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

2019

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2019 or fiscal plan year beginning 03/01/2019 and ending 02/29/2020

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
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
CALIFORNIA INDUSTRIAL RUBBER CO., INC. 401(K) PROFIT SHARING PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 02/28/1972

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)
CALIFORNIA INDUSTRIAL RUBBER CO., INC.

2732 SOUTH CHERRY AVENUE
FRESNO, CA 93706

2b Employer Identification Number (EIN) 94-1426954

2c Plan Sponsor's telephone number 559-485-1487

2d Business code (see instructions) 326200

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.	07/06/2020	VIVIAN TUR
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	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**	153
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)**	125
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	114
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	23
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	137
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	2
f	Total. Add lines **6d** and **6e**.	**6f**	139
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	139
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:

2A 2E 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)** [ ] 0 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [ ] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2019 Form M-1 annual report. If the plan was not required to file the 2019 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.**	**2019** **This Form is Open to Public Inspection.**

For calendar plan year 2019 or fiscal plan year beginning 03/01/2019 and ending 02/29/2020

A Name of plan
CALIFORNIA INDUSTRIAL RUBBER CO., INC. 401(K) PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CALIFORNIA INDUSTRIAL RUBBER CO., INC.

D Employer Identification Number (EIN)
94-1426954

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

MORGAN STANLEY ADVISORS FUND
5250 N PALM AVE SUITE 321
FRESNO, CA 93704

36-3145972

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

MORGAN STANLEY BANK
5250 N PALM AVE SUITE 321
FRESNO, CA 93704

36-3707380

(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)

MORGAN STANLEY SMITH BARNEY

5250 N PALM AVE
SUITE 321
FRESNO, CA 93704

20-8764829

(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?
19 27 33 49 50 71 72 99	N/A	81078	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

NEWPORT GROUP

1350 TREAT BLVD.
SUITE 300
WALNUT CREEK, CA 94597

27-2037969

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 15 50	N/A	11105	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

HILLS, RENAUT, HOMEN & HUGHES

7040 NORTH MARKS
SUITE 111
FRESNO, CA 93711

94-2463125

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	N/A	7500	Yes [ ] No [X]	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)

PENCHECKS

8580 LA MESA BLVD., STE. 100
LA MESA, CA 91942

99-6134835

(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?
12 50	N/A	875	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 [ ]

(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
MORGAN STANLEY	49 99	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.
MORGAN STANLEY ADVISORS FUNDS MS US 5250 N PALM AVE SUITE 321 FRESNO, CA 93704 36-3145972	ANNUAL RATE OF UP TO 0.18% OF THE AVERAGE QUARTER-END ASSETS INVESTED BY ELIGIBLE MORGAN STANLEY CLIENTS IN EQUITY AND FIXED INCOME FUNDS IN 2019 (APPLICABLE TO NON-ADVISORY ACCOUNTS ONLY).

(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

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

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

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500)

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

2019

This Form is Open to Public Inspection

For calendar plan year 2019 or fiscal plan year beginning 03/01/2019 and ending 02/29/2020

A Name of plan
CALIFORNIA INDUSTRIAL RUBBER CO., INC. 401(K) PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CALIFORNIA INDUSTRIAL RUBBER CO., INC.

D Employer Identification Number (EIN)
94-1426954

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	2538	29262
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	284646	279258
(2) Participant contributions	1b(2)	31113	28592
(3) Other	1b(3)	4063	4173
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	2215294	1875601
(2) U.S. Government securities	1c(2)	1173844	1330230
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	566654	600404
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	62010	46107
(B) Common	1c(4)(B)	7202375	7430804
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	210264	190488
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	309773	272106
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	12062574	12087025
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h	0	0
i	Acquisition indebtedness	1i	0	0
j	Other liabilities	1j		
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	12062574	12087025

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)	279258	
	(B) Participants	2a(1)(B)	452983	
	(C) Others (including rollovers)	2a(1)(C)		
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		732241
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	17673	
	(B) U.S. Government securities	2b(1)(B)	22577	
	(C) Corporate debt instruments	2b(1)(C)	18216	
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	10482	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		68948
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)	5544	
	(B) Common stock	2b(2)(B)	152894	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	9754	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		168192
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	-72927	
	(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)		-72927
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)	264720	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		264720

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		1161174
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1036165	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		1036165
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)	7500	
(2) Contract administrator fees	2i(2)	11980	
(3) Investment advisory and management fees	2i(3)	81078	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		100558
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1136723
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		24451
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

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

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

(1) Name: HILLS, RENAUT, HOMEN & HUGHES **(2)** EIN: 94-2463125

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	
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			

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

2019

This Form is Open to Public Inspection.

For calendar plan year 2019 or fiscal plan year beginning 03/01/2019 and ending 02/29/2020

A Name of plan
CALIFORNIA INDUSTRIAL RUBBER CO., INC. 401(K) PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
CALIFORNIA INDUSTRIAL RUBBER CO., INC.

D Employer Identification Number (EIN)
94-1426954

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions **1** 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 94-1426954

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):

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation_____

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(k) PROFIT SHARING PLAN

FINANCIAL REPORT

FEBRUARY 29, 2020

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**Hills, Renaut,
Homen & Hughes**
ACCOUNTANCY CORPORATION
7040 NORTH MARKS, SUITE 111 / FRESNO, CA 93711 / FAX (559) 447-4515 / (559) 447-4500

INDEPENDENT AUDITORS' REPORT

To the Plan Trustees
California Industrial Rubber Co, Inc. 401(k) Profit Sharing Plan
Fresno, California

We have audited the accompanying financial statements of California Industrial Rubber Co., Inc. 401(k) Profit Sharing Plan, which comprise the statements of net assets available for benefits as of February 29, 2020 and February 28, 2019, and the related statement of changes in net assets available for benefits for the year ended February 29, 2020 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.

Auditors' Responsibility

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

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

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

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of California Industrial Rubber Co, Inc. 401(k) Profit Sharing Plan as of February 29, 2020 and February 28, 2019, and the changes in net assets available for benefits for the year ended February 29, 2020 in accordance with accounting principles generally accepted in the United States of America.

