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 01/01/2019 and ending 12/31/2019

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
FIBER INSTRUMENT SALES, INC. 401(K) PROFIT SHARING PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1992

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)
FIBER INSTRUMENT SALES, INC.

161 CLEAR ROAD
ORISKANY, NY 13424

2b Employer Identification Number (EIN) 16-1340858

2c Plan Sponsor's telephone number 315-736-2206

2d Business code (see instructions) 334610

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/09/2020	FRANK GIOTTO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/09/2020	FRANK GIOTTO
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:
a Sponsor's name
c Plan Name

4b EIN

4d PN

5 Total number of participants at the beginning of the plan year	**5**	386
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)**	313
a(2) Total number of active participants at the end of the plan year	**6a(2)**	296
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	70
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	366
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f Total. Add lines **6d** and **6e**.	**6f**	367
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	318
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	28
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2H 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)

(1)	[X]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	[X]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

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

a Pension Schedules

(1)	[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)	[X]	1	**A** (Insurance Information)
(4)	[ ]		**C** (Service Provider Information)
(5)	[ ]		**D** (DFE/Participating Plan Information)
(6)	[ ]		**G** (Financial Transaction Schedules)

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2019

This Form is Open to Public Inspection

For calendar plan year 2019 or fiscal plan year beginning 01/01/2019 and ending 12/31/2019

A Name of plan
FIBER INSTRUMENT SALES, 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
FIBER INSTRUMENT SALES, INC.

D Employer Identification Number (EIN)
16-1340858

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

1 Coverage Information:

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

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
13-3646501	86375	84124	328	01/01/2019	12/31/2019

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

(a) Total amount of commissions paid	**(b)** Total amount of fees paid
41145	4290

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

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

(b) Amount of sales and base commissions paid	Fees and other commissions paid		
	(c) Amount	**(d)** Purpose	**(e)** Organization code
41145		BROKER COMMISSION	3

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

(b) Amount of sales and base commissions paid	Fees and other commissions paid		
	(c) Amount	**(d)** Purpose	**(e)** Organization code
	4290	TPA FEE/COMPENSATION	5

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶ AS STATED BY CARRIER

b	Premiums paid to carrier	**6b**	0
c	Premiums due but unpaid at the end of the year	**6c**	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount. Specify nature of costs ▶	**6d**	

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

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

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

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

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

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

a ☐ Health (other than dental or vision) **b** ☐ Dental **c** ☐ Vision **d** ☐ Life insurance

e ☐ Temporary disability (accident and sickness) **f** ☐ Long-term disability **g** ☐ Supplemental unemployment **h** ☐ Prescription drug

i ☐ Stop loss (large deductible) **j** ☐ HMO contract **k** ☐ PPO contract **l** ☐ Indemnity contract

m ☐ Other (specify) ▶

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE 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 01/01/2019 and ending 12/31/2019

A Name of plan
FIBER INSTRUMENT SALES, 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
FIBER INSTRUMENT SALES, INC.

D Employer Identification Number (EIN)
16-1340858

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		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	139533	144904
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	204155	227521
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	95237	131906
(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)	154211	141452
(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)	8687374	10694816
(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	9280510	11340599
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k		
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	9280510	11340599

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)	274304	
	(B) Participants	2a(1)(B)	523792	
	(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)		798096
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	6613	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		6613
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	65085	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		65085
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		

		(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)		1757468
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		2627262
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	560027	
(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)		560027
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)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	7146	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		7146
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		567173
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		2060089
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) ☐ 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 ☐ No

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

(1) Name: FIRLEY,MORAN,FREER AND EASSA,CPA,PC **(2)** EIN: 16-1148763

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		1000000
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 01/01/2019 and ending 12/31/2019

A Name of plan
FIBER INSTRUMENT SALES, 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
FIBER INSTRUMENT SALES, INC.

D Employer Identification Number (EIN)
16-1340858

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): 13-3646501 06-0974148

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_____

Audited Financial Statements

FIBER INSTRUMENT SALES, INC.
401(k) PROFIT SHARING PLAN

December 31, 2019

Audited Financial Statements

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

December 31, 2019

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Firley, Moran, Freer & Eassa, CPA, P.C.

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INDEPENDENT AUDITOR'S REPORT

To the Plan Trustees
Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan
Oriskany, New York

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management'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 audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA), the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note C, which was certified or provided by John Hancock Life Insurance Company of New York ("John Hancock"), one of the custodians of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that this custodian holds Plan assets and executes transactions. The Plan Administrator has obtained certifications from this custodian as of December 31, 2019 and 2018, and for the years then ended, that the information provided to the Plan Administrator by this custodian is complete and accurate.

An Independently Owned Member, RSM US Alliance

RSM US Alliance member firms are separate and independent businesses and legal entities that are responsible for their own acts and omissions, and each are separate and independent from RSM US LLP. RSM US LLP is the U.S. member firm of RSM International, a global network of independent audit, tax, and consulting firms. Members of RSM US Alliance have access to RSM International resources through RSM US LLP but are not member firms of RSM International.

Disclaimer of Opinion

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

Other Matter

The supplemental schedule of assets (held at end of year) at December 31, 2019 and schedule of delinquent participant contributions at December 31, 2019, are required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and are presented for the purposes of additional analysis and are not a required part of the financial statements. These supplemental schedules are the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules.

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

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified or provided by John Hancock, 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Kirley, Moran, Green & Esso, CPA, P.C.

Syracuse, New York
October 7, 2020

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

	December 31, 2019	December 31, 2018
ASSETS		
Participant directed investments, at fair value:		
Interest-bearing cash	$ 227,521	$ 204,155
Shares in registered investment companies	10,694,816	8,687,374
Common stocks	131,906	95,237
TOTAL INVESTMENTS	11,054,243	8,986,766
Receivables:		
Employer profit sharing contribution	144,904	139,533
Notes from participants	141,452	154,211
TOTAL RECEIVABLES	286,356	293,744
TOTAL ASSETS	11,340,599	9,280,510
LIABILITIES	-0-	-0-
NET ASSETS AVAILABLE FOR BENEFITS	$ 11,340,599	$ 9,280,510

See notes to financial statements.

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

	Year ended December 31, 2019	2018
ADDITIONS		
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	$ 1,757,468	$ -0-
Interest and dividends	65,085	67,677
	1,822,553	67,677
Interest income on receivables--notes from participants	6,613	6,205
Contributions:		
Employer	274,304	264,806
Participants' salary deferrals	523,792	505,821
Participants' rollovers	-0-	10,084
	798,096	780,711
TOTAL ADDITIONS	2,627,262	854,593
DEDUCTIONS		
Deductions from net assets attributed to:		
Net depreciation in fair value of investments	-0-	613,814
Benefits paid to participants	560,027	533,031
Administrative fees	7,146	6,814
TOTAL DEDUCTIONS	567,173	1,153,659
NET INCREASE (DECREASE)	2,060,089	(299,066)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	9,280,510	9,579,576
END OF YEAR	$11,340,599	$9,280,510

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

December 31, 2019 and 2018

NOTE A--DESCRIPTION OF THE PLAN

The following description of the Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan covering substantially all employees of Fiber Instrument Sales, Inc., The Light Connection, Inc., Force Guided Relays International, Inc., Energy Efficient Products, Inc., Molding Solutions, Inc., Horsht, LLC, Mini Motel, Inc., FIS Blue, Inc., Cowsht, Inc. and Fermer Precision, Inc. (collectively referred to as the "Company" or the "Plan Sponsor") who are age twenty-one or older and have completed one year of service. A one year service requirement is also required to receive Company matching and discretionary profit sharing contributions. An employee is eligible to participate in the elective deferral, Company matching and Company discretionary profit sharing features of the Plan on the first day of January or the date six months later, coinciding with or next following the date the employee meets the one year service requirement. Effective March 19, 2018, the Plan was amended to reduce the service requirement to six months and require employees to be full-time, as defined by the Plan, in addition to attaining the age requirement as previously described, to participate in the Plan. The Plan is subject to the provisions of ERISA. The Trustees are responsible for oversight of the Plan and determine the appropriateness of the Plan's investment offerings and monitor investment performance.

