Form 5500-SF

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Short Form Annual Return/Report of Small Employee Benefit Plan

This form is required to be filed 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-SF.**

OMB Nos. 1210-0110
1210-0089

2017

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2017 or fiscal plan year beginning 01/01/2017 and ending 12/31/2017

A This return/report is for:
- [X] a single-employer plan
- [ ] a multiple-employer plan (not multiemployer) (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [ ] a one-participant plan
- [ ] a foreign plan

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
GROUND SERVICES INTERNATIONAL 401(K) PROFIT SHARING PLAN & TRUST

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/2017

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)
GROUND SERVICES INTERNATIONAL

10049 HARRISON STE 400
ROMULUS, MI 48174

2b Employer Identification Number (EIN) 20-8137064

2c Sponsor's telephone number 734-947-4090

2d Business code (see instructions) 481000

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

5a Total number of participants at the beginning of the plan year	**5a**	0
b Total number of participants at the end of the plan year	**5b**	3333
c Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**5c**	1360
d(1) Total number of active participants at the beginning of the plan year	**5d(1)**	0
d(2) Total number of active participants at the end of the plan year	**5d(2)**	3204
e Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**5e**	0

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, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, 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.	05/01/2020	LISA BELL
	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

6a Were all of the plan's assets during the plan year invested in eligible assets? (See instructions.) ..... [X] Yes [ ] No

b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA) under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.)..... [X] Yes [ ] No

If you answered "No" to either line 6a or line 6b, the plan cannot use Form 5500-SF and must instead use Form 5500.

c 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.)

Part III Financial Information

7 Plan Assets and Liabilities		(a) Beginning of Year	(b) End of Year
a Total plan assets	7a	0	1180813
b Total plan liabilities	7b	0	0
c Net plan assets (subtract line 7b from line 7a)	7c	0	1180813
8 Income, Expenses, and Transfers for this Plan Year		**(a) Amount**	**(b) Total**
a Contributions received or receivable from: (1) Employers	8a(1)	459712	
(2) Participants	8a(2)	708835	
(3) Others (including rollovers)	8a(3)	1995	
b Other income (loss)	8b	30318	
c Total income (add lines 8a(1), 8a(2), 8a(3), and 8b)	8c		1200860
d Benefits paid (including direct rollovers and insurance premiums to provide benefits)	8d	14970	
e Certain deemed and/or corrective distributions (see instructions)	8e	0	
f Administrative service providers (salaries, fees, commissions)	8f		
g Other expenses	8g	5077	
h Total expenses (add lines 8d, 8e, 8f, and 8g)	8h		20047
i Net income (loss) (subtract line 8h from line 8c)	8i		1180813
j Transfers to (from) the plan (see instructions)	8j	0	

Part IV Plan Characteristics

9a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
2E 2F 2G 2J 2K 2S 2T 3D 3H

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

Part V Compliance Questions

10 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? (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		X	
b Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)	10b		X	
c Was the plan covered by a fidelity bond?	10c		X	
d Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	10d		X	
e Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service, or other organization that provides some or all of the benefits under the plan? (See instructions.)	10e		X	
f Has the plan failed to provide any benefit when due under the plan?	10f		X	
g Did the plan have any participant loans? (If "Yes," enter amount as of year-end.)	10g	X		1265
h If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	10h		X	
i If 10h was answered "Yes," check the box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	10i		X	

Part VI Pension Funding Compliance

11	Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500) and line 11a below)	☐ Yes ☒ No
11a	Enter the unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40	**11a**
12	Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? (If "Yes," complete line 12a or lines 12b, 12c, 12d, and 12e below, as applicable.)	☐ Yes ☒ No
a	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 letter ruling granting the waiver. Month _____ Day _____ Year _____	

If you completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.

b	Enter the minimum required contribution for this plan year	**12b**	
c	Enter the amount contributed by the employer to the plan for this plan year	**12c**	
d	Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the left of a negative amount)	**12d**	
e	Will the minimum funding amount reported on line 12d be met by the funding deadline?		☐ Yes ☐ No ☐ N/A

Part VII Plan Terminations and Transfers of Assets

13a	Has a resolution to terminate the plan been adopted in any plan year?		☐ Yes ☒ No
	If "Yes," enter the amount of any plan assets that reverted to the employer this year	**13a**	
b	Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☐ Yes ☒ No

c 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.)

