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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
UNITED STATES DRUG TESTING 401(K) PROFIT SHARING PLAN AND TRUST

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 06/01/2004

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
UNITED STATES DRUG TESTING

1700 S MOUNT PROSPECT RD
DES PLAINES, IL 60018-1804

2b Employer Identification Number (EIN) 42-1612910

2c Plan Sponsor's telephone number 847-375-0770

2d Business code (see instructions) 541990

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.	10/13/2020	JANE ATWOOD
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	
5 Total number of participants at the beginning of the plan year	**5**	131
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)**	114
a(2) Total number of active participants at the end of the plan year	**6a(2)**	130
b Retired or separated participants receiving benefits	**6b**	0
c Other retired or separated participants entitled to future benefits	**6c**	40
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	170
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**.	**6f**	170
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	167
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

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

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

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2019 Form M-1 annual report. If the plan was not required to file the 2019 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2019** **This Form is Open to Public Inspection.**

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

A Name of plan
UNITED STATES DRUG TESTING 401(K) PROFIT SHARING PLAN AND TRUST

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
UNITED STATES DRUG TESTING

D Employer Identification Number (EIN)
42-1612910

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

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

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

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

LPL FINANCIAL LLC

04-3046611

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	16909	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65	RECORDKEEPER	16029	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

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

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

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

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

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

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

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

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

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2019

This Form is Open to Public Inspection

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

A Name of plan
UNITED STATES DRUG TESTING 401(K) PROFIT SHARING PLAN AND TRUST

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
UNITED STATES DRUG TESTING

D Employer Identification Number (EIN)
42-1612910

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	46763	0
(2) Participant contributions	1b(2)	13058	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	55251	23771
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	75623	49256
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	2878456	4267137
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	0	0

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)	0	0
	(2) Employer real property	1d(2)	0	0
e	Buildings and other property used in plan operation	1e	0	0
f	Total assets (add all amounts in lines 1a through 1e)	1f	3069151	4340164
	Liabilities			
g	Benefit claims payable	1g	0	0
h	Operating payables	1h	0	0
i	Acquisition indebtedness	1i	0	0
j	Other liabilities	1j	0	0
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	3069151	4340164

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)	210928	
	(B) Participants	2a(1)(B)	455524	
	(C) Others (including rollovers)	2a(1)(C)	0	
	(2) Noncash contributions	2a(2)	0	
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		666452
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	721	
	(B) U.S. Government securities	2b(1)(B)	0	
	(C) Corporate debt instruments	2b(1)(C)	0	
	(D) Loans (other than to participants)	2b(1)(D)	0	
	(E) Participant loans	2b(1)(E)	3412	
	(F) Other	2b(1)(F)	0	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		4133
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)	0	
	(B) Common stock	2b(2)(B)	0	
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	103066	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		103066
	(3) Rents	2b(3)		0
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)	0	
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)	0	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)	0	
	(B) Other	2b(5)(B)	0	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		731202
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		1504853
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	197665	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		197665
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		0
h Interest expense	2h		0
i Administrative expenses: **(1)** Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	3237	
(4) Other	2i(4)	32938	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		36175
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		233840
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		1271013
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☐ 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: WIPFLI LLP **(2)** EIN: 39-0758449

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		90340
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
UNITED STATES DRUG TESTING 401(K) PROFIT SHARING PLAN AND TRUST

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
UNITED STATES DRUG TESTING

D Employer Identification Number (EIN)
42-1612910

Part I Distributions

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

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

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

EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

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

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

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

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

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

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

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

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

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

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

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

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

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_____

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Financial Statements and Supplemental Schedules

Year Ended December 31, 2019



WIPFLI

WIPFLI

Independent Auditor's Report

To the Plan Administrator of
United States Drug Testing 401(k) Profit Sharing Plan and Trust
Des Plaines, Illinois

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of United States Drug Testing 401(k) Profit Sharing Plan and Trust, which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, and the related statement of changes in net assets available for benefits for the year ended December 31, 2019 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; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Basis for Disclaimer of Opinion
As permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Fidelity Management Trust Company, the Trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The Plan administrator has obtained a certification from the Trustee, as of December 31, 2019 and 2018, and for the year ended December 31, 2019, that the information provided to the Plan administrator by the Trustee is complete and accurate.

Disclaimer of Opinion

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

WIPFLI

Other Matter

The supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2019, and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2019 are required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on these supplemental schedules.

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

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

Wipfli LLP

Wipfli LLP
Palatine, Illinois
October 8, 2020

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Statements of Net Assets Available for Benefits

December 31,	2019	2018
Assets:		
Investments, at fair value	$ 4,290,909	$ 2,933,707
Receivables:		
Notes receivable from participants	49,256	75,623
Participants contributions	-	13,058
Company contributions	-	46,763
Total receivables	49,256	135,444
Net assets available for benefits	$ 4,340,165	$ 3,069,151

See accompanying notes to financial statements.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31,	2019
Additions:	
Investment income :	
Net appreciation in fair value of investments	$ 731,202
Interest and dividends	99,640
Total investment income	830,842
Interest income on notes receivable from participants	3,412
Contributions:	
Company	215,076
Participants	455,524
Total contributions	670,600
Total additions	1,504,854
Deductions:	
Benefits paid to participants	197,665
Administrative expenses	36,175
Total deductions	233,840
Net increase in net assets available for benefits	1,271,014
Net assets available for benefits:	
Beginning of year	3,069,151
End of year	$ 4,340,165

See accompanying notes to financial statements.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Notes to Financial Statements

Note 1: Description of Plan

The following description of the United States Drug Testing 401(k) Profit Sharing Plan and Trust (the "Plan") provides only general information. Participants should refer to the Plan document for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan established on June 1, 2004 covering all eligible employees of United States Drug Testing Laboratories (the "Company"). Effective February 1, 2018, the Plan was amended and restated through the adoption of the Fidelity Management Trust Company Volume Submitter Plan. As part of the amendment and restatement Fidelity Management Trust Company became the Plan's Trustee. The provisions of the Plan remained substantially the same. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Eligibility

All employees of the Company who have attained the age of 21 (other than employees covered by a collective bargaining agreement which does not provide for their participation, and nonresident aliens) are eligible to participate in the Plan immediately following the completion of one year of service with 1,000 hours, as defined by the Plan.