Report on Supplemental Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of Schedule H, Line 4i - Schedule of Assets (Held at End of Year), referred to as "supplemental information," is presented for the purpose of additional analysis and is not a required part of the financial statements but is supplemental information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Hills, Renaut, Homen & Hughes

Hills, Renaut, Homen & Hughes
Fresno, California
June 23, 2020

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(K) PROFIT SHARING PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
FEBRUARY 29 AND 28

	2020	2019
ASSETS		
INVESTMENTS, AT FAIR VALUE:		
Non interest-bearing cash	$ 29,262	$ 2,538
Money market accounts interest-bearing	1,875,601	2,215,294
Common stocks	7,430,804	7,202,375
Preferred stocks	46,107	62,010
Government bonds	1,330,230	1,173,844
Corporate bonds	600,404	566,654
Mutual funds	272,106	309,773
	11,584,514	11,532,488
RECEIVABLES:		
Employer's contribution	279,258	284,646
Participant contributions	32,765	35,176
Notes receivable from participants	190,488	210,264
	502,511	530,086
TOTAL ASSETS	12,087,025	12,062,574
NET ASSETS AVAILABLE FOR BENEFITS	$ 12,087,025	$ 12,062,574

The accompanying notes are an integral part of the financial statements.

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(K) PROFIT SHARING PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
YEAR ENDED FEBRUARY 29, 2020

ADDITIONS:		
Investment income (loss):		
Interest income	$	68,948
Dividend income		168,192
Realized gain (loss) on sale of investments		(72,927)
Unrealized gain (loss) in fair value of investments		264,720
		428,933
Less: Investment expenses		(81,078)
		347,855
Contributions:		
Employer		279,258
Employee		452,983
		732,241
Total additions (reductions)		1,080,096
DEDUCTIONS:		
Benefits paid to participants		1,036,165
Other expenses		19,480
Total deductions		1,055,645
INCREASE (DECREASE) IN NET ASSETS AVAILABLE FOR BENEFITS		24,451
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year		12,062,574
End of year	$	12,087,025

The accompanying notes are an integral part of the financial statements.

1. DESCRIPTION OF PLAN:

The following brief description of the Plan provides only general information. Participants should refer to the Plan document for complete information.

General

The California Industrial Rubber Co, Inc. 401(k) Profit Sharing Plan (the "Plan") is a defined contribution plan and was adopted effective February 28, 1972 for all non-excluded employees (participants) of California Industrial Rubber Co, Inc. (the Company). The Plan is subject to the provisions of the Employees Retirement Income Security Act of 1974 (ERISA).

Management has evaluated subsequent events through June 23, 2020, the date at which the financial statements were available to be issued. No significant subsequent events were discovered by management.

Eligibility and Vesting

An employee who is not a member of an excluded class becomes eligible for participation in the Plan upon attainment of his twenty-first birthday, and after completing one year of service. Participants are immediately vested in their voluntary contributions plus actual earnings thereon. Vesting in the Company's discretionary and matching contribution portion of their accounts plus actual earnings thereon is based on years of continuous service. A participant is 100 percent vested after six years of credited service for the discretionary contributions and is 100 percent vested in the matching contribution after six years of credit service.

Participant Loans

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum of $50,000 or 50% of their account balance. Loan terms range from 1-5 years or up to 30 years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest at a rate commensurate with the local prevailing rates as determined by the Plan Trustee.

Administrative Expenses

The Plan pays trust management fees, expenses, and other administrative fees and expenses.

Contributions

Participants may elect to contribute, on a tax-deferred basis, a portion of their compensation up to the maximum deferral limit. The Company contributes amounts at the option of the Company's Board of Directors. Contributions are subject to certain limitations.

1. DESCRIPTION OF PLAN (CONTINUED):

Participant Accounts

Each participant's account is credited with the participant's contribution and allocation of (a) the Company's contribution, (b) plan earnings, and (c) forfeitures are used to supplement employer contributions. Allocations are based on participant earnings. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Forfeited Accounts

At February 29, 2020 and February 28, 2019, there were $5,308 and $0 forfeited accounts, respectively. Forfeited accounts are used to reduce employer contributions.

Payment of Benefits

Benefits are recorded when paid. On termination of service, participants may elect to receive a lump-sum amount equal to the value of the participant's vested value of their account or leave the value of the account on deposit until normal retirement (age 65). Distribution of vested value will also occur in the case of death or disability. If a participant's vested balance account is less than $5,000, they will automatically receive payment of the form of a lump-sum. Participants with vested account balances greater than $5,000 up to $50,000 will receive payment in the form of a lump-sum. If a participant's vested balance account is greater than $50,000, they must have a five-year break in service before they receive their lump-sum distribution. At February 29, 2020 and February 28, 2019, amounts allocated to withdrawing participants for benefit claims that have been processed and approved for payment, but not yet paid is $0 and $0, respectively.

Termination

Although termination of the Plan is not presently contemplated, the Company has the right to terminate the Plan at any time subject to the provisions of ERISA. In the event of Plan termination, participants become 100% vested in their respective accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Accounting Method

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

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED):

Use of Estimates

Management uses estimates and assumptions in preparing these financial statements in accordance with generally accepted accounting principles. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenue and expenses. Actual results could vary from the estimates that were used.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. 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.

Investments

As of February 29, 2020, and February 28, 2019, investments of the Plan are reported at fair value, and are classified as available-for-sale. Fair value is the price that would be received to sell an asset in an orderly transaction between market participants at the measurement date. Purchases and sales of investments are accounted for as of the trade date. Interest is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held during the year.

3. INVESTMENTS:

The Plan's investments held by Morgan Stanley, a party-in-interest, (including investments bought, sold, and held during the year) are stated at fair value. Fair values and appreciation (depreciation) in value are summarized as follows:

	Net Increase (Decrease) In Value	Fair Value
February 29, 2020		
Investments consisted of:		
Common stocks	$ 79,398	$ 7,430,804
Preferred stock	(11,077)	46,107
Government bonds	70,843	1,330,230
Corporate bonds	24,491	600,404
Mutual funds	28,138	272,106
	191,793	9,679,651
Cash & money funds, includes Union Bank, a party-in-interest	0	1,904,863
	$ 191,793	$ 11,584,514
February 28, 2019		
Investments consisted of:		
Common stocks	155,948	$ 7,202,375
Preferred stock	362	62,010
Government bonds	11,536	1,173,844
Corporate bonds	2,516	566,654
Mutual funds	(3,441)	309,773
	166,921	9,314,656
Cash & money funds, includes Union Bank, a party-in-interest	0	2,217,832
	$ 166,921	$ 11,532,488

3. INVESTMENTS (CONTINUED):

The fair value of investments that represent 5% or more of the Plan's net assets available for benefits is as follows:

	2020	2019
Interest bearing cash – Union Bank	$ 0	$ 771,627
Money market – Morgan Stanley	697,924	0
Interest bearing cash – Morgan Stanley	717,536	1,002,764
	$ 1,415,460	$ 1,774,391

4. FAIR VALUE MEASUREMENTS:

Generally accepted accounting principles establish a framework for measuring fair value. This framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (level 1 measurements) and the lowest priority to unobservable inputs (level 3 measurements).