13c(1) Name of plan(s):	**13c(2)** EIN(s)	**13c(3)** PN(s)



GROUND SERVICES INTERNATIONAL 401(k) PROFIT SHARING PLAN AND TRUST PLAN NUMBER 001

AUDITED FINANCIAL STATEMENTS

Year Ended
December 31, 2018

GROUND SERVICES INTERNATIONAL 401(k) PROFIT SHARING PLAN AND TRUST
PLAN NUMBER 001

INDEPENDENT AUDITOR'S REPORT 1

FINANCIAL STATEMENTS

Statements of Net Assets Available for Benefits 3

Statement of Changes in Net Assets Available for Benefits 4

Notes to Financial Statements 5

SUPPLEMENTARY INFORMATION

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions 11

Schedule H, Line 4i – Schedule of Assets Held at End of Year 12

Schlaupitz Madhavan
AUDIT | TAX | ADVISORS

Independent Auditor's Report

To Plan Management of the
Ground Services International 401(k) Profit Sharing Plan and Trust
Plan Number 001

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Ground Services International 401(k) Profit Sharing Plan and Trust (Plan Number 001) (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2018, and the related statements of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with 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 on the 2018 Financial Statements

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 information summarized in Note 4, which was certified by Mid Atlantic Trust Company, the trustee of the Plan, except for comparing the 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 a certification from the trustee as of 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 on the 2018 Financial Statements

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.

Report on Compiled 2017 Financial Statements

Plan management is responsible for the accompanying financial statements of Ground Services International 401(k) Profit Sharing Plan and Trust, which comprises the statement of net assets available for benefits as of December 31, 2017. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by Plan management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on the financial statement.

Other Matter

The supplemental schedules of delinquent participant contributions and assets (held at end of year), as of December 31, 2018, are required by the Department of Labor's 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 is 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 referred to above.

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.

Schlaupitz Madhavan, P.C.

April 29, 2020

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2018 AND 2017

	2018	2017
ASSETS		
Participant directed investments, at fair value		
Money market fund	$ 21,948	$ 3,926
Mutual funds	2,883,519	715,910
Total participant directed investments, at fair value	2,905,467	719,836
Receivables:		
Employer contributions	21,469	459,712
Notes receivable - participants	65,135	1,265
Total receivables	86,604	460,977
Total Assets	**$ 2,992,071**	**$ 1,180,813**
Liabilities		
Excess contributions payable (equal to total liabilities)	154,358	-
Net assets available for benefits	**$ 2,837,713**	**$ 1,180,813**

The accompanying notes are an integral part of these financial statements

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2018

Additions	
Additions to net assets attributed to:	
Investment income:	
Dividends and interest	$ 120,850
Interest - notes receivable from participants	1,061
Contributions:	
Participants	1,272,297
Employer	724,819
Rollovers	32,304
Total contributions	2,029,420
Total additions	2,151,331
Deductions from net assets attributed to:	
Net depreciation in fair value on investments	352,416
Benefits paid to participants or beneficiaries	118,007
Administration expenses and other expenses	24,008
Total deductions	494,431
Net increase	1,656,900
Net assets available for benefits - beginning of year	1,180,813
Net assets available for benefits - end of year	**$ 2,837,713**

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 1 – PLAN DESCRIPTION

The Following description of Ground Services International 401(k) Profit Sharing Plan and Trust (Plan Number 001) (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General - The Plan is a defined contribution plan covering substantially all employees of Ground Services International (the "Company") and the adopting employers of the Plan, who have completed six consecutive months of service, and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions – Each year, participants may contribute an amount equal to a specified percentage between 1% and 92% (in increments of 1%) of eligible compensation, as defined in the Plan, not to exceed limits imposed by the Internal Revenue Code. Salary deferrals consist of pre-tax and Roth 401(k) contributions. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans (rollover).

The Plan was effective January 1, 2017. From the effective date of the Plan through April 30, 2018, newly eligible participants were automatically in the Plan under a Qualified Automatic Contribution Arrangement (QACA) unless they affirmatively elected not to participate in the Plan. Automatically enrolled participants had their deferral rate set at 3 percent of eligible compensation and their contributions invested in a designated fund until changed by the participant. For the period January 1, 2017 through April 30, 2018, the Company made safe harbor matching contributions equal to 100% up to the first 1% of the participant's elective deferral percentage plus 50% of the participant's elective deferral percentage greater than 1% but less than or equal to 5% of such participant's elective deferral percentage. Effective May 1, 2018, Plan management amended the Plan to remove the automatic enrollment provision. Additionally, Plan management replaced the safe harbor matching contribution with an employer matching contribution equal to 50% of the participant's elective deferral percentage less than or equal to 10%. In addition, from the effective date of the Plan, a discretionary profit sharing contribution and/or a discretionary qualified non-elective contribution may be contributed at the option of Plan management to eligible participants. During the year ended December 31, 2018, the Company made safe harbor matching contributions of $319,205 and employer matching contributions of $405,614. The Company did not make any discretionary profit sharing contributions and discretionary qualified non-elective contribution in 2018.

Participants direct the investment of all contributions into various investment options offered by the Plan. The Plan currently offers a money market fund and various mutual funds.

Participant Accounts - Each participant's account is credited with the participant's contributions, the Company's safe harbor matching contribution, the employer matching contribution, and allocations of (a) the Company's discretionary profit sharing contribution (when made), (b) the Company's discretionary qualified non-elective contribution (when made), and (c) Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan and Plan losses. Allocations are based on participants' compensation, account balances, or specific participant transactions as defined by the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants may direct the investments of their account balances into various investment options offered by the Plan.