Contributions: Participants may contribute tax-deferred and after-tax (Roth) dollars into the Plan ("elective deferral contributions") based on the lesser of 100% of annual compensation or $19,000 and $18,500 in 2019 and 2018, respectively. Contributions are subject to limitations determined by the Internal Revenue Service (IRS). Additionally, if a participant has or is projected to attain age 50 before the end of the Plan year, the participant may make "catch-up" contributions as determined by the IRS. Total contributions to a participant's account cannot exceed the lesser of 100% of a participant's annual compensation or $56,000 ($62,000 including catch-up contributions) for 2019 and $55,000 ($61,000 including catch-up contributions) for 2018. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution retirement plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

The Company's matching contribution amounted to 25% of employee contributions (including catch-up contributions), limited to 5% of the participant's eligible compensation for the Plan years 2019 and 2018. Matching contributions totaled $129,400 and $124,885 for 2019 and 2018, respectively. The Company's discretionary profit sharing contribution was equal to 2% of eligible compensation, as defined by the Plan. Discretionary profit sharing contributions totaled $144,904 and $139,921 for 2019 and 2018, respectively.

NOTE A--DESCRIPTION OF THE PLAN--Continued

Participant Accounts: Each participant's account is credited with elective deferral contributions, Company matching contributions, Company discretionary profit sharing contributions and Plan earnings and charged with Plan losses. Plan earnings and losses are allocated based on account balances. Plan administrative expenses are deducted from Plan earnings and losses before those earnings and losses are credited to participants' accounts. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their elective deferral contributions plus actual earnings thereon. Vesting in the Company's matching and discretionary profit sharing contribution portion of their accounts plus actual earnings thereon is as follows:

Years of Service	Vesting Percentage
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

Receivables--Notes From Participants: Participants may borrow from their vested accounts a minimum of $1,000. The maximum amount of all loans outstanding cannot exceed the lesser of 50% of the vested account balance or $50,000 reduced by the highest outstanding loan balance at any time in the previous twelve months. The loans are secured by the balance in the participant's account and bear interest at a rate determined by the Plan Administrator (currently ranging from 3.25-5.50%). Participants are permitted to have only one loan outstanding at a time. Principal and interest are paid ratably through weekly payroll deductions over a period not to exceed five years, unless the loan is for the purpose of acquiring a principal residence, then the maximum period shall be fifteen years.

Payment of Benefits: On termination of service due to death, disability or retirement, a participant will receive a lump-sum amount equal to the value of the participant's vested interest in his or her account. If a participant's vested account balance is $1,000 or less, the Plan may elect to automatically make a mandatory distribution following the participant's termination date.

Forfeited Accounts: At December 31, 2019 and 2018, forfeited non-vested accounts totaled $71,384 and $59,614, respectively. These accounts are used to reduce employer non-elective contributions and employer matching contributions, in a nondiscriminatory manner at the discretion of the Plan Administrator.

NOTE B--SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting: The financial statements of the Plan are prepared on 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 requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the custodians. See Note E 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 and depreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Receivables--Notes From Participants: Notes from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income on receivables--notes from participants is recorded on the accrual basis. Related fees are expensed when incurred. No allowance for credit losses has been recorded at December 31, 2019 and 2018. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits: Benefits are recorded when paid.

Events Occurring After Report Date: The Plan Administrator has evaluated events and transactions that occurred between December 31, 2019 and October 7, 2020, which is the date the financial statements were available to be issued, for possible disclosure and recognition in the financial statements. Other than the event disclosed in Note J, there were no such events or transactions identified by Plan management.

NOTE C--INVESTMENTS--INFORMATION CERTIFIED BY JOHN HANCOCK LIFE INSURANCE COMPANY OF NEW YORK (UNAUDITED)

The following is a summary of the Plan's asset information as of and for the years ended December 31, 2019 and 2018, included throughout the Plan's financial statements and supplemental schedule of assets held at end of year, that were prepared by or derived from the information prepared by John Hancock, one of the custodians of the Plan, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from John Hancock that such information provided to the Plan Administrator by this custodian related to the following assets is complete and accurate to the best of their knowledge. Accordingly, as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following assets.

	December 31, 2019	December 31, 2018
Participant directed investments, at fair value:		
Interest-bearing cash	$ 162,690	$ 141,503
Shares in registered investment companies	8,972,753	7,270,694
	9,135,443	7,412,197
Receivables--notes from participants	141,452	154,211
	$ 9,276,895	$ 7,566,408

John Hancock also certified to the completeness and accuracy of $1,467,804 and $(468,315) of net appreciation (depreciation) in fair value of investments, $66 and $35 in interest and dividends, and $6,613 and $6,205 in interest income on receivables--notes from participants for the years ending December 31, 2019 and 2018, respectively.

NOTE D--INVESTMENTS--ROYAL ALLIANCE (NOT CERTIFIED)

The Plan also has investments held at Royal Alliance in self-directed brokerage accounts totaling $1,918,800 and $1,574,569 as of December 31, 2019 and 2018, respectively. Net appreciation and (depreciation) in fair value of investments totaled $289,664 and $(145,499) and interest and dividends totaled $65,019 and $67,642 as of December 31, 2019 and 2018, respectively. Royal Alliance has not certified to the completeness and accuracy of these investments or to the activity generated from these investments for the years ending December 31, 2019 and 2018.

NOTE D--INVESTMENTS--ROYAL ALLIANCE (NOT CERTIFIED)--Continued

The following table presents the investments held at Royal Alliance in self-directed brokerage accounts at December 31, 2019 and 2018, at fair value:

	December 31, 2019	2018
Investments, at fair value:		
Interest-bearing cash	$ 64,831	$ 62,652
Shares in registered investment companies	1,722,063	1,416,680
Common stocks	131,906	95,237
	$ 1,918,800	$ 1,574,569

NOTE E--FAIR VALUE MEASUREMENTS

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under the Financial Accounting Standards Board Accounting Standards Codification Topic 820, "Fair Value Measurements and Disclosures", are described as follows:

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

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- 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 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

NOTE E--FAIR VALUE MEASUREMENTS--Continued

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2019 and 2018.

- Interest-bearing cash: The fair value of interest-bearing cash approximates carrying value due to the nature of the instrument.

- Shares in registered investment companies: Valued at the daily closing price as reported by the registered investment companies. The registered investment companies are open-ended and are registered with the Securities and Exchange Commission. Registered investment companies are required to publish their daily net asset value and transact at that price. The shares held in registered investment companies are deemed to be actively traded.

- Common stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value:

	Investments at Fair Value December 31, 2019			
	Level 1	Level 2	Level 3	Total
Interest-bearing cash	$ 227,521	$ -0-	$ -0-	$ 227,521
Shares in registered investment companies	10,694,816	-0-	-0-	10,694,816
Common stocks	131,906	-0-	-0-	131,906
Total investments at fair value	$11,054,243	$ -0-	$ -0-	$11,054,243

NOTE E--FAIR VALUE MEASUREMENTS--Continued

	Investments at Fair Value December 31, 2018			
	Level 1	Level 2	Level 3	Total
Interest-bearing cash	$ 204,155	$ -0-	$ -0-	$ 204,155
Shares in registered investment companies	8,687,374	-0-	-0-	8,687,374
Common stocks	95,237	-0-	-0-	95,237
Total investments at fair value	$8,986,766	$ -0-	$ -0-	$8,986,766

NOTE F--RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

The Plan has not considered Company contributions to the Plan or benefits paid by the Plan to participants as party in interest transactions.

John Hancock and Royal Alliance are the Plan's custodians, as defined by the Plan and, therefore, transactions with these parties qualify as party in interest transactions. Fees paid by the Plan for investment management and contract administration services are customary for the services provided. Fees paid by the Plan for these services totaled $7,146 and $6,814 for the years ending December 31, 2019 and 2018, respectively.

Recordkeeping expenses are paid directly by the Plan Sponsor and amounted to $1,700 and $1,600 for the years ending December 31, 2019 and 2018, respectively. These expenses have been excluded from these financial statements.

John Hancock provides certain administrative services to the Plan pursuant to a Service and Expense Agreement between the Company and John Hancock. John Hancock receives revenue from the registered investment company service providers for services John Hancock provides to these funds. This revenue is used to offset certain amounts owed to John Hancock for its administrative services to the Plan. During the years ending December 31, 2019 and 2018, the excess revenues received by the Plan amounted to $8,386 and $7,708, respectively.

The Plan Administrator believes all party in interest transactions qualify for either statutory or administrative exemption from the prohibited transaction rules under ERISA.