The three levels of the fair value hierarchy are described as follows:

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

Level 2 Fair Value Measurements: Inputs to the valuation methodology include:

1. quoted prices for similar assets or liabilities in active markets;
2. quoted prices for identical or similar assets or liabilities in inactive markets;
3. inputs other than quoted prices that are observable for the asset or liability;
4. inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

Level 3 Fair Value Measurements: Fair values are based on inputs other than quoted prices included within Level 1 that are unobservable and significant to the fair value measurements.

4. FAIR VALUE MEASUREMENTS (CONTINUED):

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at February 29, 2020 and February 28, 2019.

Mutual funds: Valued at the net asset value of shares held by the Plan at year end.

Money market funds: Valued at the net asset value of shares held by the Plan at year end.

Common stocks, preferred stock, and government bonds: Valued at the closing price reported on the active market where individual securities are traded.

Corporate bonds: Certain corporate bonds are valued at the closing price reported in the active market in which the bond is traded. Other corporate bonds are valued based on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, the bond is valued under a discounted cash flows approach that maximizes observable inputs, such as current yields of similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

The preceding method 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 method is appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

		Fair Value Measurements Using:
	Fair Value	Quoted Prices in Active Markets (Level 1)
February 29, 2020		
Common stocks	$ 7,430,804	$ 7,430,804
Preferred stocks	46,107	46,107
Government bonds	1,330,230	1,330,230
Corporate bonds	600,404	600,404
Mutual funds	272,106	272,106
Total	$ 9,679,651	$ 9,679,651

4. FAIR VALUE MEASUREMENTS (CONTINUED):

	Fair Value	Fair Value Measurements Using: Quoted Prices in Active Markets (Level 1)
February 28, 2019		
Common stocks	$ 7,202,375	$ 7,202,375
Preferred stock	62,010	62,010
Government bonds	1,173,844	1,173,844
Corporate bonds	566,654	566,654
Mutual funds	309,773	309,773
Total	$ 9,314,656	$ 9,314,656

5. RECONCILIATION OF FINANCIAL STATEMENTS TO SCHEDULE H, FORM 5500:

At February 29, 2020 and February 28, 2019, there were no differences between assets available for benefits per the financial statements and the assets available per Schedule H, Form 5500. Also, there were no differences in benefits paid to participants per the financial statements and Schedule H, Form 5500.

6. INCOME TAXES:

The Plan obtained its latest determination letter on September 2, 2005, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provisions for income taxes have been included in the Plan's financial statements.

The income tax returns for the three prior years for federal and the four prior years for state income tax purposes are subject to examination by appropriate tax authorities. Interest and penalties, if imposed from tax positions, are recognized in the financial statements as general and administrative expenses.

7. RELATED PARTY:

Certain Plan investments are shares of mutual funds managed by Morgan Stanley. Fees paid by the Plan for the investment management services amounted to $81,078 and $82,481 for the years ended February 29, 2020 and February 28, 2019, respectively.

8. RISKS AND UNCERTAINTIES:

The Plan invests in numerous publicly traded stock and bond mutual funds. The value, liquidity and related income of these mutual funds are sensitive to changes in economic conditions and may be affected by shifts in the market's perception and changes in interest rates. The ultimate effect of the current economic conditions cannot be determined at this time.

On March 11, 2020, the World Health Organization characterized coronavirus (COVID-19) as a pandemic, and on March 13, the President of the United States declared a national emergency relating to the disease. In addition to the President's declaration, state and local authorities have recommended social distancing and have imposed quarantine and isolation measures on large portions of the population, including mandatory business closures. These measures are designed to protect the overall public health, however, are expected to have material adverse impacts on domestic and foreign economies and may result in the United States entering a period of recession.

As a result of COVID-19, there has been heightened market risk and volatility associated with the pandemic, and this could materially affect participants' account balances and the amounts reported in the Statements of net assets available for benefits and the statements of changes in net assets available for benefits, as mentioned above. Because of the uncertainty of the markets during this time, Plan management is unable to estimate the total impact the pandemic will have.

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(K) PROFIT SHARING PLAN #001 94-1426954
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR)
YEAR ENDED FEBRUARY 29, 2020

(a)	(b) Identify of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
	INVESTMENTS AT FAIR VALUE			
*	Union Bank	Cash	$ 29,262	$ 29,262
*	Union Bank	Money Market	460,141	460,141
	Morgan Stanley			
*		Bank Deposit	717,536	717,536
*	US Govt Money Market	Money Market	697,924	697,924
*	Treasury Securities	US Govt Sec. 1.375% - 4/30/21	104,335	113,271
*	Treasury Securities	US Govt Sec. 1.875% - 10/31/22	63,517	65,663
*	Treasury Securities	US Govt Sec. 1.75% - 1/31/23	64,464	66,622
*	Treasury Securities	US Govt Sec. 1.75% - 5/15/23	104,384	110,919
*	Treasury Securities	US Govt Sec. 2.5% - 8/15/23	109,253	113,885
*	Treasury Securities	US Govt Sec. 2.125% - 3/31/24	110,354	113,252
*	Treasury Securities	US Govt Sec. 2.375% - 8/15/24	62,176	68,065
*	Treasury Securities	US Govt Sec. 2.25% - 11/15/25	129,954	135,929
*	Treasury Securities	US Govt Sec. 1.625% - 9/30/26	90,080	91,345
*	Treasury Securities	US Govt Sec. 2.375% - 5/15/27	108,792	117,973
*	Treasury Securities	US Govt Sec. 2.375% - 5/15/29	151,468	160,917
*	Federal Agencies	Fed Hm Ln Mtg 1.125% - 8/12/21	163,859	172,389
*	AT&T Inc	Corp Bond 3% - 2/15/22	62,073	67,403
*	Bank of America Corp	Corp Bond 3.3% - 1/11/23	62,775	66,097
*	Comcast Corp	Corp Bond 3% - 2/1/24	61,460	66,540
*	General Electric Cap Corp	Corp Bond 3.15% - 9/7/22	65,866	64,946
*	Goldman Sachs Grp Inc	Corp Bond 3.75% - 5/22/25	68,634	70,361
*	JP Morgan Chase & Co	Corp Bond 3.25% - 9/23/22	62,753	64,634
*	Walmart Inc	Corp Bond 2.85% - 7/8/24	65,657	66,902
*	Sherwin Williams Co	Corp Bond 2.75% - 6/1/22	64,011	65,873
*	Wells Fargo & Co	Corp Bond 3% - 2/19/25	65,176	67,648
*	Volkswagen Ag Rp Prf	Preferred Stock	20,025	19,470
*	Surgutneftegas PJSC Sp Adr Prf	Preferred Stock	25,841	19,360
*	Telefonica Brasil SA Spon Adr	Preferred Stock	6,940	7,277
*	Abbott Laboratories	Common Stock	38,041	37,205
*	Aegon Nv Adr	Common Stock	19,973	11,688
*	AES Corp	Common Stock	36,800	48,149
*	Alaska Air Group Inc	Common Stock	11,185	12,766