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 1 – PLAN DESCRIPTION (CONTINUED)

Vesting - Participants are immediately vested in their contributions and any qualified non-elective contributions plus actual earnings thereon. Vesting in the Company's safe harbor matching contribution, employer matching contribution, and the Company's discretionary profit sharing portions of their accounts are based on years of continuous service.

The safe harbor matching contributions were QACA ADP test safe harbor contributions in which participants were 100% vested after two years of vesting service. Vesting in the employers matching contribution portion of their accounts plus earnings thereon is based on years of continuous service beginning at 25 percent after two years of service and increasing 25 percent for each year of continuous service thereafter. The participant is 100 percent vested in employer matching contributions after five years of credited service. Vesting in the Company's discretionary profit sharing contribution portion of their accounts plus earnings thereon is based on years of continuous service beginning at 20 percent after two years of service and increasing 20 percent for each year of continuous service thereafter. The participant is 100 percent vested in the Company's discretionary profit sharing contribution after six years of credited service.

Notes Receivable from Participants - Participants may borrow from their fund accounts a minimum of $1,000 up to maximum equal to the lessor of $50,000 or 50% of their vested account balance. The notes are secured by the balance in the participant's account. The loan interest is determined on the day the loan is issued and is set at the prime rate plus 1%. As of December 31, 2018, effective rates ranged from 5.25% to 6.25%. Principal and interest is paid ratably through payroll deductions.

Excess Contributions Payable – Amounts payable to the Company for excess matching contributions. These are recorded as a liability with a corresponding reduction to employer contributions.

Payment of Benefits - Distributions are payable upon the retirement, death, disability, or termination of employment in the form of a lump-sum amount equal to the value of the participant's vested interest in his or her account, or installment payments over a designated period of time. A participant who has attained age 59½ may request a withdrawal of all or a portion of his or her vested account balance or various installment annuities.

Forfeited Accounts – At December 31, 2018, forfeited nonvested accounts totaled $4,966. These accounts may first be used to pay administrative expenses of the Plan and then used to restore participant's individual accounts (if any). Any remaining forfeitures may be used to reduce the Company's contribution or reallocated to participant accounts on a pro-rata basis as defined in the Plan agreement. During the year ended December 31, 2018, $13,789 was used to pay certain administrative expenses of the Plan. There were no forfeited nonvested accounts at December 31, 2017.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The accompanying financial statements of the Plan are prepared using the accrual basis of accounting.

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

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition - Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan administrator determines the Plan's valuation policies. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's aggregate gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants – Note receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2018 and 2017, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the Plan administrator considers the participant loan to be in default, the loan balance is reduced and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Payment of Benefits - Benefits are recorded when paid.

Expenses – Certain expenses of the maintaining the Plan are paid by the Company and are therefore excluded from these financial statements. Investment-related expenses are included in net appreciation (depreciation) in fair value of investments. Fees for custodial and record keeping services are paid by the Plan. Fees for the administration of notes receivables from participants and distribution costs are charged directly to the participant's account.

NOTE 3 – FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statement of net assets available for benefits. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Plan management determines the Plan's valuation policies. Although Plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to measure fair value of certain financial instruments could result in a different fair value at the reporting date.

The fair value measurement accounting literature establishes 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 consist of unadjusted quoted prices in active markets for identical assets and have the highest priority.

Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1).

Level 3 inputs are unobservable and have the lowest priority.

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 3 – FAIR VALUE MEASUREMENTS (CONTINUED)

The Plan uses appropriate valuation techniques based on he available inputs to measure the fair value of its investment. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available. There are no plan assets requiring the use of Level 2 or Level 3 inputs for the periods presented.

Level 1 Fair Value Measurements:

Money market fund: Shares held in the money market fund are comprised of short term, high quality money market securities issued by the U.S. government. The compositions of the securities is structured to maintain a value of $1 per share.

Mutual funds: The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual fund held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded.

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

	Fair Value Measurements at the End of the Reporting Period Using:	
	Fair Value	Quoted Prices in Actvie Markets for Identical Asset (Level 1)
December 31, 2018		
Money market fund	$ 21,948	$ 21,948
Mutual funds	2,883,519	2,883,519
	$ 2,905,467	$ 2,905,467
December 31, 2017		
Money market fund	$ 3,926	$ 3,926
Mutual funds	715,910	715,910
	$ 719,836	$ 719,836

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 4 –INFORMATION CERTIFIED BY THE TRUSTEE

Plan management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Mid Atlantic Trust Company, as trustee, has certified the completeness and accuracy of the investment information reflected on (1) the accompanying statements of net assets available for benefits as of December 31, 2018 and 2017, and (2) the related investment activity reflected in the statement of changes in net assets available for benefits for the year ended December 31, 2018. Mid Atlantic Trust Company has also certified the completeness and accuracy of the investments reflected in Schedule H, line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2018.