NOTE G--PLAN TERMINATION

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

NOTE H--TAX STATUS

The Plan adopted a non-standardized form of a prototype plan sponsored by Omega, Inc. The prototype plan has received a favorable determination letter dated March 31, 2014 from the IRS as to the prototype plan's qualified status. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes the Plan is designed, and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code (IRC) and therefore, believe that the Plan is qualified and the related trust is tax-exempt. The Plan also allows for certain individuals to invest their retirement funds in self-directed brokerage accounts. The Plan Administrator believes that with regard to these investment options, the Plan is currently designed and being operated in compliance with the applicable provisions of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2016.

NOTE I--DELINQUENT PARTICIPANT CONTRIBUTIONS

During 2018, contributions totaling $2,000 were not remitted to the Plan within the time period prescribed by DOL regulations. The Plan Sponsor has calculated and remitted lost earnings to the plan in accordance with applicable regulations.

NOTE J--RISKS AND UNCERTAINTIES AND SUBSEQUENT EVENT

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

On March 11, 2020, the World Health Organization declared COVID-19 a pandemic. The COVID-19 pandemic and resulting global disruptions have caused significant economic uncertainty and volatility in financial markets. The impact of COVID-19 continues to evolve rapidly and the Plan is not able at this time to estimate its full impact on the Plan's financial statements.

SCHEDULE H, LINE 4a--SCHEDULE OF DELINQUENT
PARTICIPANT CONTRIBUTIONS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

Year	Participant Contributions Transferred Late To Plan		Total That Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
	Loan Proceeds Included?	Participant Contribution Amount	Contribution Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Corrections in VFCP	
2018	☐	$ 2,000	$ -0-	$ 2,000	$ -0-	$ -0-

SCHEDULE H, LINE 4i--SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

(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
		Shares/Units	Other Information		
	Money Market Fund	162,690			$ 162,690
					162,690
	Shares in Registered Investment Companies				
	10 Year Guaranteed Interest Account	4,031	Shares in Registered Investment Company		4,031
	5 Year Guaranteed Interest Account	818	Shares in Registered Investment Company		818
	3 Year Guaranteed Interest Account	5,804	Shares in Registered Investment Company		5,804
	American Balanced Fund	3,684	Shares in Registered Investment Company		158,823
	American Century Heritage	961	Shares in Registered Investment Company		47,849
	AMG Managers Fairpointe MidCap	56	Shares in Registered Investment Company		3,403
	Blue Chip Growth Fund	1,646	Shares in Registered Investment Company		118,231
	DFA Inflation-Protected Sec	3,132	Shares in Registered Investment Company		42,902
	DFA US Small Cap Fund	73	Shares in Registered Investment Company		3,627
	DFA US Targeted Value Fund	110	Shares in Registered Investment Company		3,791
	Dodge & Cox International St	831	Shares in Registered Investment Company		42,146
	Equity Income Fund	2,221	Shares in Registered Investment Company		88,815
	Euro Pacific Growth Fund	287	Shares in Registered Investment Company		21,891
	Fidelity Adv Total Bond	5,973	Shares in Registered Investment Company		72,492
	Fidelity Contra Fund	31	Shares in Registered Investment Company		6,490
	Fundamental Investors	62	Shares in Registered Investment Company		6,220
	Global Bond Fund	7,952	Shares in Registered Investment Company		182,691
	High Yield Fund	2,276	Shares in Registered Investment Company		48,233
	International Value Fund	2,541	Shares in Registered Investment Company		54,738
	Intl Equity Index Fund	1,617	Shares in Registered Investment Company		44,092
	Templeton Foreign Smaller Co.	50	Shares in Registered Investment Company		1,620
	Invesco Small Cap Growth	874	Shares in Registered Investment Company		75,868
	Investment Company of America	1,829	Shares in Registered Investment Company		143,351
*	J H Bond Fund	10,491	Shares in Registered Investment Company		185,824
*	J H Disciplined Value Mid Cap	944	Shares in Registered Investment Company		28,977
*	J H Multi-Index Aggressive LS	21,729	Shares in Registered Investment Company		339,984
*	J H Multi-Index Growth LS	130,960	Shares in Registered Investment Company		1,946,155
*	J H Multi-Index Balanced LS	121,434	Shares in Registered Investment Company		1,708,196
*	J H Multi-Index Moderate LS	87,147	Shares in Registered Investment Company		1,153,504
*	J H Multi-Index Conserv LS	22,771	Shares in Registered Investment Company		284,226
*	J H Multi-Index 2060 Lifetime	2,415	Shares in Registered Investment Company		35,151
*	J H Multi-Index 2055 Lifetime	3,501	Shares in Registered Investment Company		53,456
*	J H Multi-Index 2050 Lifetime	8,681	Shares in Registered Investment Company		133,542
*	J H Multi-Index 2045 Lifetime	9,101	Shares in Registered Investment Company		139,653
*	J H Multi-Index 2040 Lifetime	5,198	Shares in Registered Investment Company		79,815
*	J H Multi-Index 2035 Lifetime	3,461	Shares in Registered Investment Company		52,189
*	J H Multi-Index 2030 Lifetime	21,246	Shares in Registered Investment Company		313,176
*	J H Multi-Index 2025 Lifetime	7,616	Shares in Registered Investment Company		108,786
*	J H Multi-Index 2020 Lifetime	11,374	Shares in Registered Investment Company		156,788
*	J H Multi-Index 2010 Lifetime	3,738	Shares in Registered Investment Company		48,648
	JPMorgan US Equity Fund	475	Shares in Registered Investment Company		11,192
	Mid Cap Index Fund	1,883	Shares in Registered Investment Company		97,246
	Mid Cap Stock Fund	196	Shares in Registered Investment Company		9,820
			Shares in Registered Investment Companies Subtotal		$ 8,064,254

SCHEDULE H, LINE 4i--SCHEDULE OF ASSETS (HELD AT END OF YEAR)--Continued

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

(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
		Shares/Units	Other Information		
			Shares in Registered Investment Companies Balance Forward		$ 8,064,254
	Shares in Registered Investment Companies--Continued				
	Mutual Global Discovery	820	Shares in Registered Investment Company		47,993
	New World Fund	65	Shares in Registered Investment Company		5,472
	Parnassus Core Equity Fund	762	Shares in Registered Investment Company		57,978
	PIMCO Real Return	2	Shares in Registered Investment Company		27
	Real Est. Securities Fund	124	Shares in Registered Investment Company		4,729
	Royce Opportunity	134	Shares in Registered Investment Company		3,807
	Science & Technology Fund	232	Shares in Registered Investment Company		13,502
	Small Cap Value Fund	750	Shares in Registered Investment Company		38,827
	Strategic Income Opp Fund	53	Shares in Registered Investment Company		1,391
	T. Rowe Price Health Sci	362	Shares in Registered Investment Company		54,261
	T. Rowe Price New Era Fund	570	Shares in Registered Investment Company		20,098
	T. Rowe Price Small Cap Value Fund	800	Shares in Registered Investment Company		79,890
	T. Rowe Price Cap Appreciation	1	Shares in Registered Investment Company		3
	The Growth Fund of America Class A	3,524	Shares in Registered Investment Company		319,412
	Tocqueville Gold Fund	243	Shares in Registered Investment Company		9,764
	Total Bond Market Fund	1	Shares in Registered Investment Company		3
	Total Stock Market Index Fund	79	Shares in Registered Investment Company		2,729
	Utilities Fund	93	Shares in Registered Investment Company		3,415
	Vanguard Small Cap Grow Index	396	Shares in Registered Investment Company		21,144
	Vanguard Short Term Federal	66	Shares in Registered Investment Company		822
	Washington Mutual Investors Fund	2,352	Shares in Registered Investment Company		203,321
	500 Index Fund	618	Shares in Registered Investment Company		19,911
					8,972,753
	Self-directed brokerage accounts				
	Royal Alliance		Brokerage Accounts		1,918,800
	Other				
*	Receivables--notes from participants		3.25% - 5.50%		141,452
					$ 11,195,695

* Represents party in interest

Audited Financial Statements

FIBER INSTRUMENT SALES, INC.
401(k) PROFIT SHARING PLAN

December 31, 2019

Audited Financial Statements

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

December 31, 2019

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INDEPENDENT AUDITOR'S REPORT

To the Plan Trustees
Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan
Oriskany, New York

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management'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 audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA), the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note C, which was certified or provided by John Hancock Life Insurance Company of New York ("John Hancock"), one of the custodians of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that this custodian holds Plan assets and executes transactions. The Plan Administrator has obtained certifications from this custodian as of December 31, 2019 and 2018, and for the years then ended, that the information provided to the Plan Administrator by this custodian is complete and accurate.