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(K) PROFIT SHARING PLAN #001 94-1426954
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR) CONTINUED
YEAR ENDED FEBRUARY 29, 2020

(a)	(b) Identify of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
*	Alexion Pharm Inc	Common Stock	45,034	30,372
*	Alexion Pharm Inc	Common Stock	43,766	34,509
*	Allison Transmn Hldgs Inc	Common Stock	16,577	17,945
*	Alphabet Inc Cl A	Common Stock	34,438	109,819
*	Alphabet Inc Cl C	Common Stock	54,003	140,630
*	Amazon Com Inc	Common Stock	37,360	224,166
*	Amer Intl Gp Inc New	Common Stock	76,210	59,066
*	America Movil Sa De Cv Adr L	Common Stock	11,023	14,054
*	American Homes 4 Rent	Common Stock	50,780	72,388
*	Ametek Inc New	Common Stock	26,533	75,250
*	Ansys Inc	Common Stock	22,345	107,532
*	Apple Inc	Common Stock	66,778	369,309
*	Applied Ind Tech Inc	Common Stock	0	8,849
*	Arista Networks Inc	Common Stock	21,501	21,629
*	AutoZone Inc	Common Stock	35,526	66,081
*	Barclays Plc Adr	Common Stock	25,520	16,409
*	Basf Se Sp Adr	Common Stock	20,611	17,604
*	Bic Sa Unspon Adr	Common Stock	16,381	12,409
*	Boeing Co	Common Stock	6,280	23,659
*	Bp Plc Ads	Common Stock	20,122	17,178
*	Bristol Meyers Squibb Co	Common Stock	53,271	56,875
*	Broadcom Inc	Common Stock	30,288	32,714
*	Cameco Corp	Common Stock	8,041	8,229
*	Carrefour Sa Sponsored Adr	Common Stock	37,817	32,910
*	Cemex Sab De Cv	Common Stock	26,557	16,997
*	China Mobile Ltd	Common Stock	22,159	17,760
*	Citigroup Inc New	Common Stock	67,637	86,433
*	Coca Cola Co	Common Stock	74,131	84,782
*	Colfax Corp	Common Stock	15,209	13,957
*	Comcast Corp Class A	Common Stock	60,972	65,739
*	Comcast Corp Class A	Common Stock	42,781	37,519
*	Compagnie De St Gobain UNSP	Common Stock	25,754	21,576
*	Conagra Brands Inc	Common Stock	20,309	22,767
*	Corteva Inc	Common Stock	18,626	18,986
*	Costco Wholesale Corp New	Common Stock	60,244	112,175
*	Covetrus Inc	Common Stock	20,330	20,520
*	Credit Suisse Group	Common Stock	37,678	23,541

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(K) PROFIT SHARING PLAN #001 94-1426954
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR) CONTINUED
YEAR ENDED FEBRUARY 29, 2020

(a)	(b) Identify of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
*	CRH Plc Adr	Common Stock	13,287	15,788
*	CVS Health Corp Com	Common Stock	37,860	34,621
*	Dai Nippn Prgt Ltd Japan	Common Stock	8,339	9,806
*	Danaher Corporation	Common Stock	17,328	77,206
*	Dupont De Nemours Inc	Common Stock	24,675	15,616
*	DXC Technology Co	Common Stock	29,520	16,491
*	Ecolab Inc	Common Stock	35,623	85,533
*	Edward Life Sciences Corp	Common Stock	29,987	27,653
*	Eli Lilly & Co	Common Stock	51,064	78,453
*	Embraer S A Adr	Common Stock	34,319	22,525
*	Enel Chile SA SPD ADR	Common Stock	14,333	12,727
*	Engie Spons Adr	Common Stock	39,343	32,540
*	Eni Spa Amer Dep Rcpt	Common Stock	32,398	22,075
*	Epam Systems	Common Stock	14,855	104,681
*	EQT Corporation Com New	Common Stock	18,773	10,965
*	Equinix Inc Com Par $0.001	Common Stock	42,078	45,251
*	Equitable Hldgs Inc	Common Stock	29,223	24,075
*	Euronet Worldwide Inc	Common Stock	27,637	23,444
*	Exelon Corp	Common Stock	37,562	47,249
*	Facebook Inc Cl A	Common Stock	135,417	171,683
*	Fairfax Fin Hldg Sub VTG	Common Stock	25,044	32,322
*	Fidelity Natl Information SE	Common Stock	30,788	45,968
*	First American Finl Corp	Common Stock	22,034	23,925
*	First Pac Ltd Sp Adr	Common Stock	20,792	6,365
*	Five9 Inc Com	Common Stock	19,868	27,167
*	Foot Locker Inc	Common Stock	30,259	23,164
*	Fortinet Inc	Common Stock	13,150	38,375
*	Fortive Corp	Common Stock	28,463	47,790
*	G4S Plc Unspons Adr	Common Stock	25,844	16,627
*	Gatx Corp	Common Stock	15,793	22,675
*	GlaxoSmithKline Plc Adr	Common Stock	49,067	44,137
*	Globus Medical Inc A	Common Stock	25,022	30,485
*	Gray Television Cl B Com	Common Stock	15,548	18,958
*	Heidelberg Cement Adr	Common Stock	18,079	15,161
*	Honda Motor Co Ltd Adr	Common Stock	21,054	17,090
*	Honeywell International Inc	Common Stock	20,164	55,138
*	HSBC Holdings Plc Spon Adr New	Common Stock	11,383	9,836

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(K) PROFIT SHARING PLAN #001 94-1426954
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR) CONTINUED
YEAR ENDED FEBRUARY 29, 2020