Contributions

Each year, participants may contribute up to 96% of eligible compensation, as defined in the Plan document, as either pre-tax or after tax Roth contributions up to the maximum allowed by the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined contribution plans (rollovers). Participants direct the investment of their contributions into various investment options offered by the Plan. Newly eligible employees who either do not elect to contribute or do not elect to decline to contribute are automatically enrolled in the Plan at a 3% pre-tax contribution rate. Automatically enrolled participants whose before-tax salary deferral contribution rate is less than 6% have their salary deferral contribution rate automatically increased by 1% annually up to a maximum of 6%.

The Plan provides for the Company to make safe-harbor matching contributions to eligible participants each pay period. The Company contributed to eligible participants each pay period an amount equal to 100% of the first 1% and 50% of the next 5% of participant salary deferral contributions for the year ended December 31, 2019. Company safe-harbor matching contributions to the Plan for the year ended December 31, 2019, were $197,576. During 2019 the Company corrected operational Plan failures identified during the 2018 plan year through the self-correction program available under the Employee Plans Compliance Resolution System. Additional Company contributions to the Plan related to these operational Plan failures, including lost earnings on late remittances, for the year ended December 31, 2019 were $17,500.

Note 1: Description of Plan (Continued)

Contributions (Continued)

In addition, the Company may contribute annually an additional discretionary amount to the Plan allocated to eligible participants who have completed at least 501 hours of service in the Plan year or are employed on the last day of the Plan year in the ratio that the participant's compensation bears to the compensation of all participants. No such contribution was made for the year ended December 31, 2019.

Participant Accounts

Participant accounts are credited with the participant's contributions, Company safe-harbor matching contributions, and allocations of (a) the Company's additional discretionary contribution, if any, and (b) plan earnings (losses) and are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting and Forfeitures

All participant deferral contributions, rollover contributions and Company safe-harbor matching contributions and earnings thereon are immediately fully vested. Participants vest in additional Company discretionary contributions at a rate of 20% per year of service, as defined by the Plan, after the second year of service and reach full vesting after six years of service.

Any amounts forfeited by Plan participants are used to reduce the Company matching and/or additional discretionary contributions or Plan expenses. There were no forfeited non-vested accounts at December 31, 2019 and 2018. The Company did not use any forfeitures to reduce Company contributions during the year ended December 31, 2019.

Notes Receivable From Participants

The Plan allows each participant to borrow from their fund accounts a minimum of $1,000 and a maximum of $50,000, reduced as defined in the Plan, or 50% of their vested account balance. The loans bear interest at a rate approved by the Plan administrator comparable to commercial lending standards. Interest rates on loans outstanding at December 31, 2019, ranged from 4.75% to 6.50%. Loans are funded by a withdrawal from the participant's own account and are payable in equal installments by payroll deductions over a period not to exceed fives years, unless the participant's loan is for the purchase of the participant's principal residence which can be paid back over a period not to exceed ten years. The Plan allows participants to have only one loan outstanding.

Note 1: Description of Plan (Continued)

Payment of Benefits

A participant is entitled to the vested value of his/her account balances at the normal retirement age (65), upon termination of employment, death, or total disability. Benefits are paid to a participant or his/her beneficiary in the form of a lump sum, installment payments or partial withdrawals.

In-service Withdrawals

The Plan allows for in-service withdrawals by participants who have attained the age of 59 1/2 from the vested portion of their account balances or withdrawal of rollover contributions by any participant at any time. In addition, the Plan allows for hardship withdrawals from a participant's salary deferral contributions for specific situations as defined by the Plan.

Plan Termination

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to provisions of ERISA, although it has expressed no intention to do so. In the event of termination of the Plan, participants become fully vested in their Company contributions.

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States ("GAAP").

Use of Estimates in Preparation of Financial Statements

The preparation of financial statements in accordance with GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of net assets available for benefits and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of changes in net assets during the reporting period. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investment's are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Note 2: Summary of Significant Accounting Policies (Continued)

Investment Valuation and Income Recognition (Continued)

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 includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits are recorded when paid.

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2019 and 2018. Delinquent participant notes receivable are recorded as benefit payments on the basis of the terms of the Plan document.

Administrative Expenses

Management fees for investments in mutual funds are deducted from income earned on a daily basis and, therefore, are reflected as a reduction of investment return for those mutual funds. Fees charged to the Plan for distributions and/or loans are allocated to the account of the individual participant. Expenses, if any, paid by the Company are excluded from these financial statements.

Note 3: Summary of Information Prepared and Certified by Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA. Certain information disclosed in the accompanying financial statements and supplemental schedules, including investments, and notes receivable from participants held at December 31, 2019 and 2018, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2019, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Fidelity Management Trust Company, the Trustee of the Plan.