NOTE 5 – RELATED PARTY TRANSACTIONS AND PARTY IN INTEREST

Fees paid by the Plan for investment management services are included in net depreciation in fair value of investments, as they are paid through revenue sharing rather than a direct payment. The Plan made direct payments to the trustee, record keeper and investment advisor totaling $24,008, for the year ended December 31, 2018, which was not covered by revenue sharing. All these party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

NOTE 6 – PLAN TERMINATION

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

NOTE 7 – TAX STATUS

The Plan is based on the Prototype Non-Standardized Profit Sharing Plan (Prototype Plan) of Paychex Inc, which received an opinion letter from the Internal Revenue Service (IRS) dated April 10, 2014, stating that the Prototype Plan was designed in accordance with the provisions of the Internal Revenue Code (IRC). The Plan has not filed for its own determination letter from the IRS. The Plan has been amended since the date of the opinion letter. However, the Plan management believes the Plan is designed to operate in compliance with the applicable requirements of the IRC. Therefore, Plan management believes the Plan is qualified and the related trust was tax-exempt as of the financial statement date.

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

NOTE 8 – RISKS AND UNCERTAINTIES

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

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 9 – SUBSEQUENT EVENTS

In preparing the accompanying financial statements, Plan management has evaluated for potential recognition or disclosure, significant events or transactions that occurred during the period subsequent to December 31, 2018, through April 29, 2020, the date these financial statements were available to be issued.

Subsequent to December 31, 2018, Plan management amended the Plan to remove the employer matching contribution provision equal to 50% of the participant's elective deferral percentage less than or equal to 10% beginning in April 2020.

SUPPLEMENTARY INFORMATION

SCHEDULE H, LINE 4a – SCHEUDLE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
EIN 20-8137064, PLAN NUMBER: 001
DECEMBER 31, 2018

Participant contributions transferred late to plan	Total that constitute nonexempt prohibited transactions			
Check here if late participant loan repayments are included: ☐	Contributions not corrected	Contributions Corrected outside VFCP	Contributions pending correction in VFCP	Total fully corrected under VFCP and PTE 2002-51
May 18, 2018	$ 5,536	$ -	$ -	$ -
May 25, 2018	5,168	-	-	-
June 1, 2018	5,304	-	-	-
Total	$ 16,008	$ -	$ -	$ -

SCHEDULE H, LINE 4i – SCHEUDLE OF ASSETS HELD AT END OF YEAR
EIN 20-8137064, PLAN NUMBER: 001
DECEMBER 31, 2018

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Money Market Fund:			
	Vanguard	Vanguard Federal Money Market Fund Investor Shares		$ 21,948
	Mutual Funds:			
	Dimensional Fund Advisors	DFA U.S. Small Cap Value Portfolio Institutional Class		1,535
	Dimensional Fund Advisors	DFA Real Estate Securities Portfolio Institutional Class		12,688
	Dimensional Fund Advisors	DFA U.S. Small Cap Portfolio Institutional Class		5,265
	Delaware Funds	Delaware Value Fund Institutional Class		8,744
	Parnassus	Parnassus Mid Cap Fund Institutional Shares		229
	Parnassus	Parnassus Endeavor Fund Investor Shares		9,669
	Parnassus	Parnassus Core Equity Fund - Institutional Shares		2,242
	Vanguard	Vanguard Mid-Cap Growth Index Fund Admiral Shares		9,188
	Vanguard	Vanguard 500 Index Fund Admiral Shares		17,011
	Vanguard	Vanguard Total Stock Market Index Fund Admiral Shares		5,275
	Victory	Victory Sycamore Established Value Fund Class I		5,305
	Virtus	Virtus KAR Small-Cap Growth Fund Class I		10,625
	Dimensional Fund Advisors	DFA International Small Company Portfolio Institutional Class		5,742
	American Funds	American Funds EuroPacific Growth Fund Class R-6		5,169
	American Funds	American Funds International Growth And Income Fund Class R-6		14,009
	American Funds	American Funds New World Fund Class R-6		37,286
	Pear Tree Funds	Pear Tree Polaris Foreign Value Fund Class Institutional		5,281
	Vanguard	Vanguard Total International Stock index Fund Admiral Shares		9,237
	Lord Abbett	Lord Abbett Short Duration Income Fund Class R6		1,887
	Lord Abbett	Lord Abbett High Yield Fund Class R6		1,114
	Metropolitan West Funds	Metropolitan West Total Return Bond Fund Class I		3,445
	PIMCO	PIMCO Long Duration Total Return Fund Class I-2		4,327
	Franklin Templeton	Templeton Global Bond Fund Advisor Class		3,466
	T. Rowe Price	T. Rowe Price Retirement I 2005 Fund I Class		8,088
	T. Rowe Price	T, Rowe Price Retirement I 2010 Fund I Class		2,123
	T. Rowe Price	T. Rowe Price Retirement I 2015 Fund I Class		46,226
	T. Rowe Price	T. Rowe Price Retirement I 2020 Fund I Class		129,865
	T. Rowe Price	T. Rowe Price Retirement I 2025 Fund I Class		248,708
	T. Rowe Price	T. Rowe Price Retirement I 2030 Fund I Class		367,028
	T. Rowe Price	T. Rowe Price Retirement I 2035 Fund I Class		252,376

Column (a) includes an "*" if there is a party-in-interest as defined by ERISA.
Column (d) is blank as all investments are participant directed.