(a)	(b) Identify of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
*	Imperial Brands PLC SPD ADR	Common Stock	27,184	16,695
*	Incyte Corp	Common Stock	26,987	15,987
*	Inspire Medical Systems Inc	Common Stock	14,838	17,517
*	Intercontinental Exchange Grp	Common Stock	24,217	80,744
*	Intesa Sanpaolo Spa Adr	Common Stock	19,562	19,905
*	Intuit Inc	Common Stock	40,634	38,548
*	J Sainsbury Plc Spon Adr New	Common Stock	29,204	18,806
*	Johnson & Johnson	Common Stock	75,045	116,056
*	Johnson Ctls Intl Plc	Common Stock	41,857	37,301
*	Keycorp New	Common Stock	41,710	58,893
*	Kinder Morgan Inc	Common Stock	68,742	71,638
*	Kingfisher Plc Spons Adr New	Common Stock	36,070	21,722
*	KLA Corporation	Common Stock	24,434	33,662
*	LHC Grp	Common Stock	27,494	30,001
*	Marks & Spencer Grp Plc Adr	Common Stock	34,881	15,879
*	Marsh & Mclennan Cos Inc	Common Stock	32,533	30,532
*	Mastercard Inc Cl A	Common Stock	88,734	96,073
*	Merck & Co Inc New Com	Common Stock	17,821	48,080
*	Mgic Invt Corp	Common Stock	32,889	45,028
*	Microsoft Corp	Common Stock	116,716	337,953
*	Mitsubishi Tanbe Phrm Cp Adr	Common Stock	32,159	37,508
*	Mitsubishi UFJ Fincl Grp Ads	Common Stock	35,304	18,150
*	Mobile Telesystems Pjsc	Common Stock	8,874	11,465
*	MS&AD Ins Group Hldgs Adr	Common Stock	18,475	22,859
*	Murphy USA Inc Com	Common Stock	16,218	24,180
*	Neogenomics Inc New	Common Stock	15,153	14,363
*	Netapp Inc Com	Common Stock	34,254	22,005
*	Nissan Motor Co Ltd Spnd Adr	Common Stock	16,606	8,192
*	Nokia Cp Adr	Common Stock	18,208	13,657
*	Nucor Corporation	Common Stock	22,863	19,517
*	Nvidia Corporation	Common Stock	42,051	51,583
*	NXP Semiconductors Nv	Common Stock	5,796	8,072
*	Onemain Hldgs Inc	Common Stock	65,493	65,084
*	Oracle Corp	Common Stock	36,669	45,899
*	Orange New	Common Stock	20,261	19,789
*	Ovintiv Inc	Common Stock	61,002	17,302
*	Owens Corning Inc	Common Stock	28,012	23,895

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(K) PROFIT SHARING PLAN #001 94-1426954
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR) CONTINUED
YEAR ENDED FEBRUARY 29, 2020

(a)	(b) Identify of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
*	Pacira Biosciences	Common Stock	18,338	16,571
*	Paypal Holdings Inc Com	Common Stock	33,013	47,840
*	Pebblebrook Hotel Tr Com	Common Stock	23,818	20,735
*	Petroleo Brasileiro SA Adr	Common Stock	3,039	9,920
*	Pioneer Natural Resources Co	Common Stock	45,473	35,729
*	PJSC Gazprom Spon Adr	Common Stock	7,363	8,266
*	Posco Ads	Common Stock	7,235	6,527
*	Progressive Corp Ohio	Common Stock	14,637	14,339
*	Publicis Groupe SA Ads	Common Stock	34,091	23,440
*	Qualcomm Inc	Common Stock	46,479	40,090
*	Qualcomm Inc	Common Stock	24,980	25,213
*	Renaults Sa Adr	Common Stock	15,320	5,290
*	Repsol SA Spon Adr	Common Stock	21,538	15,462
*	Reynolds Consumer Prods Inc	Common Stock	29,092	29,600
*	Ross Stores Inc	Common Stock	22,183	111,826
*	Salesforce.com Inc	Common Stock	37,693	71,568
*	Sanderson Farms	Common Stock	18,281	21,747
*	Sanofi Adr	Common Stock	36,088	41,301
*	Schlumberger Ltd	Common Stock	20,667	16,471
*	Schneider Elec SA Unsp Adr	Common Stock	5,403	9,023
*	Service Corp Intl	Common Stock	23,912	41,243
*	Servicenow Inc	Common Stock	30,344	34,239
*	Shinhan Financial Group Co Ltd	Common Stock	12,012	8,049
*	Sprouts Farmers Market Inc	Common Stock	43,601	36,370
*	Stanley Black & Decker Inc	Common Stock	13,941	21,986
*	Stryker Corp	Common Stock	68,195	89,387
*	Sumitomo Mitsui Tr Hldgs Inc	Common Stock	17,166	16,835
*	Suncor Energy Inc	Common Stock	61,712	58,760
*	Swatch Group Ag Adr the Unsp	Common Stock	22,978	16,597
*	Swiss Re Ltd Sponsored Adr	Common Stock	9,435	12,815
*	Synchrony Financial	Common Stock	80,960	85,147
*	Taisho Pharma Hold UNSP ADR	Common Stock	18,779	14,758
*	Takeda Pharmaceutical Co Ltd	Common Stock	38,428	34,168
*	Telecom Italia Spa Adr	Common Stock	27,969	23,241
*	Tesco Plc Sponsored Adr	Common Stock	20,655	22,241
*	Total SA Spon Adr	Common Stock	17,814	14,581
*	Transdigm Group Inc	Common Stock	12,381	92,596

CALIFORNIA INDUSTRIAL RUBBER CO, INC.
401(K) PROFIT SHARING PLAN #001 94-1426954
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS
(HELD AT END OF YEAR) CONTINUED
YEAR ENDED FEBRUARY 29, 2020