An Independently Owned Member, RSM US Alliance

RSM US Alliance member firms are separate and independent businesses and legal entities that are responsible for their own acts and omissions, and each are separate and independent from RSM US LLP. RSM US LLP is the U.S. member firm of RSM International, a global network of independent audit, tax, and consulting firms. Members of RSM US Alliance have access to RSM International resources through RSM US LLP but are not member firms of RSM International.

Disclaimer of Opinion

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

Other Matter

The supplemental schedule of assets (held at end of year) at December 31, 2019 and schedule of delinquent participant contributions at December 31, 2019, are required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and are presented for the purposes of additional analysis and are not a required part of the financial statements. These supplemental schedules are the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules.

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

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified or provided by John Hancock, 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Kirley, Moran, Green & Esso, CPA, P.C.

Syracuse, New York
October 7, 2020

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

	December 31, 2019	December 31, 2018
ASSETS		
Participant directed investments, at fair value:		
Interest-bearing cash	$ 227,521	$ 204,155
Shares in registered investment companies	10,694,816	8,687,374
Common stocks	131,906	95,237
TOTAL INVESTMENTS	11,054,243	8,986,766
Receivables:		
Employer profit sharing contribution	144,904	139,533
Notes from participants	141,452	154,211
TOTAL RECEIVABLES	286,356	293,744
TOTAL ASSETS	11,340,599	9,280,510
LIABILITIES	-0-	-0-
NET ASSETS AVAILABLE FOR BENEFITS	$ 11,340,599	$ 9,280,510

See notes to financial statements.

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

	Year ended December 31, 2019	2018
ADDITIONS		
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	$ 1,757,468	$ -0-
Interest and dividends	65,085	67,677
	1,822,553	67,677
Interest income on receivables--notes from participants	6,613	6,205
Contributions:		
Employer	274,304	264,806
Participants' salary deferrals	523,792	505,821
Participants' rollovers	-0-	10,084
	798,096	780,711
TOTAL ADDITIONS	2,627,262	854,593
DEDUCTIONS		
Deductions from net assets attributed to:		
Net depreciation in fair value of investments	-0-	613,814
Benefits paid to participants	560,027	533,031
Administrative fees	7,146	6,814
TOTAL DEDUCTIONS	567,173	1,153,659
NET INCREASE (DECREASE)	2,060,089	(299,066)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	9,280,510	9,579,576
END OF YEAR	$11,340,599	$9,280,510

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

December 31, 2019 and 2018

NOTE A--DESCRIPTION OF THE PLAN

The following description of the Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan covering substantially all employees of Fiber Instrument Sales, Inc., The Light Connection, Inc., Force Guided Relays International, Inc., Energy Efficient Products, Inc., Molding Solutions, Inc., Horsht, LLC, Mini Motel, Inc., FIS Blue, Inc., Cowsht, Inc. and Fermer Precision, Inc. (collectively referred to as the "Company" or the "Plan Sponsor") who are age twenty-one or older and have completed one year of service. A one year service requirement is also required to receive Company matching and discretionary profit sharing contributions. An employee is eligible to participate in the elective deferral, Company matching and Company discretionary profit sharing features of the Plan on the first day of January or the date six months later, coinciding with or next following the date the employee meets the one year service requirement. Effective March 19, 2018, the Plan was amended to reduce the service requirement to six months and require employees to be full-time, as defined by the Plan, in addition to attaining the age requirement as previously described, to participate in the Plan. The Plan is subject to the provisions of ERISA. The Trustees are responsible for oversight of the Plan and determine the appropriateness of the Plan's investment offerings and monitor investment performance.

Contributions: Participants may contribute tax-deferred and after-tax (Roth) dollars into the Plan ("elective deferral contributions") based on the lesser of 100% of annual compensation or $19,000 and $18,500 in 2019 and 2018, respectively. Contributions are subject to limitations determined by the Internal Revenue Service (IRS). Additionally, if a participant has or is projected to attain age 50 before the end of the Plan year, the participant may make "catch-up" contributions as determined by the IRS. Total contributions to a participant's account cannot exceed the lesser of 100% of a participant's annual compensation or $56,000 ($62,000 including catch-up contributions) for 2019 and $55,000 ($61,000 including catch-up contributions) for 2018. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution retirement plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

The Company's matching contribution amounted to 25% of employee contributions (including catch-up contributions), limited to 5% of the participant's eligible compensation for the Plan years 2019 and 2018. Matching contributions totaled $129,400 and $124,885 for 2019 and 2018, respectively. The Company's discretionary profit sharing contribution was equal to 2% of eligible compensation, as defined by the Plan. Discretionary profit sharing contributions totaled $144,904 and $139,921 for 2019 and 2018, respectively.

NOTE A--DESCRIPTION OF THE PLAN--Continued

Participant Accounts: Each participant's account is credited with elective deferral contributions, Company matching contributions, Company discretionary profit sharing contributions and Plan earnings and charged with Plan losses. Plan earnings and losses are allocated based on account balances. Plan administrative expenses are deducted from Plan earnings and losses before those earnings and losses are credited to participants' accounts. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their elective deferral contributions plus actual earnings thereon. Vesting in the Company's matching and discretionary profit sharing contribution portion of their accounts plus actual earnings thereon is as follows:

Years of Service	Vesting Percentage
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

Receivables--Notes From Participants: Participants may borrow from their vested accounts a minimum of $1,000. The maximum amount of all loans outstanding cannot exceed the lesser of 50% of the vested account balance or $50,000 reduced by the highest outstanding loan balance at any time in the previous twelve months. The loans are secured by the balance in the participant's account and bear interest at a rate determined by the Plan Administrator (currently ranging from 3.25-5.50%). Participants are permitted to have only one loan outstanding at a time. Principal and interest are paid ratably through weekly payroll deductions over a period not to exceed five years, unless the loan is for the purpose of acquiring a principal residence, then the maximum period shall be fifteen years.

Payment of Benefits: On termination of service due to death, disability or retirement, a participant will receive a lump-sum amount equal to the value of the participant's vested interest in his or her account. If a participant's vested account balance is $1,000 or less, the Plan may elect to automatically make a mandatory distribution following the participant's termination date.

Forfeited Accounts: At December 31, 2019 and 2018, forfeited non-vested accounts totaled $71,384 and $59,614, respectively. These accounts are used to reduce employer non-elective contributions and employer matching contributions, in a nondiscriminatory manner at the discretion of the Plan Administrator.

NOTE B--SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting: The financial statements of the Plan are prepared on 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 requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the custodians. See Note E 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 and depreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Receivables--Notes From Participants: Notes from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income on receivables--notes from participants is recorded on the accrual basis. Related fees are expensed when incurred. No allowance for credit losses has been recorded at December 31, 2019 and 2018. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits: Benefits are recorded when paid.

Events Occurring After Report Date: The Plan Administrator has evaluated events and transactions that occurred between December 31, 2019 and October 7, 2020, which is the date the financial statements were available to be issued, for possible disclosure and recognition in the financial statements. Other than the event disclosed in Note J, there were no such events or transactions identified by Plan management.

NOTE C--INVESTMENTS--INFORMATION CERTIFIED BY JOHN HANCOCK LIFE INSURANCE COMPANY OF NEW YORK (UNAUDITED)

The following is a summary of the Plan's asset information as of and for the years ended December 31, 2019 and 2018, included throughout the Plan's financial statements and supplemental schedule of assets held at end of year, that were prepared by or derived from the information prepared by John Hancock, one of the custodians of the Plan, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from John Hancock that such information provided to the Plan Administrator by this custodian related to the following assets is complete and accurate to the best of their knowledge. Accordingly, as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following assets.

	December 31, 2019	December 31, 2018
Participant directed investments, at fair value:		
Interest-bearing cash	$ 162,690	$ 141,503
Shares in registered investment companies	8,972,753	7,270,694
	9,135,443	7,412,197
Receivables--notes from participants	141,452	154,211
	$ 9,276,895	$ 7,566,408

John Hancock also certified to the completeness and accuracy of $1,467,804 and $(468,315) of net appreciation (depreciation) in fair value of investments, $66 and $35 in interest and dividends, and $6,613 and $6,205 in interest income on receivables--notes from participants for the years ending December 31, 2019 and 2018, respectively.