SCHEDULE H, LINE 4i – SCHEUDLE OF ASSETS HELD AT END OF YEAR
EIN 20-8137064, PLAN NUMBER: 001
DECEMBER 31, 2018

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Mutual Funds (Continued):			
	T. Rowe Price	T. Rowe Price Retirement I 2040 Fund I Class		241,392
	T. Rowe Price	T. Rowe Price Retirement I 2045 Fund I Class		316,597
	T. Rowe Price	T. Rowe Price Retirement I 2050 Fund I Class		317,948
	T. Rowe Price	T. Rowe Price Retirement I 2055 Fund I Class		423,190
	T. Rowe Price	T. Rowe Price Retirement I 2060 Fund I Class		283,762
	Vanguard	Vanguard LifeStrategy Conservative Growth Fund Investor Shares		1,890
	Vanguard	Vanguard LifeStrategy Income Fund Investor Shares		172
	Vanguard	Vanguard LifeStrategy Moderate Growth Fund Investor		17,946
	Vanguard	Vanguard LifeStrategy Growth Fund Investor Shares		47,469
	Subtotal - Mutual Funds			2,883,519
*	Participant Loans	Notes Receivable - Participants Bearing Interest rates of 5.25% to 6.25%	-0-	65,135
	Total			$ 2,970,602

Column (a) includes an "*" if there is a party-in-interest as defined by ERISA.
Column (d) is blank as all investments are participant directed.



GROUND SERVICES INTERNATIONAL 401(k) PROFIT SHARING PLAN AND TRUST PLAN NUMBER 001

AUDITED FINANCIAL STATEMENTS

Year Ended
December 31, 2018

GROUND SERVICES INTERNATIONAL 401(k) PROFIT SHARING PLAN AND TRUST
PLAN NUMBER 001

INDEPENDENT AUDITOR'S REPORT 1

FINANCIAL STATEMENTS

Statements of Net Assets Available for Benefits 3

Statement of Changes in Net Assets Available for Benefits 4

Notes to Financial Statements 5

SUPPLEMENTARY INFORMATION

Schedule H, Line 4a – Schedule of Delinquent Participant Contributions 11

Schedule H, Line 4i – Schedule of Assets Held at End of Year 12

Schlaupitz Madhavan
AUDIT | TAX | ADVISORS

Independent Auditor's Report

To Plan Management of the
Ground Services International 401(k) Profit Sharing Plan and Trust
Plan Number 001

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Ground Services International 401(k) Profit Sharing Plan and Trust (Plan Number 001) (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2018, and the related statements of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with 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 on the 2018 Financial Statements

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 information summarized in Note 4, which was certified by Mid Atlantic Trust Company, the trustee of the Plan, except for comparing the 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 a certification from the trustee as of 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 on the 2018 Financial Statements

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.

Report on Compiled 2017 Financial Statements

Plan management is responsible for the accompanying financial statements of Ground Services International 401(k) Profit Sharing Plan and Trust, which comprises the statement of net assets available for benefits as of December 31, 2017. We have performed a compilation engagement in accordance with Statements on Standards for Accounting and Review Services promulgated by the Accounting and Review Services Committee of the AICPA. We did not audit or review the financial statements nor were we required to perform any procedures to verify the accuracy or completeness of the information provided by Plan management. Accordingly, we do not express an opinion, a conclusion, nor provide any form of assurance on the financial statement.

Other Matter

The supplemental schedules of delinquent participant contributions and assets (held at end of year), as of December 31, 2018, are required by the Department of Labor's 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 is 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 referred to above.

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.

Schlaupitz Madhavan, P.C.

April 29, 2020

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2018 AND 2017

	2018	2017
ASSETS		
Participant directed investments, at fair value		
Money market fund	$ 21,948	$ 3,926
Mutual funds	2,883,519	715,910
Total participant directed investments, at fair value	2,905,467	719,836
Receivables:		
Employer contributions	21,469	459,712
Notes receivable - participants	65,135	1,265
Total receivables	86,604	460,977
Total Assets	**$ 2,992,071**	**$ 1,180,813**
Liabilities		
Excess contributions payable (equal to total liabilities)	154,358	-
Net assets available for benefits	**$ 2,837,713**	**$ 1,180,813**

The accompanying notes are an integral part of these financial statements

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED DECEMBER 31, 2018

Additions	
Additions to net assets attributed to:	
Investment income:	
Dividends and interest	$ 120,850
Interest - notes receivable from participants	1,061
Contributions:	
Participants	1,272,297
Employer	724,819
Rollovers	32,304
Total contributions	2,029,420
Total additions	2,151,331
Deductions from net assets attributed to:	
Net depreciation in fair value on investments	352,416
Benefits paid to participants or beneficiaries	118,007
Administration expenses and other expenses	24,008
Total deductions	494,431
Net increase	1,656,900
Net assets available for benefits - beginning of year	1,180,813
Net assets available for benefits - end of year	**$ 2,837,713**