(a)	(b) Identify of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(d) Cost	(e) Current Value
*	US Bancorp Com New	Common Stock	56,991	52,477
*	UBS Group Ag Shs	Common Stock	31,328	23,155
*	Unilever Plc	Common Stock	49,329	72,374
*	Unilever Plc New Ads	Common Stock	34,890	32,843
*	UnitedHealth Gp Inc	Common Stock	48,197	103,259
*	VF Corporation	Common Stock	26,534	51,768
*	Verisk Analytics Inc Com	Common Stock	25,060	56,150
*	Verizon Communications	Common Stock	91,396	91,151
*	Vertex Pharmaceuticals	Common Stock	28,443	34,053
*	Viacom CBS Inc Cl B	Common Stock	29,766	14,791
*	VISA Inc CL A	Common Stock	13,200	123,415
*	Vistra Energy Corp	Common Stock	28,776	23,403
*	Voya Finl Inc	Common Stock	31,426	40,112
*	Waste Connections Inc	Common Stock	66,737	145,024
*	Wells Fargo & Co New	Common Stock	92,772	82,068
*	Western Digital Corporation	Common Stock	36,323	29,391
*	Weyerhaeuser	Common Stock	29,089	32,787
*	Wheaton Precious Metals Corp	Common Stock	14,213	14,022
*	Wm Morrison Supermarkets Plc	Common Stock	25,407	17,509
*	WPP Plc Spon New A	Common Stock	42,652	25,685
*	Yeti Holdings Inc	Common Stock	19,998	21,145
*	PIA BBB Bond Fd- Comp Sh	Mutual Fund	166,080	163,779
*	PIA MBS Bond - Comp Sh	Mutual Fund	109,676	108,327
*	Participant loans	Int rate 4.25 to 7.25%		190,488
				$ 11,775,002

* Party-in-interest, see footnote 3

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

2019

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2019 or fiscal plan year beginning 03/01/2019 and ending 02/29/2020

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) ____

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
CALIFORNIA INDUSTRIAL RUBBER CO., INC. 401(K) PROFIT SHARING PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 02/28/1972

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)
CALIFORNIA INDUSTRIAL RUBBER CO., INC.

2732 SOUTH CHERRY AVENUE

FRESNO CA 93706

2b Employer Identification Number (EIN) 94-1426954

2c Plan Sponsor's telephone number 559-485-1487

2d Business code (see instructions) 326200

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	Vivian Tur (Signature of plan administrator)	7-6-2020 (Date)	Vivian Tur (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

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

Name of Plan:

► California Industrial Rubber Co., Inc. 401(k) Profit Sharing Plan

Employer Identification Number:► 94-1426954

For plan year (beginning/ending):► 03/01/2019 - 02/29/2020 Plan number:► 001

(a)	(b) Identity of issue, 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
*	Union Bank	Cash	29,262	29,262
*	Union Bank	Money Market	460,141	460,141
	Morgan Stanley:			
*	Bank Deposit	Bank Deposits	717,536	717,536
*	U.S. Govt Money Market	Money Market	697,924	697,924
*	Treasury Securities	Treasury Securities Coupon Rate 1.375%; Matures 04/30/2021	104,335	107,360
*	Treasury Securities	Treasury Securities Coupon Rate 1.875%; Matures 10/31/2022	63,517	65,663
*	Treasury Securities	Treasury Securities Coupon Rate 1.750%; Matures 01/31/2023	64,464	66,622
*	Treasury Securities	Treasury Securities Coupon Rate 1.750%; Matures 05/15/2023	104,384	110,919
*	Treasury Securities	Treasury Securities Coupon Rate 2.500%; Matures 08/15/2023	109,253	113,885
*	Treasury Securities	Treasury Securities Coupon Rate 2.125%; Matures 03/31/2024	110,354	113,252
*	Treasury Securities	Treasury Securities Coupon Rate 2.375%; Matures 08/15/2024	62,176	68,065
*	Treasury Securities	Treasury Securities Coupon Rate 2.250%; Matures 11/15/2025	129,954	135,929
*	Treasury Securities	Treasury Securities Coupon Rate 1.625%; Matures 09/30/2026	90,080	91,345
*	Treasury Securities	Treasury Securities Coupon Rate 2.375%; Matures 05/15/2027	108,792	117,973
*	Treasury Securities	Treasury Securities Coupon Rate 2.375%; Matures 05/15/2029	151,468	160,917
*	Federal Agencies	FED HOME LN MTG CORP Coupon Rate 1.125%; Matures 08/12/2021	163,859	172,389
*	AT&T INC	Corp Bond 3.000%; Matures 02/15/2022	62,073	63,690
*	SHERWIN-WILLIAMS CO/THE	Corp Bond 2.750%; Matures 06/01/2022	64,011	65,873
*	GENERAL ELECTRIC CO	Corp Bond 3.150%; Matures 09/07/2022	65,866	64,946
*	JP MORGAN CHASE & CO	Corp Bond 3.250%; Matures 09/23/2022	62,753	64,634
*	BANK OF AMERICA CORP	Corp Bond 3.300%; Matures 01/11/2023	62,775	66,097
*	COMCAST CORP	Corp Bond 3.000%; Matures 02/01/2024	61,460	66,540
*	WALMART INC	Corp Bond 2.850%; Matures 07/08/2024	65,657	66,902
*	WELLS FARGO & CO	Corp Bond 3.000%; Matures 02/19/2025	65,176	67,648
*	GOLDMAN SACHS GROUP INC/THE	Corp Bond 3.750%; Matures 05/22/2025	68,634	70,361
*	SURGUTNEFTEGAS PJSC SP ADR PRF	Preferred Stock	25,841	19,360
*	TELEFONICA BRASIL SA SPON ADR	Preferred Stock	6,940	7,277

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

Name of Plan:

► California Industrial Rubber Co., Inc. 401(k) Profit Sharing Plan

Employer Identification Number:► 94-1426954
For plan year (beginning/ending):► 03/01/2019 - 02/29/2020 Plan number:► 001