NOTE D--INVESTMENTS--ROYAL ALLIANCE (NOT CERTIFIED)

The Plan also has investments held at Royal Alliance in self-directed brokerage accounts totaling $1,918,800 and $1,574,569 as of December 31, 2019 and 2018, respectively. Net appreciation and (depreciation) in fair value of investments totaled $289,664 and $(145,499) and interest and dividends totaled $65,019 and $67,642 as of December 31, 2019 and 2018, respectively. Royal Alliance has not certified to the completeness and accuracy of these investments or to the activity generated from these investments for the years ending December 31, 2019 and 2018.

NOTE D--INVESTMENTS--ROYAL ALLIANCE (NOT CERTIFIED)--Continued

The following table presents the investments held at Royal Alliance in self-directed brokerage accounts at December 31, 2019 and 2018, at fair value:

	December 31, 2019	2018
Investments, at fair value:		
Interest-bearing cash	$ 64,831	$ 62,652
Shares in registered investment companies	1,722,063	1,416,680
Common stocks	131,906	95,237
	$ 1,918,800	$ 1,574,569

NOTE E--FAIR VALUE MEASUREMENTS

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under the Financial Accounting Standards Board Accounting Standards Codification Topic 820, "Fair Value Measurements and Disclosures", are described as follows:

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

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- 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 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

NOTE E--FAIR VALUE MEASUREMENTS--Continued

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2019 and 2018.

- Interest-bearing cash: The fair value of interest-bearing cash approximates carrying value due to the nature of the instrument.

- Shares in registered investment companies: Valued at the daily closing price as reported by the registered investment companies. The registered investment companies are open-ended and are registered with the Securities and Exchange Commission. Registered investment companies are required to publish their daily net asset value and transact at that price. The shares held in registered investment companies are deemed to be actively traded.

- Common stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value:

	Investments at Fair Value December 31, 2019			
	Level 1	Level 2	Level 3	Total
Interest-bearing cash	$ 227,521	$ -0-	$ -0-	$ 227,521
Shares in registered investment companies	10,694,816	-0-	-0-	10,694,816
Common stocks	131,906	-0-	-0-	131,906
Total investments at fair value	$11,054,243	$ -0-	$ -0-	$11,054,243

NOTE E--FAIR VALUE MEASUREMENTS--Continued

	Investments at Fair Value December 31, 2018			
	Level 1	Level 2	Level 3	Total
Interest-bearing cash	$ 204,155	$ -0-	$ -0-	$ 204,155
Shares in registered investment companies	8,687,374	-0-	-0-	8,687,374
Common stocks	95,237	-0-	-0-	95,237
Total investments at fair value	$8,986,766	$ -0-	$ -0-	$8,986,766

NOTE F--RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

The Plan has not considered Company contributions to the Plan or benefits paid by the Plan to participants as party in interest transactions.

John Hancock and Royal Alliance are the Plan's custodians, as defined by the Plan and, therefore, transactions with these parties qualify as party in interest transactions. Fees paid by the Plan for investment management and contract administration services are customary for the services provided. Fees paid by the Plan for these services totaled $7,146 and $6,814 for the years ending December 31, 2019 and 2018, respectively.

Recordkeeping expenses are paid directly by the Plan Sponsor and amounted to $1,700 and $1,600 for the years ending December 31, 2019 and 2018, respectively. These expenses have been excluded from these financial statements.

John Hancock provides certain administrative services to the Plan pursuant to a Service and Expense Agreement between the Company and John Hancock. John Hancock receives revenue from the registered investment company service providers for services John Hancock provides to these funds. This revenue is used to offset certain amounts owed to John Hancock for its administrative services to the Plan. During the years ending December 31, 2019 and 2018, the excess revenues received by the Plan amounted to $8,386 and $7,708, respectively.

The Plan Administrator believes all party in interest transactions qualify for either statutory or administrative exemption from the prohibited transaction rules under ERISA.

NOTE G--PLAN TERMINATION

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

NOTE H--TAX STATUS

The Plan adopted a non-standardized form of a prototype plan sponsored by Omega, Inc. The prototype plan has received a favorable determination letter dated March 31, 2014 from the IRS as to the prototype plan's qualified status. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes the Plan is designed, and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code (IRC) and therefore, believe that the Plan is qualified and the related trust is tax-exempt. The Plan also allows for certain individuals to invest their retirement funds in self-directed brokerage accounts. The Plan Administrator believes that with regard to these investment options, the Plan is currently designed and being operated in compliance with the applicable provisions of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2016.

NOTE I--DELINQUENT PARTICIPANT CONTRIBUTIONS

During 2018, contributions totaling $2,000 were not remitted to the Plan within the time period prescribed by DOL regulations. The Plan Sponsor has calculated and remitted lost earnings to the plan in accordance with applicable regulations.

NOTE J--RISKS AND UNCERTAINTIES AND SUBSEQUENT EVENT

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

On March 11, 2020, the World Health Organization declared COVID-19 a pandemic. The COVID-19 pandemic and resulting global disruptions have caused significant economic uncertainty and volatility in financial markets. The impact of COVID-19 continues to evolve rapidly and the Plan is not able at this time to estimate its full impact on the Plan's financial statements.

SCHEDULE H, LINE 4a--SCHEDULE OF DELINQUENT
PARTICIPANT CONTRIBUTIONS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

Year	Participant Contributions Transferred Late To Plan		Total That Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
	Loan Proceeds Included?	Participant Contribution Amount	Contribution Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Corrections in VFCP	
2018	☐	$ 2,000	$ -0-	$ 2,000	$ -0-	$ -0-

SCHEDULE H, LINE 4i--SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

(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
		Shares/Units	Other Information		
	Money Market Fund	162,690			$ 162,690
					162,690
	Shares in Registered Investment Companies				
	10 Year Guaranteed Interest Account	4,031	Shares in Registered Investment Company		4,031
	5 Year Guaranteed Interest Account	818	Shares in Registered Investment Company		818
	3 Year Guaranteed Interest Account	5,804	Shares in Registered Investment Company		5,804
	American Balanced Fund	3,684	Shares in Registered Investment Company		158,823
	American Century Heritage	961	Shares in Registered Investment Company		47,849
	AMG Managers Fairpointe MidCap	56	Shares in Registered Investment Company		3,403
	Blue Chip Growth Fund	1,646	Shares in Registered Investment Company		118,231
	DFA Inflation-Protected Sec	3,132	Shares in Registered Investment Company		42,902
	DFA US Small Cap Fund	73	Shares in Registered Investment Company		3,627
	DFA US Targeted Value Fund	110	Shares in Registered Investment Company		3,791
	Dodge & Cox International St	831	Shares in Registered Investment Company		42,146
	Equity Income Fund	2,221	Shares in Registered Investment Company		88,815
	Euro Pacific Growth Fund	287	Shares in Registered Investment Company		21,891
	Fidelity Adv Total Bond	5,973	Shares in Registered Investment Company		72,492
	Fidelity Contra Fund	31	Shares in Registered Investment Company		6,490
	Fundamental Investors	62	Shares in Registered Investment Company		6,220
	Global Bond Fund	7,952	Shares in Registered Investment Company		182,691
	High Yield Fund	2,276	Shares in Registered Investment Company		48,233
	International Value Fund	2,541	Shares in Registered Investment Company		54,738
	Intl Equity Index Fund	1,617	Shares in Registered Investment Company		44,092
	Templeton Foreign Smaller Co.	50	Shares in Registered Investment Company		1,620
	Invesco Small Cap Growth	874	Shares in Registered Investment Company		75,868
	Investment Company of America	1,829	Shares in Registered Investment Company		143,351
*	J H Bond Fund	10,491	Shares in Registered Investment Company		185,824
*	J H Disciplined Value Mid Cap	944	Shares in Registered Investment Company		28,977
*	J H Multi-Index Aggressive LS	21,729	Shares in Registered Investment Company		339,984
*	J H Multi-Index Growth LS	130,960	Shares in Registered Investment Company		1,946,155
*	J H Multi-Index Balanced LS	121,434	Shares in Registered Investment Company		1,708,196
*	J H Multi-Index Moderate LS	87,147	Shares in Registered Investment Company		1,153,504
*	J H Multi-Index Conserv LS	22,771	Shares in Registered Investment Company		284,226
*	J H Multi-Index 2060 Lifetime	2,415	Shares in Registered Investment Company		35,151
*	J H Multi-Index 2055 Lifetime	3,501	Shares in Registered Investment Company		53,456
*	J H Multi-Index 2050 Lifetime	8,681	Shares in Registered Investment Company		133,542
*	J H Multi-Index 2045 Lifetime	9,101	Shares in Registered Investment Company		139,653
*	J H Multi-Index 2040 Lifetime	5,198	Shares in Registered Investment Company		79,815
*	J H Multi-Index 2035 Lifetime	3,461	Shares in Registered Investment Company		52,189
*	J H Multi-Index 2030 Lifetime	21,246	Shares in Registered Investment Company		313,176
*	J H Multi-Index 2025 Lifetime	7,616	Shares in Registered Investment Company		108,786
*	J H Multi-Index 2020 Lifetime	11,374	Shares in Registered Investment Company		156,788
*	J H Multi-Index 2010 Lifetime	3,738	Shares in Registered Investment Company		48,648
	JPMorgan US Equity Fund	475	Shares in Registered Investment Company		11,192
	Mid Cap Index Fund	1,883	Shares in Registered Investment Company		97,246
	Mid Cap Stock Fund	196	Shares in Registered Investment Company		9,820
			Shares in Registered Investment Companies Subtotal		$ 8,064,254