Note 4: Fair Value Measurements

GAAP establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority level. Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1). Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available. There are no Plan assets requiring the use of Level 3 inputs for the periods presented.

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.

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2019 and 2018. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement:

	Assets at Fair Value as of December 31, 2019			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 4,267,138	$ -	$ -	$ 4,267,138
Money market funds	23,771	-	-	23,771
Total investment assets at fair value	$ 4,290,909	$ -	$ -	$ 4,290,909

Note 4: Fair Value Measurements (Continued)

	Assets at Fair Value as of December 31, 2018			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 2,878,456	$ -	$ -	$ 2,878,456
Money market funds	$ 55,251	$ -	$ -	$ 55,251
Total investment assets at fair value	2,933,707	$ -	$ -	$ 2,933,707

Note 5: Tax Status

The sponsors of the Volume Submitter Plans under which the Plan operated for the year ended December 31, 2019, have obtained determination letters from the IRS which state that the Volume Submitter Plan documents, as then designed, were in compliance with the applicable requirements of the IRC. The Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Note 6: Risks and Uncertainties

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

Note 7: Related-Party Transactions and Party-in-Interest Transactions

The Plan invests in shares of mutual funds managed by Fidelity Management Trust Company, the Trustee of the Plan, and therefore these transactions qualify as party-in-interest transactions. Fees included and paid by the Plan to various service providers for investment and administrative services were $36,175 for the year ended December 31, 2019. Notes receivable from participants also qualify as party-in-interest transactions, which are exempt from the prohibited transaction rule of ERISA.

Note 8: Prohibited Transactions

Under DOL Reg. 2510.3-102(b), the Company is required to remit the participant salary deferral contributions to the Plan at the earliest date such amounts can be reasonably segregated from the Company's general assets, but no later than the fifteenth business day of the month following the date that participant contributions are withheld by the Company. As reported on Schedule H, Line 4a - Schedule of Delinquent Participant Contributions, certain contributions for payrolls during the Plan year ended December 31, 2018, totaling $90,340, were remitted several days after the earliest days reasonably segregated. These transactions constitute prohibited transactions as defined by ERISA. The Company has remitted lost earnings to participant accounts during the Plan year ended December 31, 2019.

Note 9: Subsequent Events

The Plan has evaluated subsequent events through October 8, 2020, which is the date the financial statements were available to be issued.

With regard to the effects of COVID-19, the Company’s operations have not been significantly impacted, however, the Company continues to monitor the situation. Any negative impact to the Company’s results of operations, cash flows, and financial condition, and the ability for the Company to continue to make contributions to the Plan, cannot be reasonably estimated or determined at this time.

The Plan is evaluating whether certain optional provisions of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) that was signed into law on March 27, 2020, will be adopted, including coronavirus-related distributions and waiver of required minimum distributions during 2020. Required Plan amendments for these provisions must be made by the last day of the Plan year beginning on or after January 1, 2022.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

EIN #42-1612910 Plan #001

For the Year Ended December 31, 2019

Participant Contributions Transferred late to Plan	Total that Constitute Nonexempt Prohibited Transactions			
Includes late participant loan repayments	Contributions not corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
January 1, 2018 - April 4, 2018	$ -	$ 90,340	$ -	$ -

See Independent Auditor's Report.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

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

EIN #42-1612910 Plan #001

12/31/2019

(a)	(b) Identity of Issue	(c) Description of Investment	(d) Cost	(e) Current Value
	Gabelli US Treasury Money Market Fund AAA	Money Market Fund	**	$ 23,771
	Principal Small Cap Value II R6	Mutual Fund	**	2,130
	Blackrock Life Path Index 2060 K	Mutual Fund	**	62,239
	T. Rowe Price Dividend Growth Fund I	Mutual Fund	**	236,937
	Goldman Sachs Inflation Protected Securities Fund R6	Mutual Fund	**	10,817
	Columbia Emerging Markets Fund I3	Mutual Fund	**	33,257
	Wells Fargo Special Mid Cap Value R6 Fund	Mutual Fund	**	77,159
	MFS Mid Cap Value Fund Class R6	Mutual Fund	**	139,489
	Wells Fargo Special Small Cap Value R6 Fund	Mutual Fund	**	28,897
	Virtus Duff and Phelps Real Estate R6	Mutual Fund	**	5,465
	Blackrock Life Path Index Retirement Fund	Mutual Fund	**	3,814
	Blackrock Life Path Index 2025 K	Mutual Fund	**	5,437
	Blackrock Life Path Index 2030 K	Mutual Fund	**	2,299
	Blackrock Life Path Index 2035 K	Mutual Fund	**	1,612,496
	Blackrock Life Path Index 2040 K	Mutual Fund	**	98,333
	Blackrock Life Path Index 2050 K	Mutual Fund	**	31,437
	Blackrock Life Path Index 2045 K	Mutual Fund	**	84,591
	Blackrock Life Path Index 2055 K	Mutual Fund	**	69,121
*	Fidelity US Bond Index Fund	Mutual Fund	**	43,498
*	Fidelity 500 Index Fund	Mutual Fund	**	30,990
*	Fidelity Global Ex US Index Fund	Mutual Fund	**	8,084
*	Fidelity Mid Cap Index Fund	Mutual Fund	**	4,302
*	Fidelity Small Cap Index Fund	Mutual Fund	**	17,609
*	Fidelity Value Discovery K6 Fund	Mutual Fund	**	527,869
*	Fidelity Total Bond K6	Mutual Fund	**	111,714
*	Fidelity Blue Chip Growth K6	Mutual Fund	**	815,341
*	Fidelity International Capital Appreciation K6	Mutual Fund	**	183,329
*	Fidelity Small Cap Growth K6	Mutual Fund	**	20,484
	Total investments			$ 4,290,909
*	Notes receivable from participants	Interest rates of 4.75% - 6.50% with maturities from 2020 to 2023		$ 49,256

* Denotes party-in-interest.