(a)	(b) Identity of issue, 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
*	VOLKSWAGEN AG RP PRF ADR	Preferred Stock	20,025	19,470
*	ABBOTT LABORATORIES	Common Stock	38,041	37,205
*	AEGON NV ADR	Common Stock	19,973	11,688
*	AES CORP (AES)	Common Stock	36,800	48,149
*	ALASKA AIR GROUP INCORPORATED	Common Stock	11,185	12,766
*	ALEXION PHARM INC	Common Stock	45,034	30,372
*	ALEXION PHARM INC	Common Stock	43,766	34,509
*	ALLISON TRANSMN HLDGS INC	Common Stock	16,577	17,945
*	ALPHABET INC CL A	Common Stock	34,438	109,819
*	ALPHABET INC CL C	Common Stock	54,003	140,630
*	AMAZON COM INC	Common Stock	37,360	224,166
*	AMER INTL GP INC NEW	Common Stock	76,210	59,066
*	AMERICA MOVIL SA DE CV ADR L	Common Stock	11,023	14,054
*	AMERICAN HOMES 4 RENT	Common Stock	50,780	72,388
*	AMETEK INC NEW	Common Stock	26,533	75,250
*	ANSYS INC	Common Stock	22,345	107,532
*	APPLE INC	Common Stock	66,778	369,309
*	APPLIED IND TECH INC	Common Stock	-	8,849
*	ARISTA NETWORKS INC	Common Stock	21,501	21,629
*	AUTOZONE INC	Common Stock	35,526	66,081
*	BARCLAYS PLC ADR	Common Stock	25,520	16,409
*	BASF SE SP ADR	Common Stock	20,611	17,604
*	BIC SA UNSPON ADR	Common Stock	16,381	12,409
*	BOEING CO	Common Stock	6,280	23,659
*	BP PLC ADS	Common Stock	20,122	17,178
*	BRISTOL MYERS SQUIBB CO	Common Stock	53,271	56,875
*	BROADCOM INC	Common Stock	30,288	32,714
*	CAMECO CORP	Common Stock	8,041	8,229
*	CARREFOUR SA SPONSORED ADR	Common Stock	37,817	32,910
*	CEMEX SAB DE CV	Common Stock	26,557	16,997
*	CHINA MOBILE LTD	Common Stock	22,159	17,760
*	CITIGROUP INC NEW	Common Stock	67,637	86,433
*	COCA COLA CO	Common Stock	74,131	84,782
*	COLFAX CORP	Common Stock	15,209	13,957
*	COMCAST CORP (NEW) CLASS A	Common Stock	60,972	65,739
*	COMCAST CORP (NEW) CLASS A	Common Stock	42,781	37,519
*	COMPAGNIE DE ST GOBAIN UNSP	Common Stock	25,754	21,576
*	CONAGRA BRANDS INC	Common Stock	20,309	22,767
*	CORTEVA INC	Common Stock	18,626	18,986
*	COSTCO WHOLESALE CORP NEW	Common Stock	60,244	112,175
*	COVETRUS INC	Common Stock	20,330	20,520
*	CREDIT SUISSE GROUP	Common Stock	37,678	23,541
*	CRH PLC ADR	Common Stock	13,287	15,788
*	CVS HEALTH CORP COM	Common Stock	37,860	34,620

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

Name of Plan:

► California Industrial Rubber Co., Inc. 401(k) Profit Sharing Plan

Employer Identification Number:► 94-1426954

For plan year (beginning/ending):► 03/01/2019 - 02/29/2020 Plan number:► 001

(a)	(b) Identity of issue, 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
*	DAI NIPPPN PRGT LTD JAPAN	Common Stock	8,339	9,806
*	DANAHER CORPORATION	Common Stock	17,328	77,206
*	DUPONT DE NEMOURS INC	Common Stock	24,675	15,616
*	DXC TECHNOLOGY COMPANY	Common Stock	29,520	16,491
*	ECOLAB INC	Common Stock	35,623	85,533
*	EDWARD LIFESCIENCES CORP	Common Stock	29,987	27,653
*	ELI LILLY & CO	Common Stock	51,064	78,453
*	EMBRAER S A ADR	Common Stock	34,319	22,525
*	ENEL CHILE SA SPD ADR	Common Stock	14,333	12,727
*	ENGIE SPONS ADR	Common Stock	39,343	32,540
*	ENI SPA AMER DEP RCPT	Common Stock	32,398	22,075
*	EPAM SYSTEMS	Common Stock	14,855	104,681
*	EQT CORPORATION COM NEW	Common Stock	18,773	10,965
*	EQUINIX INC COM PAR $0.001	Common Stock	42,078	45,251
*	EQUITABLE HLDGS INC	Common Stock	29,223	24,075
*	EURONET WORLDWIDE INC	Common Stock	27,637	23,444
*	EXELON CORP	Common Stock	37,562	47,249
*	FACEBOOK INC CL-A	Common Stock	135,417	171,683
*	FAIRFAX FIN HLDG SUB VTG	Common Stock	25,044	32,322
*	FIDELITY NATL INFORMATION SE	Common Stock	30,788	45,968
*	FIRST AMERICAN FINL CORP	Common Stock	22,034	23,925
*	FIRST PAC LTD SP ADR	Common Stock	20,792	6,365
*	FIVE9 INC COM	Common Stock	19,868	27,167
*	FOOT LOCKER INC	Common Stock	30,259	23,164
*	FORTINET INC	Common Stock	13,150	38,375
*	FORTIVE CORP	Common Stock	28,463	47,790
*	G4S PLC UNSPONS ADR	Common Stock	25,844	16,627
*	GATX CORP	Common Stock	15,793	22,675
*	GLAXOSMITHKLINE PLC ADR	Common Stock	49,067	44,137
*	GLOBUS MEDICAL INC A	Common Stock	25,022	30,485
*	GRAY TELEVISION CL B COM	Common Stock	15,548	18,958
*	HEIDELBERG CEMENT ADR	Common Stock	18,079	15,161
*	HONDA MOTOR COMPANY LTD AD	Common Stock	21,054	17,090
*	HONEYWELL INTERNATIONAL INC	Common Stock	20,164	55,138
*	HSBC HOLDINGS PLC SPON ADR NEW	Common Stock	11,383	9,836
*	IMPERIAL BRANDS PLC SPD ADR	Common Stock	27,184	16,695
*	INCYTE CORP	Common Stock	26,987	15,987
*	INSPIRE MEDICAL SYSTEMS INC.	Common Stock	14,838	17,517
*	INTERCONTINENTALEXCHANGE GROUP	Common Stock	24,217	80,744

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Schedule of Assets (Held At End of Year)

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For plan year (beginning/ending):► 03/01/2019 - 02/29/2020 Plan number:► 001