SCHEDULE H, LINE 4i--SCHEDULE OF ASSETS (HELD AT END OF YEAR)--Continued

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

(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
		Shares/Units	Other Information		
			Shares in Registered Investment Companies Balance Forward		$ 8,064,254
	Shares in Registered Investment Companies--Continued				
	Mutual Global Discovery	820	Shares in Registered Investment Company		47,993
	New World Fund	65	Shares in Registered Investment Company		5,472
	Parnassus Core Equity Fund	762	Shares in Registered Investment Company		57,978
	PIMCO Real Return	2	Shares in Registered Investment Company		27
	Real Est. Securities Fund	124	Shares in Registered Investment Company		4,729
	Royce Opportunity	134	Shares in Registered Investment Company		3,807
	Science & Technology Fund	232	Shares in Registered Investment Company		13,502
	Small Cap Value Fund	750	Shares in Registered Investment Company		38,827
	Strategic Income Opp Fund	53	Shares in Registered Investment Company		1,391
	T. Rowe Price Health Sci	362	Shares in Registered Investment Company		54,261
	T. Rowe Price New Era Fund	570	Shares in Registered Investment Company		20,098
	T. Rowe Price Small Cap Value Fund	800	Shares in Registered Investment Company		79,890
	T. Rowe Price Cap Appreciation	1	Shares in Registered Investment Company		3
	The Growth Fund of America Class A	3,524	Shares in Registered Investment Company		319,412
	Tocqueville Gold Fund	243	Shares in Registered Investment Company		9,764
	Total Bond Market Fund	1	Shares in Registered Investment Company		3
	Total Stock Market Index Fund	79	Shares in Registered Investment Company		2,729
	Utilities Fund	93	Shares in Registered Investment Company		3,415
	Vanguard Small Cap Grow Index	396	Shares in Registered Investment Company		21,144
	Vanguard Short Term Federal	66	Shares in Registered Investment Company		822
	Washington Mutual Investors Fund	2,352	Shares in Registered Investment Company		203,321
	500 Index Fund	618	Shares in Registered Investment Company		19,911
					8,972,753
	Self-directed brokerage accounts				
	Royal Alliance		Brokerage Accounts		1,918,800
	Other				
*	Receivables--notes from participants		3.25% - 5.50%		141,452
					$ 11,195,695

* Represents party in interest

Audited Financial Statements

FIBER INSTRUMENT SALES, INC.
401(k) PROFIT SHARING PLAN

December 31, 2019

Audited Financial Statements

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

December 31, 2019

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Firley, Moran, Freer & Eassa, CPA, P.C.

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INDEPENDENT AUDITOR'S REPORT

To the Plan Trustees
Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan
Oriskany, New York

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management'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 audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 (ERISA), the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note C, which was certified or provided by John Hancock Life Insurance Company of New York ("John Hancock"), one of the custodians of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that this custodian holds Plan assets and executes transactions. The Plan Administrator has obtained certifications from this custodian as of December 31, 2019 and 2018, and for the years then ended, that the information provided to the Plan Administrator by this custodian is complete and accurate.

An Independently Owned Member, RSM US Alliance

RSM US Alliance member firms are separate and independent businesses and legal entities that are responsible for their own acts and omissions, and each are separate and independent from RSM US LLP. RSM US LLP is the U.S. member firm of RSM International, a global network of independent audit, tax, and consulting firms. Members of RSM US Alliance have access to RSM International resources through RSM US LLP but are not member firms of RSM International.

Disclaimer of Opinion

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

Other Matter

The supplemental schedule of assets (held at end of year) at December 31, 2019 and schedule of delinquent participant contributions at December 31, 2019, are required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA and are presented for the purposes of additional analysis and are not a required part of the financial statements. These supplemental schedules are the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedules.

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

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified or provided by John Hancock, 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Kirley, Moran, Green & Esso, CPA, P.C.

Syracuse, New York
October 7, 2020

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

	December 31, 2019	December 31, 2018
ASSETS		
Participant directed investments, at fair value:		
Interest-bearing cash	$ 227,521	$ 204,155
Shares in registered investment companies	10,694,816	8,687,374
Common stocks	131,906	95,237
TOTAL INVESTMENTS	11,054,243	8,986,766
Receivables:		
Employer profit sharing contribution	144,904	139,533
Notes from participants	141,452	154,211
TOTAL RECEIVABLES	286,356	293,744
TOTAL ASSETS	11,340,599	9,280,510
LIABILITIES	-0-	-0-
NET ASSETS AVAILABLE FOR BENEFITS	$ 11,340,599	$ 9,280,510

See notes to financial statements.

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

	Year ended December 31, 2019	2018
ADDITIONS		
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	$ 1,757,468	$ -0-
Interest and dividends	65,085	67,677
	1,822,553	67,677
Interest income on receivables--notes from participants	6,613	6,205
Contributions:		
Employer	274,304	264,806
Participants' salary deferrals	523,792	505,821
Participants' rollovers	-0-	10,084
	798,096	780,711
TOTAL ADDITIONS	2,627,262	854,593
DEDUCTIONS		
Deductions from net assets attributed to:		
Net depreciation in fair value of investments	-0-	613,814
Benefits paid to participants	560,027	533,031
Administrative fees	7,146	6,814
TOTAL DEDUCTIONS	567,173	1,153,659
NET INCREASE (DECREASE)	2,060,089	(299,066)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	9,280,510	9,579,576
END OF YEAR	$11,340,599	$9,280,510

See notes to financial statements.

NOTES TO FINANCIAL STATEMENTS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

December 31, 2019 and 2018

NOTE A--DESCRIPTION OF THE PLAN

The following description of the Fiber Instrument Sales, Inc. 401(k) Profit Sharing Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General: The Plan is a defined contribution plan covering substantially all employees of Fiber Instrument Sales, Inc., The Light Connection, Inc., Force Guided Relays International, Inc., Energy Efficient Products, Inc., Molding Solutions, Inc., Horsht, LLC, Mini Motel, Inc., FIS Blue, Inc., Cowsht, Inc. and Fermer Precision, Inc. (collectively referred to as the "Company" or the "Plan Sponsor") who are age twenty-one or older and have completed one year of service. A one year service requirement is also required to receive Company matching and discretionary profit sharing contributions. An employee is eligible to participate in the elective deferral, Company matching and Company discretionary profit sharing features of the Plan on the first day of January or the date six months later, coinciding with or next following the date the employee meets the one year service requirement. Effective March 19, 2018, the Plan was amended to reduce the service requirement to six months and require employees to be full-time, as defined by the Plan, in addition to attaining the age requirement as previously described, to participate in the Plan. The Plan is subject to the provisions of ERISA. The Trustees are responsible for oversight of the Plan and determine the appropriateness of the Plan's investment offerings and monitor investment performance.

Contributions: Participants may contribute tax-deferred and after-tax (Roth) dollars into the Plan ("elective deferral contributions") based on the lesser of 100% of annual compensation or $19,000 and $18,500 in 2019 and 2018, respectively. Contributions are subject to limitations determined by the Internal Revenue Service (IRS). Additionally, if a participant has or is projected to attain age 50 before the end of the Plan year, the participant may make "catch-up" contributions as determined by the IRS. Total contributions to a participant's account cannot exceed the lesser of 100% of a participant's annual compensation or $56,000 ($62,000 including catch-up contributions) for 2019 and $55,000 ($61,000 including catch-up contributions) for 2018. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution retirement plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

The Company's matching contribution amounted to 25% of employee contributions (including catch-up contributions), limited to 5% of the participant's eligible compensation for the Plan years 2019 and 2018. Matching contributions totaled $129,400 and $124,885 for 2019 and 2018, respectively. The Company's discretionary profit sharing contribution was equal to 2% of eligible compensation, as defined by the Plan. Discretionary profit sharing contributions totaled $144,904 and $139,921 for 2019 and 2018, respectively.