** Information not required for participant-directed investments.

See Independent Auditor's Report.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Financial Statements and Supplemental Schedules

Year Ended December 31, 2019



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Independent Auditor's Report

To the Plan Administrator of
United States Drug Testing 401(k) Profit Sharing Plan and Trust
Des Plaines, Illinois

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of United States Drug Testing 401(k) Profit Sharing Plan and Trust, which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, and the related statement of changes in net assets available for benefits for the year ended December 31, 2019 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; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Basis for Disclaimer of Opinion
As permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Fidelity Management Trust Company, the Trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The Plan administrator has obtained a certification from the Trustee, as of December 31, 2019 and 2018, and for the year ended December 31, 2019, that the information provided to the Plan administrator by the Trustee is complete and accurate.

Disclaimer of Opinion

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

WIPFLI

Other Matter

The supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2019, and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2019 are required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on these supplemental schedules.

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

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

Wipfli LLP

Wipfli LLP
Palatine, Illinois
October 8, 2020

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Statements of Net Assets Available for Benefits

December 31,	2019	2018
Assets:		
Investments, at fair value	$ 4,290,909	$ 2,933,707
Receivables:		
Notes receivable from participants	49,256	75,623
Participants contributions	-	13,058
Company contributions	-	46,763
Total receivables	49,256	135,444
Net assets available for benefits	$ 4,340,165	$ 3,069,151

See accompanying notes to financial statements.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31,	2019
Additions:	
Investment income :	
Net appreciation in fair value of investments	$ 731,202
Interest and dividends	99,640
Total investment income	830,842
Interest income on notes receivable from participants	3,412
Contributions:	
Company	215,076
Participants	455,524
Total contributions	670,600
Total additions	1,504,854
Deductions:	
Benefits paid to participants	197,665
Administrative expenses	36,175
Total deductions	233,840
Net increase in net assets available for benefits	1,271,014
Net assets available for benefits:	
Beginning of year	3,069,151
End of year	$ 4,340,165

See accompanying notes to financial statements.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Notes to Financial Statements

Note 1: Description of Plan

The following description of the United States Drug Testing 401(k) Profit Sharing Plan and Trust (the "Plan") provides only general information. Participants should refer to the Plan document for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan established on June 1, 2004 covering all eligible employees of United States Drug Testing Laboratories (the "Company"). Effective February 1, 2018, the Plan was amended and restated through the adoption of the Fidelity Management Trust Company Volume Submitter Plan. As part of the amendment and restatement Fidelity Management Trust Company became the Plan's Trustee. The provisions of the Plan remained substantially the same. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Eligibility

All employees of the Company who have attained the age of 21 (other than employees covered by a collective bargaining agreement which does not provide for their participation, and nonresident aliens) are eligible to participate in the Plan immediately following the completion of one year of service with 1,000 hours, as defined by the Plan.

Contributions

Each year, participants may contribute up to 96% of eligible compensation, as defined in the Plan document, as either pre-tax or after tax Roth contributions up to the maximum allowed by the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined contribution plans (rollovers). Participants direct the investment of their contributions into various investment options offered by the Plan. Newly eligible employees who either do not elect to contribute or do not elect to decline to contribute are automatically enrolled in the Plan at a 3% pre-tax contribution rate. Automatically enrolled participants whose before-tax salary deferral contribution rate is less than 6% have their salary deferral contribution rate automatically increased by 1% annually up to a maximum of 6%.

The Plan provides for the Company to make safe-harbor matching contributions to eligible participants each pay period. The Company contributed to eligible participants each pay period an amount equal to 100% of the first 1% and 50% of the next 5% of participant salary deferral contributions for the year ended December 31, 2019. Company safe-harbor matching contributions to the Plan for the year ended December 31, 2019, were $197,576. During 2019 the Company corrected operational Plan failures identified during the 2018 plan year through the self-correction program available under the Employee Plans Compliance Resolution System. Additional Company contributions to the Plan related to these operational Plan failures, including lost earnings on late remittances, for the year ended December 31, 2019 were $17,500.

Note 1: Description of Plan (Continued)

Contributions (Continued)

In addition, the Company may contribute annually an additional discretionary amount to the Plan allocated to eligible participants who have completed at least 501 hours of service in the Plan year or are employed on the last day of the Plan year in the ratio that the participant's compensation bears to the compensation of all participants. No such contribution was made for the year ended December 31, 2019.

Participant Accounts

Participant accounts are credited with the participant's contributions, Company safe-harbor matching contributions, and allocations of (a) the Company's additional discretionary contribution, if any, and (b) plan earnings (losses) and are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting and Forfeitures

All participant deferral contributions, rollover contributions and Company safe-harbor matching contributions and earnings thereon are immediately fully vested. Participants vest in additional Company discretionary contributions at a rate of 20% per year of service, as defined by the Plan, after the second year of service and reach full vesting after six years of service.

Any amounts forfeited by Plan participants are used to reduce the Company matching and/or additional discretionary contributions or Plan expenses. There were no forfeited non-vested accounts at December 31, 2019 and 2018. The Company did not use any forfeitures to reduce Company contributions during the year ended December 31, 2019.

