicable requirements of the IRC, thus no provision for income taxes has been provided for in the accompanying financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has concluded as of December 31, 2018 and 2017, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

6. CONCENTRATIONS, RISKS AND UNCERTAINTIES

The Plan provides for various investments in registered investment companies and a collective investment trust. Investment securities, in general, are exposed to various risks such as interest rate, credit and overall market volatility risk. Additionally, the value, liquidity and related income of the investment securities are sensitive to changes in economic conditions in interest rates. 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 possible that changes in the value of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available

for Plan Benefits. As of December 31, 2018 and 2017 there were no investments held which individually accounted for more than 10% of net assets available for plan benefits. See the supplemental Schedule of Assets (Held at End of Year) for a complete listing of investments held at December 31, 2018.

7. RELATED PARTIES AND PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments in registered investment companies are held and managed by the Trustee of the Plan. Payments to the Trustee and its affiliates by the Plan consisted of administrative and investment fees totaling $55,807 for the year ended December 31, 2018. The Trustee may also receive indirect fees from the registered investment companies. Certain participants of the Plan have outstanding loans with the Plan as of December 31, 2018 and 2017. The above transactions qualify as party-in-interest transactions, which are exempt from the prohibited transaction rules.

8. DELINQUENT PARTICIPANT CONTRIBUTIONS

During the years ended December 31, 2018 and 2017, the Company failed to timely remit participant loan repayments to the Plan in the amount of $39 and $60, respectively. As of the issuance date, the 2018 late remittance has not yet been corrected and the 2017 late remittance was corrected in August 2018. See the accompanying supplemental Schedule of Delinquent Participant Contributions for the year ended December 31, 2018.

9. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

Participant loans are reported as notes receivable from participants in the accompanying financial statements as required by current authoritative guidance; however, for Form 5500 purposes and reporting on the supplemental Schedule of Assets (Held at End of Year) they are shown as investments, as required.

10. SUBSEQUENT EVENTS

Management has evaluated subsequent events through September 11, 2019, which is the date the financial statements were available for issue. There were no events or transactions discovered during this evaluation that require recognition or disclosure in the financial statements.

StarTek 401(k) Plan

Form 5500, Schedule H, Part IV, Line 4a – Schedule of Delinquent Participant Contributions – For the Year Ended December 31, 2018

EIN: 84-1063922
Plan Number: 001

	Participant Loan Repayments Transferred Late to Plan	Loan Repayments Not Fully Corrected for Lost Earnings	Contributions Corrected Outside of VFCP (Including Lost Earnings)	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-S1	Total that Constitute Non-exempt Prohibited Transactions
*StarTek USA, Inc.						
2018	**$ 39**	**$ 39**	**$ -**	**$ -**	**$ -**	**$ 39**
2017	$ 60	$ -	$ 62	$ -	$ -	$ 62

* A party in interest as defined by ERISA

See accompanying independent auditor's report and notes to the financial statements.

StarTek 401(k) Plan

Form 5500, Schedule H, Part IV, line 4i – Schedule of Assets (Held at End of Year) – As of December 31, 2018

EIN: 84-1063922
Plan Number: 001

(a)	(b) Identity of Issuer, Borrower, Lessor or Similar Party	(c) Description of Investment, including Maturity Date, Rate of Interest, Collateral Par or Maturity Value	(d) Cost	(e) Current Value
	Morley Stable Value Fund	Collective Investment Trust	(1)	$ 480,171
	American Century Mid Cap Value Fund R6 Class	Registered Investment Company	(1)	891,204
	American Century One Choice 2025 Fund	Registered Investment Company	(1)	882,803
*	Fidelity 500 Index Fund	Registered Investment Company	(1)	834,103
	MFS Growth Fund Class R6	Registered Investment Company	(1)	711,291
	American Century One Choice 2035 Fund	Registered Investment Company	(1)	689,524
	American Century One Choice 2040 Fund	Registered Investment Company	(1)	688,256
	Metropolitan West Total Return Bond Fund	Registered Investment Company	(1)	648,814
	American Century One Choice 2045 Fund	Registered Investment Company	(1)	564,334
*	Fidelity Extended Market Index Fund	Registered Investment Company	(1)	559,982
	PIMCO Income Fund Institutional Class	Registered Investment Company	(1)	528,948
	Invesco Diversified Dividend Fund R6	Registered Investment Company	(1)	496,540
	Neuberger Berman Mid Cap Growth Fund Class R6	Registered Investment Company	(1)	470,552
	Oppenheimer International Growth Fund Class I	Registered Investment Company	(1)	422,839
	American Century One Choice 2030 Fund	Registered Investment Company	(1)	353,536
	James Triton Fund Class N	Registered Investment Company	(1)	351,394
*	Fidelity International Index Fund	Registered Investment Company	(1)	345,645
	American Century One Choice 2050 Fund	Registered Investment Company	(1)	332,927
	American Century One Choice In Ret Fund	Registered Investment Company	(1)	309,594
	Oppenheimer Developing Markets Fund	Registered Investment Company	(1)	269,340
	American Century One Choice 2020 Fund	Registered Investment Company	(1)	218,203
	Putnam Small Cap Value Fund Class R6	Registered Investment Company	(1)	141,610
	American Century One Choice 2055 Fund	Registered Investment Company	(1)	136,367
	PIMCO All Asset Institutional Fund	Registered Investment Company	(1)	90,658
	American Century One Choice 2060 Fund	Registered Investment Company	(1)	32,893
	Total investments			11,451,528
*	Notes receivable from participants	Interest rates from 4.25%- 6.25%; various maturity dates through 2023		207,819
	Total assets (held at end of year)			$ 11,659,347

* A party in interest as defined by ERISA.
(1) The cost of participant-directed investments is not required to be disclosed.

See accompanying independent auditor's report and noted to financial statements.