NOTE A--DESCRIPTION OF THE PLAN--Continued

Participant Accounts: Each participant's account is credited with elective deferral contributions, Company matching contributions, Company discretionary profit sharing contributions and Plan earnings and charged with Plan losses. Plan earnings and losses are allocated based on account balances. Plan administrative expenses are deducted from Plan earnings and losses before those earnings and losses are credited to participants' accounts. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their elective deferral contributions plus actual earnings thereon. Vesting in the Company's matching and discretionary profit sharing contribution portion of their accounts plus actual earnings thereon is as follows:

Years of Service	Vesting Percentage
Less than 2	0%
2 but less than 3	20%
3 but less than 4	40%
4 but less than 5	60%
5 but less than 6	80%
6 or more	100%

Receivables--Notes From Participants: Participants may borrow from their vested accounts a minimum of $1,000. The maximum amount of all loans outstanding cannot exceed the lesser of 50% of the vested account balance or $50,000 reduced by the highest outstanding loan balance at any time in the previous twelve months. The loans are secured by the balance in the participant's account and bear interest at a rate determined by the Plan Administrator (currently ranging from 3.25-5.50%). Participants are permitted to have only one loan outstanding at a time. Principal and interest are paid ratably through weekly payroll deductions over a period not to exceed five years, unless the loan is for the purpose of acquiring a principal residence, then the maximum period shall be fifteen years.

Payment of Benefits: On termination of service due to death, disability or retirement, a participant will receive a lump-sum amount equal to the value of the participant's vested interest in his or her account. If a participant's vested account balance is $1,000 or less, the Plan may elect to automatically make a mandatory distribution following the participant's termination date.

Forfeited Accounts: At December 31, 2019 and 2018, forfeited non-vested accounts totaled $71,384 and $59,614, respectively. These accounts are used to reduce employer non-elective contributions and employer matching contributions, in a nondiscriminatory manner at the discretion of the Plan Administrator.

NOTE B--SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting: The financial statements of the Plan are prepared on 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 requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities and changes therein, and disclosures of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition: The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between participants at the measurement date. The Plan Administrator determines the Plan's valuation policies utilizing information provided by the custodians. See Note E 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 and depreciation in fair value of investments includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Receivables--Notes From Participants: Notes from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income on receivables--notes from participants is recorded on the accrual basis. Related fees are expensed when incurred. No allowance for credit losses has been recorded at December 31, 2019 and 2018. If a participant ceases to make loan repayments and the Plan Administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits: Benefits are recorded when paid.

Events Occurring After Report Date: The Plan Administrator has evaluated events and transactions that occurred between December 31, 2019 and October 7, 2020, which is the date the financial statements were available to be issued, for possible disclosure and recognition in the financial statements. Other than the event disclosed in Note J, there were no such events or transactions identified by Plan management.

NOTE C--INVESTMENTS--INFORMATION CERTIFIED BY JOHN HANCOCK LIFE INSURANCE COMPANY OF NEW YORK (UNAUDITED)

The following is a summary of the Plan's asset information as of and for the years ended December 31, 2019 and 2018, included throughout the Plan's financial statements and supplemental schedule of assets held at end of year, that were prepared by or derived from the information prepared by John Hancock, one of the custodians of the Plan, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from John Hancock that such information provided to the Plan Administrator by this custodian related to the following assets is complete and accurate to the best of their knowledge. Accordingly, as permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following assets.

	December 31, 2019	December 31, 2018
Participant directed investments, at fair value:		
Interest-bearing cash	$ 162,690	$ 141,503
Shares in registered investment companies	8,972,753	7,270,694
	9,135,443	7,412,197
Receivables--notes from participants	141,452	154,211
	$ 9,276,895	$ 7,566,408

John Hancock also certified to the completeness and accuracy of $1,467,804 and $(468,315) of net appreciation (depreciation) in fair value of investments, $66 and $35 in interest and dividends, and $6,613 and $6,205 in interest income on receivables--notes from participants for the years ending December 31, 2019 and 2018, respectively.

NOTE D--INVESTMENTS--ROYAL ALLIANCE (NOT CERTIFIED)

The Plan also has investments held at Royal Alliance in self-directed brokerage accounts totaling $1,918,800 and $1,574,569 as of December 31, 2019 and 2018, respectively. Net appreciation and (depreciation) in fair value of investments totaled $289,664 and $(145,499) and interest and dividends totaled $65,019 and $67,642 as of December 31, 2019 and 2018, respectively. Royal Alliance has not certified to the completeness and accuracy of these investments or to the activity generated from these investments for the years ending December 31, 2019 and 2018.

NOTE D--INVESTMENTS--ROYAL ALLIANCE (NOT CERTIFIED)--Continued

The following table presents the investments held at Royal Alliance in self-directed brokerage accounts at December 31, 2019 and 2018, at fair value:

	December 31, 2019	2018
Investments, at fair value:		
Interest-bearing cash	$ 64,831	$ 62,652
Shares in registered investment companies	1,722,063	1,416,680
Common stocks	131,906	95,237
	$ 1,918,800	$ 1,574,569

NOTE E--FAIR VALUE MEASUREMENTS

The framework for measuring fair value 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) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under the Financial Accounting Standards Board Accounting Standards Codification Topic 820, "Fair Value Measurements and Disclosures", are described as follows:

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

Level 2 Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability; and
- 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 Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

NOTE E--FAIR VALUE MEASUREMENTS--Continued

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

The following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2019 and 2018.

- Interest-bearing cash: The fair value of interest-bearing cash approximates carrying value due to the nature of the instrument.

- Shares in registered investment companies: Valued at the daily closing price as reported by the registered investment companies. The registered investment companies are open-ended and are registered with the Securities and Exchange Commission. Registered investment companies are required to publish their daily net asset value and transact at that price. The shares held in registered investment companies are deemed to be actively traded.

- Common stocks: Valued at the closing price reported on the active market on which the individual securities are traded.

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

The following table sets forth by level, within the fair value hierarchy, the Plan's investments at fair value:

	Investments at Fair Value December 31, 2019			
	Level 1	Level 2	Level 3	Total
Interest-bearing cash	$ 227,521	$ -0-	$ -0-	$ 227,521
Shares in registered investment companies	10,694,816	-0-	-0-	10,694,816
Common stocks	131,906	-0-	-0-	131,906
Total investments at fair value	$11,054,243	$ -0-	$ -0-	$11,054,243

NOTE E--FAIR VALUE MEASUREMENTS--Continued

	Investments at Fair Value December 31, 2018			
	Level 1	Level 2	Level 3	Total
Interest-bearing cash	$ 204,155	$ -0-	$ -0-	$ 204,155
Shares in registered investment companies	8,687,374	-0-	-0-	8,687,374
Common stocks	95,237	-0-	-0-	95,237
Total investments at fair value	$8,986,766	$ -0-	$ -0-	$8,986,766

NOTE F--RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

The Plan has not considered Company contributions to the Plan or benefits paid by the Plan to participants as party in interest transactions.

John Hancock and Royal Alliance are the Plan's custodians, as defined by the Plan and, therefore, transactions with these parties qualify as party in interest transactions. Fees paid by the Plan for investment management and contract administration services are customary for the services provided. Fees paid by the Plan for these services totaled $7,146 and $6,814 for the years ending December 31, 2019 and 2018, respectively.

Recordkeeping expenses are paid directly by the Plan Sponsor and amounted to $1,700 and $1,600 for the years ending December 31, 2019 and 2018, respectively. These expenses have been excluded from these financial statements.

John Hancock provides certain administrative services to the Plan pursuant to a Service and Expense Agreement between the Company and John Hancock. John Hancock receives revenue from the registered investment company service providers for services John Hancock provides to these funds. This revenue is used to offset certain amounts owed to John Hancock for its administrative services to the Plan. During the years ending December 31, 2019 and 2018, the excess revenues received by the Plan amounted to $8,386 and $7,708, respectively.

The Plan Administrator believes all party in interest transactions qualify for either statutory or administrative exemption from the prohibited transaction rules under ERISA.