Notes Receivable From Participants

The Plan allows each participant to borrow from their fund accounts a minimum of $1,000 and a maximum of $50,000, reduced as defined in the Plan, or 50% of their vested account balance. The loans bear interest at a rate approved by the Plan administrator comparable to commercial lending standards. Interest rates on loans outstanding at December 31, 2019, ranged from 4.75% to 6.50%. Loans are funded by a withdrawal from the participant's own account and are payable in equal installments by payroll deductions over a period not to exceed fives years, unless the participant's loan is for the purchase of the participant's principal residence which can be paid back over a period not to exceed ten years. The Plan allows participants to have only one loan outstanding.

Note 1: Description of Plan (Continued)

Payment of Benefits

A participant is entitled to the vested value of his/her account balances at the normal retirement age (65), upon termination of employment, death, or total disability. Benefits are paid to a participant or his/her beneficiary in the form of a lump sum, installment payments or partial withdrawals.

In-service Withdrawals

The Plan allows for in-service withdrawals by participants who have attained the age of 59 1/2 from the vested portion of their account balances or withdrawal of rollover contributions by any participant at any time. In addition, the Plan allows for hardship withdrawals from a participant's salary deferral contributions for specific situations as defined by the Plan.

Plan Termination

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to provisions of ERISA, although it has expressed no intention to do so. In the event of termination of the Plan, participants become fully vested in their Company contributions.

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States ("GAAP").

Use of Estimates in Preparation of Financial Statements

The preparation of financial statements in accordance with GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of net assets available for benefits and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of changes in net assets during the reporting period. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investment's are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Note 2: Summary of Significant Accounting Policies (Continued)

Investment Valuation and Income Recognition (Continued)

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 includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits are recorded when paid.

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2019 and 2018. Delinquent participant notes receivable are recorded as benefit payments on the basis of the terms of the Plan document.

Administrative Expenses

Management fees for investments in mutual funds are deducted from income earned on a daily basis and, therefore, are reflected as a reduction of investment return for those mutual funds. Fees charged to the Plan for distributions and/or loans are allocated to the account of the individual participant. Expenses, if any, paid by the Company are excluded from these financial statements.

Note 3: Summary of Information Prepared and Certified by Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA. Certain information disclosed in the accompanying financial statements and supplemental schedules, including investments, and notes receivable from participants held at December 31, 2019 and 2018, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2019, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Fidelity Management Trust Company, the Trustee of the Plan.

Note 4: Fair Value Measurements

GAAP establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority level. Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1). Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available. There are no Plan assets requiring the use of Level 3 inputs for the periods presented.

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.

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2019 and 2018. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement:

	Assets at Fair Value as of December 31, 2019			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 4,267,138	$ -	$ -	$ 4,267,138
Money market funds	23,771	-	-	23,771
Total investment assets at fair value	$ 4,290,909	$ -	$ -	$ 4,290,909

Note 4: Fair Value Measurements (Continued)

	Assets at Fair Value as of December 31, 2018			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 2,878,456	$ -	$ -	$ 2,878,456
Money market funds	$ 55,251	$ -	$ -	$ 55,251
Total investment assets at fair value	2,933,707	$ -	$ -	$ 2,933,707

Note 5: Tax Status

The sponsors of the Volume Submitter Plans under which the Plan operated for the year ended December 31, 2019, have obtained determination letters from the IRS which state that the Volume Submitter Plan documents, as then designed, were in compliance with the applicable requirements of the IRC. The Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Note 6: Risks and Uncertainties

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

Note 7: Related-Party Transactions and Party-in-Interest Transactions

The Plan invests in shares of mutual funds managed by Fidelity Management Trust Company, the Trustee of the Plan, and therefore these transactions qualify as party-in-interest transactions. Fees included and paid by the Plan to various service providers for investment and administrative services were $36,175 for the year ended December 31, 2019. Notes receivable from participants also qualify as party-in-interest transactions, which are exempt from the prohibited transaction rule of ERISA.

Note 8: Prohibited Transactions

Under DOL Reg. 2510.3-102(b), the Company is required to remit the participant salary deferral contributions to the Plan at the earliest date such amounts can be reasonably segregated from the Company's general assets, but no later than the fifteenth business day of the month following the date that participant contributions are withheld by the Company. As reported on Schedule H, Line 4a - Schedule of Delinquent Participant Contributions, certain contributions for payrolls during the Plan year ended December 31, 2018, totaling $90,340, were remitted several days after the earliest days reasonably segregated. These transactions constitute prohibited transactions as defined by ERISA. The Company has remitted lost earnings to participant accounts during the Plan year ended December 31, 2019.

Note 9: Subsequent Events

The Plan has evaluated subsequent events through October 8, 2020, which is the date the financial statements were available to be issued.

With regard to the effects of COVID-19, the Company’s operations have not been significantly impacted, however, the Company continues to monitor the situation. Any negative impact to the Company’s results of operations, cash flows, and financial condition, and the ability for the Company to continue to make contributions to the Plan, cannot be reasonably estimated or determined at this time.