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 1 – PLAN DESCRIPTION

The Following description of Ground Services International 401(k) Profit Sharing Plan and Trust (Plan Number 001) (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General - The Plan is a defined contribution plan covering substantially all employees of Ground Services International (the "Company") and the adopting employers of the Plan, who have completed six consecutive months of service, and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions – Each year, participants may contribute an amount equal to a specified percentage between 1% and 92% (in increments of 1%) of eligible compensation, as defined in the Plan, not to exceed limits imposed by the Internal Revenue Code. Salary deferrals consist of pre-tax and Roth 401(k) contributions. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans (rollover).

The Plan was effective January 1, 2017. From the effective date of the Plan through April 30, 2018, newly eligible participants were automatically in the Plan under a Qualified Automatic Contribution Arrangement (QACA) unless they affirmatively elected not to participate in the Plan. Automatically enrolled participants had their deferral rate set at 3 percent of eligible compensation and their contributions invested in a designated fund until changed by the participant. For the period January 1, 2017 through April 30, 2018, the Company made safe harbor matching contributions equal to 100% up to the first 1% of the participant's elective deferral percentage plus 50% of the participant's elective deferral percentage greater than 1% but less than or equal to 5% of such participant's elective deferral percentage. Effective May 1, 2018, Plan management amended the Plan to remove the automatic enrollment provision. Additionally, Plan management replaced the safe harbor matching contribution with an employer matching contribution equal to 50% of the participant's elective deferral percentage less than or equal to 10%. In addition, from the effective date of the Plan, a discretionary profit sharing contribution and/or a discretionary qualified non-elective contribution may be contributed at the option of Plan management to eligible participants. During the year ended December 31, 2018, the Company made safe harbor matching contributions of $319,205 and employer matching contributions of $405,614. The Company did not make any discretionary profit sharing contributions and discretionary qualified non-elective contribution in 2018.

Participants direct the investment of all contributions into various investment options offered by the Plan. The Plan currently offers a money market fund and various mutual funds.

Participant Accounts - Each participant's account is credited with the participant's contributions, the Company's safe harbor matching contribution, the employer matching contribution, and allocations of (a) the Company's discretionary profit sharing contribution (when made), (b) the Company's discretionary qualified non-elective contribution (when made), and (c) Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan and Plan losses. Allocations are based on participants' compensation, account balances, or specific participant transactions as defined by the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants may direct the investments of their account balances into various investment options offered by the Plan.

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 1 – PLAN DESCRIPTION (CONTINUED)

Vesting - Participants are immediately vested in their contributions and any qualified non-elective contributions plus actual earnings thereon. Vesting in the Company's safe harbor matching contribution, employer matching contribution, and the Company's discretionary profit sharing portions of their accounts are based on years of continuous service.

The safe harbor matching contributions were QACA ADP test safe harbor contributions in which participants were 100% vested after two years of vesting service. Vesting in the employers matching contribution portion of their accounts plus earnings thereon is based on years of continuous service beginning at 25 percent after two years of service and increasing 25 percent for each year of continuous service thereafter. The participant is 100 percent vested in employer matching contributions after five years of credited service. Vesting in the Company's discretionary profit sharing contribution portion of their accounts plus earnings thereon is based on years of continuous service beginning at 20 percent after two years of service and increasing 20 percent for each year of continuous service thereafter. The participant is 100 percent vested in the Company's discretionary profit sharing contribution after six years of credited service.

Notes Receivable from Participants - Participants may borrow from their fund accounts a minimum of $1,000 up to maximum equal to the lessor of $50,000 or 50% of their vested account balance. The notes are secured by the balance in the participant's account. The loan interest is determined on the day the loan is issued and is set at the prime rate plus 1%. As of December 31, 2018, effective rates ranged from 5.25% to 6.25%. Principal and interest is paid ratably through payroll deductions.

Excess Contributions Payable – Amounts payable to the Company for excess matching contributions. These are recorded as a liability with a corresponding reduction to employer contributions.

Payment of Benefits - Distributions are payable upon the retirement, death, disability, or termination of employment in the form of a lump-sum amount equal to the value of the participant's vested interest in his or her account, or installment payments over a designated period of time. A participant who has attained age 59½ may request a withdrawal of all or a portion of his or her vested account balance or various installment annuities.

Forfeited Accounts – At December 31, 2018, forfeited nonvested accounts totaled $4,966. These accounts may first be used to pay administrative expenses of the Plan and then used to restore participant's individual accounts (if any). Any remaining forfeitures may be used to reduce the Company's contribution or reallocated to participant accounts on a pro-rata basis as defined in the Plan agreement. During the year ended December 31, 2018, $13,789 was used to pay certain administrative expenses of the Plan. There were no forfeited nonvested accounts at December 31, 2017.