NOTE G--PLAN TERMINATION

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

NOTE H--TAX STATUS

The Plan adopted a non-standardized form of a prototype plan sponsored by Omega, Inc. The prototype plan has received a favorable determination letter dated March 31, 2014 from the IRS as to the prototype plan's qualified status. Although the Plan has been amended since receiving the determination letter, the Plan Administrator believes the Plan is designed, and is currently being operated in compliance with the applicable requirements of the Internal Revenue Code (IRC) and therefore, believe that the Plan is qualified and the related trust is tax-exempt. The Plan also allows for certain individuals to invest their retirement funds in self-directed brokerage accounts. The Plan Administrator believes that with regard to these investment options, the Plan is currently designed and being operated in compliance with the applicable provisions of the IRC.

Accounting principles generally accepted in the United States of America require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to income tax examinations for years prior to 2016.

NOTE I--DELINQUENT PARTICIPANT CONTRIBUTIONS

During 2018, contributions totaling $2,000 were not remitted to the Plan within the time period prescribed by DOL regulations. The Plan Sponsor has calculated and remitted lost earnings to the plan in accordance with applicable regulations.

NOTE J--RISKS AND UNCERTAINTIES AND SUBSEQUENT EVENT

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

On March 11, 2020, the World Health Organization declared COVID-19 a pandemic. The COVID-19 pandemic and resulting global disruptions have caused significant economic uncertainty and volatility in financial markets. The impact of COVID-19 continues to evolve rapidly and the Plan is not able at this time to estimate its full impact on the Plan's financial statements.

SCHEDULE H, LINE 4a--SCHEDULE OF DELINQUENT
PARTICIPANT CONTRIBUTIONS

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

Year	Participant Contributions Transferred Late To Plan		Total That Constitutes Nonexempt Prohibited Transactions			Total Fully Corrected Under Voluntary Fiduciary Correction Program (VFCP) and Prohibited Transaction Exemption 2002-51
	Loan Proceeds Included?	Participant Contribution Amount	Contribution Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Corrections in VFCP	
2018	☐	$ 2,000	$ -0-	$ 2,000	$ -0-	$ -0-

SCHEDULE H, LINE 4i--SCHEDULE OF ASSETS (HELD AT END OF YEAR)

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

(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
		Shares/Units	Other Information		
	Money Market Fund	162,690			$ 162,690
					162,690
	Shares in Registered Investment Companies				
	10 Year Guaranteed Interest Account	4,031	Shares in Registered Investment Company		4,031
	5 Year Guaranteed Interest Account	818	Shares in Registered Investment Company		818
	3 Year Guaranteed Interest Account	5,804	Shares in Registered Investment Company		5,804
	American Balanced Fund	3,684	Shares in Registered Investment Company		158,823
	American Century Heritage	961	Shares in Registered Investment Company		47,849
	AMG Managers Fairpointe MidCap	56	Shares in Registered Investment Company		3,403
	Blue Chip Growth Fund	1,646	Shares in Registered Investment Company		118,231
	DFA Inflation-Protected Sec	3,132	Shares in Registered Investment Company		42,902
	DFA US Small Cap Fund	73	Shares in Registered Investment Company		3,627
	DFA US Targeted Value Fund	110	Shares in Registered Investment Company		3,791
	Dodge & Cox International St	831	Shares in Registered Investment Company		42,146
	Equity Income Fund	2,221	Shares in Registered Investment Company		88,815
	Euro Pacific Growth Fund	287	Shares in Registered Investment Company		21,891
	Fidelity Adv Total Bond	5,973	Shares in Registered Investment Company		72,492
	Fidelity Contra Fund	31	Shares in Registered Investment Company		6,490
	Fundamental Investors	62	Shares in Registered Investment Company		6,220
	Global Bond Fund	7,952	Shares in Registered Investment Company		182,691
	High Yield Fund	2,276	Shares in Registered Investment Company		48,233
	International Value Fund	2,541	Shares in Registered Investment Company		54,738
	Intl Equity Index Fund	1,617	Shares in Registered Investment Company		44,092
	Templeton Foreign Smaller Co.	50	Shares in Registered Investment Company		1,620
	Invesco Small Cap Growth	874	Shares in Registered Investment Company		75,868
	Investment Company of America	1,829	Shares in Registered Investment Company		143,351
*	J H Bond Fund	10,491	Shares in Registered Investment Company		185,824
*	J H Disciplined Value Mid Cap	944	Shares in Registered Investment Company		28,977
*	J H Multi-Index Aggressive LS	21,729	Shares in Registered Investment Company		339,984
*	J H Multi-Index Growth LS	130,960	Shares in Registered Investment Company		1,946,155
*	J H Multi-Index Balanced LS	121,434	Shares in Registered Investment Company		1,708,196
*	J H Multi-Index Moderate LS	87,147	Shares in Registered Investment Company		1,153,504
*	J H Multi-Index Conserv LS	22,771	Shares in Registered Investment Company		284,226
*	J H Multi-Index 2060 Lifetime	2,415	Shares in Registered Investment Company		35,151
*	J H Multi-Index 2055 Lifetime	3,501	Shares in Registered Investment Company		53,456
*	J H Multi-Index 2050 Lifetime	8,681	Shares in Registered Investment Company		133,542
*	J H Multi-Index 2045 Lifetime	9,101	Shares in Registered Investment Company		139,653
*	J H Multi-Index 2040 Lifetime	5,198	Shares in Registered Investment Company		79,815
*	J H Multi-Index 2035 Lifetime	3,461	Shares in Registered Investment Company		52,189
*	J H Multi-Index 2030 Lifetime	21,246	Shares in Registered Investment Company		313,176
*	J H Multi-Index 2025 Lifetime	7,616	Shares in Registered Investment Company		108,786
*	J H Multi-Index 2020 Lifetime	11,374	Shares in Registered Investment Company		156,788
*	J H Multi-Index 2010 Lifetime	3,738	Shares in Registered Investment Company		48,648
	JPMorgan US Equity Fund	475	Shares in Registered Investment Company		11,192
	Mid Cap Index Fund	1,883	Shares in Registered Investment Company		97,246
	Mid Cap Stock Fund	196	Shares in Registered Investment Company		9,820
			Shares in Registered Investment Companies Subtotal		$ 8,064,254

SCHEDULE H, LINE 4i--SCHEDULE OF ASSETS (HELD AT END OF YEAR)--Continued

FIBER INSTRUMENT SALES, INC. 401(k) PROFIT SHARING PLAN

EIN: 16-1340858 PLAN NO. 001

December 31, 2019

(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
		Shares/Units	Other Information		
			Shares in Registered Investment Companies Balance Forward		$ 8,064,254
	Shares in Registered Investment Companies--Continued				
	Mutual Global Discovery	820	Shares in Registered Investment Company		47,993
	New World Fund	65	Shares in Registered Investment Company		5,472
	Parnassus Core Equity Fund	762	Shares in Registered Investment Company		57,978
	PIMCO Real Return	2	Shares in Registered Investment Company		27
	Real Est. Securities Fund	124	Shares in Registered Investment Company		4,729
	Royce Opportunity	134	Shares in Registered Investment Company		3,807
	Science & Technology Fund	232	Shares in Registered Investment Company		13,502
	Small Cap Value Fund	750	Shares in Registered Investment Company		38,827
	Strategic Income Opp Fund	53	Shares in Registered Investment Company		1,391
	T. Rowe Price Health Sci	362	Shares in Registered Investment Company		54,261
	T. Rowe Price New Era Fund	570	Shares in Registered Investment Company		20,098
	T. Rowe Price Small Cap Value Fund	800	Shares in Registered Investment Company		79,890
	T. Rowe Price Cap Appreciation	1	Shares in Registered Investment Company		3
	The Growth Fund of America Class A	3,524	Shares in Registered Investment Company		319,412
	Tocqueville Gold Fund	243	Shares in Registered Investment Company		9,764
	Total Bond Market Fund	1	Shares in Registered Investment Company		3
	Total Stock Market Index Fund	79	Shares in Registered Investment Company		2,729
	Utilities Fund	93	Shares in Registered Investment Company		3,415
	Vanguard Small Cap Grow Index	396	Shares in Registered Investment Company		21,144
	Vanguard Short Term Federal	66	Shares in Registered Investment Company		822
	Washington Mutual Investors Fund	2,352	Shares in Registered Investment Company		203,321
	500 Index Fund	618	Shares in Registered Investment Company		19,911
					8,972,753
	Self-directed brokerage accounts				
	Royal Alliance		Brokerage Accounts		1,918,800
	Other				
*	Receivables--notes from participants		3.25% - 5.50%		141,452
					$ 11,195,695

* Represents party in interest