The Plan is evaluating whether certain optional provisions of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) that was signed into law on March 27, 2020, will be adopted, including coronavirus-related distributions and waiver of required minimum distributions during 2020. Required Plan amendments for these provisions must be made by the last day of the Plan year beginning on or after January 1, 2022.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

EIN #42-1612910 Plan #001

For the Year Ended December 31, 2019

Participant Contributions Transferred late to Plan	Total that Constitute Nonexempt Prohibited Transactions			
Includes late participant loan repayments	Contributions not corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
January 1, 2018 - April 4, 2018	$ -	$ 90,340	$ -	$ -

See Independent Auditor's Report.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

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

EIN #42-1612910 Plan #001

12/31/2019

(a)	(b) Identity of Issue	(c) Description of Investment	(d) Cost	(e) Current Value
	Gabelli US Treasury Money Market Fund AAA	Money Market Fund	**	$ 23,771
	Principal Small Cap Value II R6	Mutual Fund	**	2,130
	Blackrock Life Path Index 2060 K	Mutual Fund	**	62,239
	T. Rowe Price Dividend Growth Fund I	Mutual Fund	**	236,937
	Goldman Sachs Inflation Protected Securities Fund R6	Mutual Fund	**	10,817
	Columbia Emerging Markets Fund I3	Mutual Fund	**	33,257
	Wells Fargo Special Mid Cap Value R6 Fund	Mutual Fund	**	77,159
	MFS Mid Cap Value Fund Class R6	Mutual Fund	**	139,489
	Wells Fargo Special Small Cap Value R6 Fund	Mutual Fund	**	28,897
	Virtus Duff and Phelps Real Estate R6	Mutual Fund	**	5,465
	Blackrock Life Path Index Retirement Fund	Mutual Fund	**	3,814
	Blackrock Life Path Index 2025 K	Mutual Fund	**	5,437
	Blackrock Life Path Index 2030 K	Mutual Fund	**	2,299
	Blackrock Life Path Index 2035 K	Mutual Fund	**	1,612,496
	Blackrock Life Path Index 2040 K	Mutual Fund	**	98,333
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*	Fidelity Total Bond K6	Mutual Fund	**	111,714
*	Fidelity Blue Chip Growth K6	Mutual Fund	**	815,341
*	Fidelity International Capital Appreciation K6	Mutual Fund	**	183,329
*	Fidelity Small Cap Growth K6	Mutual Fund	**	20,484
	Total investments			$ 4,290,909
*	Notes receivable from participants	Interest rates of 4.75% - 6.50% with maturities from 2020 to 2023		$ 49,256

* Denotes party-in-interest.

** Information not required for participant-directed investments.

See Independent Auditor's Report.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Financial Statements and Supplemental Schedules

Year Ended December 31, 2019



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Independent Auditor's Report

To the Plan Administrator of
United States Drug Testing 401(k) Profit Sharing Plan and Trust
Des Plaines, Illinois

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of United States Drug Testing 401(k) Profit Sharing Plan and Trust, which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, and the related statement of changes in net assets available for benefits for the year ended December 31, 2019 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; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Basis for Disclaimer of Opinion
As permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Fidelity Management Trust Company, the Trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The Plan administrator has obtained a certification from the Trustee, as of December 31, 2019 and 2018, and for the year ended December 31, 2019, that the information provided to the Plan administrator by the Trustee is complete and accurate.

Disclaimer of Opinion

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

WIPFLI

Other Matter

The supplemental Schedule H, Line 4a - Schedule of Delinquent Participant Contributions for the year ended December 31, 2019, and Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2019 are required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and are presented for the purpose of additional analysis and are not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on these supplemental schedules.

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

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

Wipfli LLP

Wipfli LLP
Palatine, Illinois
October 8, 2020

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Statements of Net Assets Available for Benefits

December 31,	2019	2018
Assets:		
Investments, at fair value	$ 4,290,909	$ 2,933,707
Receivables:		
Notes receivable from participants	49,256	75,623
Participants contributions	-	13,058
Company contributions	-	46,763
Total receivables	49,256	135,444
Net assets available for benefits	$ 4,340,165	$ 3,069,151

See accompanying notes to financial statements.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31,	2019
Additions:	
Investment income :	
Net appreciation in fair value of investments	$ 731,202
Interest and dividends	99,640
Total investment income	830,842
Interest income on notes receivable from participants	3,412
Contributions:	
Company	215,076
Participants	455,524
Total contributions	670,600
Total additions	1,504,854
Deductions:	
Benefits paid to participants	197,665
Administrative expenses	36,175
Total deductions	233,840
Net increase in net assets available for benefits	1,271,014
Net assets available for benefits:	
Beginning of year	3,069,151
End of year	$ 4,340,165

See accompanying notes to financial statements.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Notes to Financial Statements

Note 1: Description of Plan

The following description of the United States Drug Testing 401(k) Profit Sharing Plan and Trust (the "Plan") provides only general information. Participants should refer to the Plan document for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan established on June 1, 2004 covering all eligible employees of United States Drug Testing Laboratories (the "Company"). Effective February 1, 2018, the Plan was amended and restated through the adoption of the Fidelity Management Trust Company Volume Submitter Plan. As part of the amendment and restatement Fidelity Management Trust Company became the Plan's Trustee. The provisions of the Plan remained substantially the same. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

Eligibility

All employees of the Company who have attained the age of 21 (other than employees covered by a collective bargaining agreement which does not provide for their participation, and nonresident aliens) are eligible to participate in the Plan immediately following the completion of one year of service with 1,000 hours, as defined by the Plan.

Contributions

Each year, participants may contribute up to 96% of eligible compensation, as defined in the Plan document, as either pre-tax or after tax Roth contributions up to the maximum allowed by the Internal Revenue Code (IRC). Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined contribution plans (rollovers). Participants direct the investment of their contributions into various investment options offered by the Plan. Newly eligible employees who either do not elect to contribute or do not elect to decline to contribute are automatically enrolled in the Plan at a 3% pre-tax contribution rate. Automatically enrolled participants whose before-tax salary deferral contribution rate is less than 6% have their salary deferral contribution rate automatically increased by 1% annually up to a maximum of 6%.