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting – The accompanying financial statements of the Plan are prepared using the accrual basis of accounting.

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

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 2 – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

Investment Valuation and Income Recognition - Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan administrator determines the Plan's valuation policies. See Note 3 for discussion of fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation (depreciation) includes the Plan's aggregate gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants – Note receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2018 and 2017, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the Plan administrator considers the participant loan to be in default, the loan balance is reduced and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Payment of Benefits - Benefits are recorded when paid.

Expenses – Certain expenses of the maintaining the Plan are paid by the Company and are therefore excluded from these financial statements. Investment-related expenses are included in net appreciation (depreciation) in fair value of investments. Fees for custodial and record keeping services are paid by the Plan. Fees for the administration of notes receivables from participants and distribution costs are charged directly to the participant's account.

NOTE 3 – FAIR VALUE MEASUREMENTS

The Plan's investments are reported at fair value in the accompanying statement of net assets available for benefits. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Plan management determines the Plan's valuation policies. Although Plan management believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to measure fair value of certain financial instruments could result in a different fair value at the reporting date.

The fair value measurement accounting literature establishes 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 consist of unadjusted quoted prices in active markets for identical assets and have the highest priority.

Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1).

Level 3 inputs are unobservable and have the lowest priority.

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 3 – FAIR VALUE MEASUREMENTS (CONTINUED)

The Plan uses appropriate valuation techniques based on he available inputs to measure the fair value of its investment. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available. There are no plan assets requiring the use of Level 2 or Level 3 inputs for the periods presented.

Level 1 Fair Value Measurements:

Money market fund: Shares held in the money market fund are comprised of short term, high quality money market securities issued by the U.S. government. The compositions of the securities is structured to maintain a value of $1 per share.

Mutual funds: The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual fund held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded.

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

	Fair Value Measurements at the End of the Reporting Period Using:	
	Fair Value	Quoted Prices in Actvie Markets for Identical Asset (Level 1)
December 31, 2018		
Money market fund	$ 21,948	$ 21,948
Mutual funds	2,883,519	2,883,519
	$ 2,905,467	$ 2,905,467
December 31, 2017		
Money market fund	$ 3,926	$ 3,926
Mutual funds	715,910	715,910
	$ 719,836	$ 719,836

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 4 –INFORMATION CERTIFIED BY THE TRUSTEE

Plan management has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Mid Atlantic Trust Company, as trustee, has certified the completeness and accuracy of the investment information reflected on (1) the accompanying statements of net assets available for benefits as of December 31, 2018 and 2017, and (2) the related investment activity reflected in the statement of changes in net assets available for benefits for the year ended December 31, 2018. Mid Atlantic Trust Company has also certified the completeness and accuracy of the investments reflected in Schedule H, line 4i-Schedule of Assets (Held at End of Year) as of December 31, 2018.

NOTE 5 – RELATED PARTY TRANSACTIONS AND PARTY IN INTEREST

Fees paid by the Plan for investment management services are included in net depreciation in fair value of investments, as they are paid through revenue sharing rather than a direct payment. The Plan made direct payments to the trustee, record keeper and investment advisor totaling $24,008, for the year ended December 31, 2018, which was not covered by revenue sharing. All these party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

NOTE 6 – PLAN TERMINATION

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

NOTE 7 – TAX STATUS

The Plan is based on the Prototype Non-Standardized Profit Sharing Plan (Prototype Plan) of Paychex Inc, which received an opinion letter from the Internal Revenue Service (IRS) dated April 10, 2014, stating that the Prototype Plan was designed in accordance with the provisions of the Internal Revenue Code (IRC). The Plan has not filed for its own determination letter from the IRS. The Plan has been amended since the date of the opinion letter. However, the Plan management believes the Plan is designed to operate in compliance with the applicable requirements of the IRC. Therefore, Plan management believes the Plan is qualified and the related trust was tax-exempt as of the financial statement date.

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

NOTE 8 – RISKS AND UNCERTAINTIES

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

NOTES TO FINANCIAL STATEMENTS
AS OF AND FOR THE YEAR ENDED DECEMBER 31, 2018 (AUDITED) AND AS OF DECEMBER 31, 2017 (COMPILED)

NOTE 9 – SUBSEQUENT EVENTS

In preparing the accompanying financial statements, Plan management has evaluated for potential recognition or disclosure, significant events or transactions that occurred during the period subsequent to December 31, 2018, through April 29, 2020, the date these financial statements were available to be issued.

Subsequent to December 31, 2018, Plan management amended the Plan to remove the employer matching contribution provision equal to 50% of the participant's elective deferral percentage less than or equal to 10% beginning in April 2020.