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*	INTESA SANPAOLO S.P.A. ADR	Common Stock	19,562	19,905
*	INTUIT INC	Common Stock	40,634	38,548
*	J SAINSBURY PLC SPON ADR NEW	Common Stock	29,204	18,806
*	JOHNSON & JOHNSON	Common Stock	75,045	116,056
*	JOHNSON CTLS INTL PLC	Common Stock	41,857	37,301
*	KEYCORP NEW	Common Stock	41,710	58,893
*	KINDER MORGAN INC	Common Stock	68,742	71,638
*	KINGFISHER PLC SPONS ADR NEW	Common Stock	36,070	21,722
*	KLA CORPORATION	Common Stock	24,434	33,662
*	LHC GRP	Common Stock	27,494	30,001
*	MARKS & SPENCER GRP PLC ADR	Common Stock	34,881	15,879
*	MARSH & MCLENNAN COS INC	Common Stock	32,533	30,532
*	MASTERCARD INC CL A	Common Stock	88,734	96,073
*	MERCK & CO INC NEW COM	Common Stock	17,821	48,080
*	MGIC INVT CORP	Common Stock	32,889	45,028
*	MICROSOFT CORP	Common Stock	116,716	337,953
*	MITSUBISHI TANBE PHRM CP ADR	Common Stock	32,159	37,508
*	MITSUBISHI UFJ FINCL GRP ADS	Common Stock	35,304	18,150
*	MOBILE TELESYSTEMS PJSC	Common Stock	8,874	11,465
*	MS&AD INS GROUP HLDGS ADR	Common Stock	18,475	22,859
*	MURPHY USA INC COM	Common Stock	16,218	24,180
*	NEOGENOMICS INC NEW	Common Stock	15,153	14,363
*	NETAPP INC COM	Common Stock	34,254	22,005
*	NISSAN MTR CO LTD SPND ADR	Common Stock	16,606	8,192
*	NOKIA CP ADR	Common Stock	18,208	13,657
*	NUCOR CORPORATION	Common Stock	22,863	19,517
*	NVIDIA CORPORATION	Common Stock	42,051	51,583
*	NXP SEMICONDUCTORS NV	Common Stock	5,796	8,072
*	ONEMAIN HLDGS INC	Common Stock	65,493	65,084
*	ORACLE CORP	Common Stock	36,669	45,899
*	ORANGE NEW	Common Stock	20,261	19,789
*	OVINTIV INC	Common Stock	61,002	17,302
*	OWENS CORNING INC	Common Stock	28,012	23,895
*	PACIRA BIOSCIENCES	Common Stock	18,338	16,571
*	PAYPAL HLDGS INC COM	Common Stock	33,013	47,840
*	PEBBLEBROOK HOTEL TR COM	Common Stock	23,818	20,735
*	PETROLEO BRASILEIRO SA ADR	Common Stock	3,039	9,920
*	PIONEER NATURAL RESOURCES CO	Common Stock	45,473	35,729
*	PJSC GAZPROM SPON ADR	Common Stock	7,363	8,266
*	POSCO ADS	Common Stock	7,235	6,527
*	PROGRESSIVE CORP OHIO	Common Stock	14,637	14,339

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Schedule of Assets (Held At End of Year)

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*	PUBLICIS GROUPE SA A	Common Stock	34,091	23,440
*	QUALCOMM INC	Common Stock	46,479	40,090
*	QUALCOMM INC	Common Stock	24,980	25,213
*	RENAULT S A ADR	Common Stock	15,320	5,290
*	REPSOL SA SPON ADR	Common Stock	21,538	15,462
*	REYNOLDS CONSUMER PRODS INC	Common Stock	29,092	29,600
*	ROSS STORES INC	Common Stock	22,183	111,826
*	SALESFORCE.COM,INC.	Common Stock	37,693	71,568
*	SANDERSON FARMS	Common Stock	18,281	21,747
*	SANOFI ADR	Common Stock	36,088	41,301
*	SCHLUMBERGER LTD	Common Stock	20,667	16,471
*	SCHNEIDER ELEC SA UNSP ADR	Common Stock	5,403	9,023
*	SERVICE CORP INTL	Common Stock	23,912	41,243
*	SERVICENOW INC	Common Stock	30,344	34,239
*	SHINHAN FINANCIAL GROUP CO LTD	Common Stock	12,012	8,049
*	SPROUTS FARMERS MARKET INC	Common Stock	43,601	36,370
*	STANLEY BLACK & DECKER INC	Common Stock	13,941	21,986
*	STRYKER CORP	Common Stock	68,195	89,387
*	SUMITOMO MITSUI TR HLDGS INC	Common Stock	17,166	16,835
*	SUNCOR ENERGY INC	Common Stock	61,712	58,760
*	SWATCH GROUP AG ADR THE UNSPON	Common Stock	22,978	16,597
*	SWISS RE LTD SPONSORED ADR	Common Stock	9,435	12,815
*	SYNCHRONY FINANCIAL	Common Stock	80,960	85,147
*	TAISHO PHARMA HOLD UNSP-ADR	Common Stock	18,779	14,758
*	TAKEDA PHARMACEUTCL CO LTD ADR	Common Stock	38,428	34,168
*	TELECOM ITALIA S P A NEW ADR	Common Stock	27,969	23,241
*	TESCO PLC SPONSORED ADR	Common Stock	20,655	22,241
*	TOTAL S A SPON ADR	Common Stock	17,814	14,581
*	TRANSDIGM GROUP INC	Common Stock	12,381	92,596
*	U S BANCORP COM NEW	Common Stock	56,991	52,477
*	UBS GROUP AG SHS	Common Stock	31,328	23,155
*	UNILEVER PLC	Common Stock	49,329	72,374
*	UNILEVER PLC (NEW) ADS	Common Stock	34,890	32,843
*	UNITEDHEALTH GP INC	Common Stock	48,197	103,259
*	V F CORP	Common Stock	26,534	51,768
*	VERISK ANALYTICS INC COM	Common Stock	25,060	56,150
*	VERIZON COMMUNICATIONS	Common Stock	91,396	91,151
*	VERTEX PHARMACEUTICALS	Common Stock	28,443	34,053
*	VIACOMCBS INC CL B	Common Stock	29,766	14,791
*	VISA INC CL A	Common Stock	13,200	123,415
*	VISTRA ENERGY CORP	Common Stock	28,776	23,403
*	VOYA FINL INC	Common Stock	31,426	40,112

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*	WASTE CONNECTIONS INC	Common Stock	66,737	145,024
*	WELLS FARGO & CO NEW	Common Stock	92,772	82,068
*	WESTERN DIGITAL CORPORATION	Common Stock	36,323	29,391
*	WEYERHAEUSER	Common Stock	29,089	32,787
*	WHEATON PRECIOUS METALS CORP	Common Stock	14,213	14,022
*	WM MORRISON SUPERMARKETS PLC	Common Stock	25,407	17,509
*	WPP PLC SPON NEW A	Common Stock	42,652	25,685
*	YETI HOLDINGS INC	Common Stock	19,998	21,145
*	PIA BBB BOND FD-COMPLETION SH	Mutual Fund	166,080	163,779
*	PIA MBS BOND-COMPLETION SH	Mutual Fund	109,676	108,328
*	Participant Loans	Int Rate 4.25 to 7.25%	190,488	190,488