The Plan provides for the Company to make safe-harbor matching contributions to eligible participants each pay period. The Company contributed to eligible participants each pay period an amount equal to 100% of the first 1% and 50% of the next 5% of participant salary deferral contributions for the year ended December 31, 2019. Company safe-harbor matching contributions to the Plan for the year ended December 31, 2019, were $197,576. During 2019 the Company corrected operational Plan failures identified during the 2018 plan year through the self-correction program available under the Employee Plans Compliance Resolution System. Additional Company contributions to the Plan related to these operational Plan failures, including lost earnings on late remittances, for the year ended December 31, 2019 were $17,500.

Note 1: Description of Plan (Continued)

Contributions (Continued)

In addition, the Company may contribute annually an additional discretionary amount to the Plan allocated to eligible participants who have completed at least 501 hours of service in the Plan year or are employed on the last day of the Plan year in the ratio that the participant's compensation bears to the compensation of all participants. No such contribution was made for the year ended December 31, 2019.

Participant Accounts

Participant accounts are credited with the participant's contributions, Company safe-harbor matching contributions, and allocations of (a) the Company's additional discretionary contribution, if any, and (b) plan earnings (losses) and are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting and Forfeitures

All participant deferral contributions, rollover contributions and Company safe-harbor matching contributions and earnings thereon are immediately fully vested. Participants vest in additional Company discretionary contributions at a rate of 20% per year of service, as defined by the Plan, after the second year of service and reach full vesting after six years of service.

Any amounts forfeited by Plan participants are used to reduce the Company matching and/or additional discretionary contributions or Plan expenses. There were no forfeited non-vested accounts at December 31, 2019 and 2018. The Company did not use any forfeitures to reduce Company contributions during the year ended December 31, 2019.

Notes Receivable From Participants

The Plan allows each participant to borrow from their fund accounts a minimum of $1,000 and a maximum of $50,000, reduced as defined in the Plan, or 50% of their vested account balance. The loans bear interest at a rate approved by the Plan administrator comparable to commercial lending standards. Interest rates on loans outstanding at December 31, 2019, ranged from 4.75% to 6.50%. Loans are funded by a withdrawal from the participant's own account and are payable in equal installments by payroll deductions over a period not to exceed fives years, unless the participant's loan is for the purchase of the participant's principal residence which can be paid back over a period not to exceed ten years. The Plan allows participants to have only one loan outstanding.

Note 1: Description of Plan (Continued)

Payment of Benefits

A participant is entitled to the vested value of his/her account balances at the normal retirement age (65), upon termination of employment, death, or total disability. Benefits are paid to a participant or his/her beneficiary in the form of a lump sum, installment payments or partial withdrawals.

In-service Withdrawals

The Plan allows for in-service withdrawals by participants who have attained the age of 59 1/2 from the vested portion of their account balances or withdrawal of rollover contributions by any participant at any time. In addition, the Plan allows for hardship withdrawals from a participant's salary deferral contributions for specific situations as defined by the Plan.

Plan Termination

The Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to provisions of ERISA, although it has expressed no intention to do so. In the event of termination of the Plan, participants become fully vested in their Company contributions.

Note 2: Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States ("GAAP").

Use of Estimates in Preparation of Financial Statements

The preparation of financial statements in accordance with GAAP requires the Plan administrator to make estimates and assumptions that affect the reported amounts of net assets available for benefits and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of changes in net assets during the reporting period. Actual results may differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investment's are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements.

Note 2: Summary of Significant Accounting Policies (Continued)

Investment Valuation and Income Recognition (Continued)

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 includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Payment of Benefits

Benefits are recorded when paid.

Notes Receivable From Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued, but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2019 and 2018. Delinquent participant notes receivable are recorded as benefit payments on the basis of the terms of the Plan document.

Administrative Expenses

Management fees for investments in mutual funds are deducted from income earned on a daily basis and, therefore, are reflected as a reduction of investment return for those mutual funds. Fees charged to the Plan for distributions and/or loans are allocated to the account of the individual participant. Expenses, if any, paid by the Company are excluded from these financial statements.

Note 3: Summary of Information Prepared and Certified by Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's (DOL's) Rules and Regulations for Reporting and Disclosure under ERISA. Certain information disclosed in the accompanying financial statements and supplemental schedules, including investments, and notes receivable from participants held at December 31, 2019 and 2018, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2019, was obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Fidelity Management Trust Company, the Trustee of the Plan.

Note 4: Fair Value Measurements

GAAP establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority level. Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1). Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available. There are no Plan assets requiring the use of Level 3 inputs for the periods presented.

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.