SUPPLEMENTARY INFORMATION

SCHEDULE H, LINE 4a – SCHEUDLE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
EIN 20-8137064, PLAN NUMBER: 001
DECEMBER 31, 2018

Participant contributions transferred late to plan	Total that constitute nonexempt prohibited transactions			
Check here if late participant loan repayments are included: ☐	Contributions not corrected	Contributions Corrected outside VFCP	Contributions pending correction in VFCP	Total fully corrected under VFCP and PTE 2002-51
May 18, 2018	$ 5,536	$ -	$ -	$ -
May 25, 2018	5,168	-	-	-
June 1, 2018	5,304	-	-	-
Total	$ 16,008	$ -	$ -	$ -

SCHEDULE H, LINE 4i – SCHEUDLE OF ASSETS HELD AT END OF YEAR
EIN 20-8137064, PLAN NUMBER: 001
DECEMBER 31, 2018

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Money Market Fund:			
	Vanguard	Vanguard Federal Money Market Fund Investor Shares		$ 21,948
	Mutual Funds:			
	Dimensional Fund Advisors	DFA U.S. Small Cap Value Portfolio Institutional Class		1,535
	Dimensional Fund Advisors	DFA Real Estate Securities Portfolio Institutional Class		12,688
	Dimensional Fund Advisors	DFA U.S. Small Cap Portfolio Institutional Class		5,265
	Delaware Funds	Delaware Value Fund Institutional Class		8,744
	Parnassus	Parnassus Mid Cap Fund Institutional Shares		229
	Parnassus	Parnassus Endeavor Fund Investor Shares		9,669
	Parnassus	Parnassus Core Equity Fund - Institutional Shares		2,242
	Vanguard	Vanguard Mid-Cap Growth Index Fund Admiral Shares		9,188
	Vanguard	Vanguard 500 Index Fund Admiral Shares		17,011
	Vanguard	Vanguard Total Stock Market Index Fund Admiral Shares		5,275
	Victory	Victory Sycamore Established Value Fund Class I		5,305
	Virtus	Virtus KAR Small-Cap Growth Fund Class I		10,625
	Dimensional Fund Advisors	DFA International Small Company Portfolio Institutional Class		5,742
	American Funds	American Funds EuroPacific Growth Fund Class R-6		5,169
	American Funds	American Funds International Growth And Income Fund Class R-6		14,009
	American Funds	American Funds New World Fund Class R-6		37,286
	Pear Tree Funds	Pear Tree Polaris Foreign Value Fund Class Institutional		5,281
	Vanguard	Vanguard Total International Stock index Fund Admiral Shares		9,237
	Lord Abbett	Lord Abbett Short Duration Income Fund Class R6		1,887
	Lord Abbett	Lord Abbett High Yield Fund Class R6		1,114
	Metropolitan West Funds	Metropolitan West Total Return Bond Fund Class I		3,445
	PIMCO	PIMCO Long Duration Total Return Fund Class I-2		4,327
	Franklin Templeton	Templeton Global Bond Fund Advisor Class		3,466
	T. Rowe Price	T. Rowe Price Retirement I 2005 Fund I Class		8,088
	T. Rowe Price	T, Rowe Price Retirement I 2010 Fund I Class		2,123
	T. Rowe Price	T. Rowe Price Retirement I 2015 Fund I Class		46,226
	T. Rowe Price	T. Rowe Price Retirement I 2020 Fund I Class		129,865
	T. Rowe Price	T. Rowe Price Retirement I 2025 Fund I Class		248,708
	T. Rowe Price	T. Rowe Price Retirement I 2030 Fund I Class		367,028
	T. Rowe Price	T. Rowe Price Retirement I 2035 Fund I Class		252,376

Column (a) includes an "*" if there is a party-in-interest as defined by ERISA.
Column (d) is blank as all investments are participant directed.

SCHEDULE H, LINE 4i – SCHEUDLE OF ASSETS HELD AT END OF YEAR
EIN 20-8137064, PLAN NUMBER: 001
DECEMBER 31, 2018

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment	(d) Cost	(e) Current value
	Mutual Funds (Continued):			
	T. Rowe Price	T. Rowe Price Retirement I 2040 Fund I Class		241,392
	T. Rowe Price	T. Rowe Price Retirement I 2045 Fund I Class		316,597
	T. Rowe Price	T. Rowe Price Retirement I 2050 Fund I Class		317,948
	T. Rowe Price	T. Rowe Price Retirement I 2055 Fund I Class		423,190
	T. Rowe Price	T. Rowe Price Retirement I 2060 Fund I Class		283,762
	Vanguard	Vanguard LifeStrategy Conservative Growth Fund Investor Shares		1,890
	Vanguard	Vanguard LifeStrategy Income Fund Investor Shares		172
	Vanguard	Vanguard LifeStrategy Moderate Growth Fund Investor		17,946
	Vanguard	Vanguard LifeStrategy Growth Fund Investor Shares		47,469
	Subtotal - Mutual Funds			2,883,519
*	Participant Loans	Notes Receivable - Participants Bearing Interest rates of 5.25% to 6.25%	-0-	65,135
	Total			$ 2,970,602

Column (a) includes an "*" if there is a party-in-interest as defined by ERISA.
Column (d) is blank as all investments are participant directed.