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

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

The following tables set forth by level, within the fair value hierarchy, the Plan's investment assets at fair value as of December 31, 2019 and 2018. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement:

	Assets at Fair Value as of December 31, 2019			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 4,267,138	$ -	$ -	$ 4,267,138
Money market funds	23,771	-	-	23,771
Total investment assets at fair value	$ 4,290,909	$ -	$ -	$ 4,290,909

Note 4: Fair Value Measurements (Continued)

	Assets at Fair Value as of December 31, 2018			
	Level 1	Level 2	Level 3	Total
Mutual funds	$ 2,878,456	$ -	$ -	$ 2,878,456
Money market funds	$ 55,251	$ -	$ -	$ 55,251
Total investment assets at fair value	2,933,707	$ -	$ -	$ 2,933,707

Note 5: Tax Status

The sponsors of the Volume Submitter Plans under which the Plan operated for the year ended December 31, 2019, have obtained determination letters from the IRS which state that the Volume Submitter Plan documents, as then designed, were in compliance with the applicable requirements of the IRC. The Plan administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the IRC. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Note 6: Risks and Uncertainties

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

Note 7: Related-Party Transactions and Party-in-Interest Transactions

The Plan invests in shares of mutual funds managed by Fidelity Management Trust Company, the Trustee of the Plan, and therefore these transactions qualify as party-in-interest transactions. Fees included and paid by the Plan to various service providers for investment and administrative services were $36,175 for the year ended December 31, 2019. Notes receivable from participants also qualify as party-in-interest transactions, which are exempt from the prohibited transaction rule of ERISA.

Note 8: Prohibited Transactions

Under DOL Reg. 2510.3-102(b), the Company is required to remit the participant salary deferral contributions to the Plan at the earliest date such amounts can be reasonably segregated from the Company's general assets, but no later than the fifteenth business day of the month following the date that participant contributions are withheld by the Company. As reported on Schedule H, Line 4a - Schedule of Delinquent Participant Contributions, certain contributions for payrolls during the Plan year ended December 31, 2018, totaling $90,340, were remitted several days after the earliest days reasonably segregated. These transactions constitute prohibited transactions as defined by ERISA. The Company has remitted lost earnings to participant accounts during the Plan year ended December 31, 2019.

Note 9: Subsequent Events

The Plan has evaluated subsequent events through October 8, 2020, which is the date the financial statements were available to be issued.

With regard to the effects of COVID-19, the Company’s operations have not been significantly impacted, however, the Company continues to monitor the situation. Any negative impact to the Company’s results of operations, cash flows, and financial condition, and the ability for the Company to continue to make contributions to the Plan, cannot be reasonably estimated or determined at this time.

The Plan is evaluating whether certain optional provisions of the Coronavirus Aid, Relief, and Economic Security Act (CARES Act) that was signed into law on March 27, 2020, will be adopted, including coronavirus-related distributions and waiver of required minimum distributions during 2020. Required Plan amendments for these provisions must be made by the last day of the Plan year beginning on or after January 1, 2022.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

EIN #42-1612910 Plan #001

For the Year Ended December 31, 2019

Participant Contributions Transferred late to Plan	Total that Constitute Nonexempt Prohibited Transactions			
Includes late participant loan repayments	Contributions not corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	Total Fully Corrected Under VFCP and PTE 2002-51
January 1, 2018 - April 4, 2018	$ -	$ 90,340	$ -	$ -

See Independent Auditor's Report.

United States Drug Testing 401(k) Profit Sharing Plan and Trust

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

EIN #42-1612910 Plan #001

12/31/2019

(a)	(b) Identity of Issue	(c) Description of Investment	(d) Cost	(e) Current Value
	Gabelli US Treasury Money Market Fund AAA	Money Market Fund	**	$ 23,771
	Principal Small Cap Value II R6	Mutual Fund	**	2,130
	Blackrock Life Path Index 2060 K	Mutual Fund	**	62,239
	T. Rowe Price Dividend Growth Fund I	Mutual Fund	**	236,937
	Goldman Sachs Inflation Protected Securities Fund R6	Mutual Fund	**	10,817
	Columbia Emerging Markets Fund I3	Mutual Fund	**	33,257
	Wells Fargo Special Mid Cap Value R6 Fund	Mutual Fund	**	77,159
	MFS Mid Cap Value Fund Class R6	Mutual Fund	**	139,489
	Wells Fargo Special Small Cap Value R6 Fund	Mutual Fund	**	28,897
	Virtus Duff and Phelps Real Estate R6	Mutual Fund	**	5,465
	Blackrock Life Path Index Retirement Fund	Mutual Fund	**	3,814
	Blackrock Life Path Index 2025 K	Mutual Fund	**	5,437
	Blackrock Life Path Index 2030 K	Mutual Fund	**	2,299
	Blackrock Life Path Index 2035 K	Mutual Fund	**	1,612,496
	Blackrock Life Path Index 2040 K	Mutual Fund	**	98,333
	Blackrock Life Path Index 2050 K	Mutual Fund	**	31,437
	Blackrock Life Path Index 2045 K	Mutual Fund	**	84,591
	Blackrock Life Path Index 2055 K	Mutual Fund	**	69,121
*	Fidelity US Bond Index Fund	Mutual Fund	**	43,498
*	Fidelity 500 Index Fund	Mutual Fund	**	30,990
*	Fidelity Global Ex US Index Fund	Mutual Fund	**	8,084
*	Fidelity Mid Cap Index Fund	Mutual Fund	**	4,302
*	Fidelity Small Cap Index Fund	Mutual Fund	**	17,609
*	Fidelity Value Discovery K6 Fund	Mutual Fund	**	527,869
*	Fidelity Total Bond K6	Mutual Fund	**	111,714
*	Fidelity Blue Chip Growth K6	Mutual Fund	**	815,341
*	Fidelity International Capital Appreciation K6	Mutual Fund	**	183,329
*	Fidelity Small Cap Growth K6	Mutual Fund	**	20,484
	Total investments			$ 4,290,909
*	Notes receivable from participants	Interest rates of 4.75% - 6.50% with maturities from 2020 to 2023		$ 49,256

* Denotes party-in-interest.

** Information not required for participant-directed investments.

See Independent Auditor's Report.