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
WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1986

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)
WILLIAM H. SADLIER, INC.

9 PINE STREET 7TH FLOOR
NEW YORK, NY 10005

2b Employer Identification Number (EIN)
13-5363840

2c Plan Sponsor's telephone number
212-312-6135

2d Business code (see instructions)
511130

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.	10/14/2020	DAVID KONIS
	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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	232
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)**	172
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	190
b	Retired or separated participants receiving benefits	**6b**	1
c	Other retired or separated participants entitled to future benefits	**6c**	59
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	250
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	1
f	Total. Add lines **6d** and **6e**.	**6f**	251
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	222
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	8
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)	[X] Insurance	**(1)**	[X] 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)** [X] 1 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2019

This Form is Open to Public Inspection

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

A Name of plan
WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
WILLIAM H. SADLIER, INC.

D Employer Identification Number (EIN)
13-5363840

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

1 Coverage Information:

(a) Name of insurance carrier
VOYA RETIREMENT INSURANCE AND ANNUITY COMPANY

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
71-0294708	86509	ZH9861	251	01/01/2019	12/31/2019

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

(a) Total amount of commissions paid	**(b)** Total amount of fees paid
47321	0

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

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

MMA SECURITIES LLC
PO BOX 9497
NEW YORK, NY 10087

(b) Amount of sales and base commissions paid	Fees and other commissions paid		
	(c) Amount	**(d)** Purpose	**(e)** Organization code
47321			3

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	**4**	3305645
5	Current value of plan's interest under this contract in separate accounts at year end	**5**	21891351

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

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

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

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

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

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ GROUP PENSION FUNDING

b	Balance at the end of the previous year			**7b**	3731594
c	Additions: (1) Contributions deposited during the year	**7c(1)**	165580		
	(2) Dividends and credits	**7c(2)**			
	(3) Interest credited during the year	**7c(3)**	61627		
	(4) Transferred from separate account	**7c(4)**			
	(5) Other (specify below)	**7c(5)**	54937		
	▶ *				
	(6) Total additions			**7c(6)**	282144
d	Total of balance and additions (add lines **7b** and **7c(6)**)			**7d**	4013738
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**	479213		
	(2) Administration charge made by carrier	**7e(2)**	2116		
	(3) Transferred to separate account	**7e(3)**	220383		
	(4) Other (specify below)	**7e(4)**	102388		
	▶ *				
	(5) Total deductions			**7e(5)**	804100
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			**7f**	3209638

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

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

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

m ☐ Other (specify) ▶

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE 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
WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
WILLIAM H. SADLIER, INC.

D Employer Identification Number (EIN)
13-5363840

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

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

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

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

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)

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

(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?
26	SERVICE PROVIDER	6825	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

RSMUSLLP

42-0714325

(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?
99	SERVICE PROVIDER	0	Yes [X] No [ ]	Yes [ ] No [X]	12500	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
RSMUSLLP	99	12500

(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.
VOYA RETIREMENT INSURANCE AND ANNUI 71-0294708	OTHER FEES

(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

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

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

(complete as many entries as needed)

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

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
WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 002

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
WILLIAM H. SADLIER, INC.

D Employer Identification Number (EIN)
13-5363840

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: VARIABLE ANNUITY ACCOUNT D

b Name of sponsor of entity listed in (a): VOYA RETIREMENT INSURANCE & ANNUITY CO

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
71-0294708-000	P	21891351

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

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
WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
WILLIAM H. SADLIER, INC.

D Employer Identification Number (EIN)
13-5363840

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	507489	493068
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	17932758	21891351
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	3731594	3209638
(15) Other	1c(15)		

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	22171841	25594057
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	22171841	25594057

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)	364439	
	(B) Participants	2a(1)(B)	1165056	
	(C) Others (including rollovers)	2a(1)(C)		
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1529495
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	33205	
	(F) Other	2b(1)(F)	61627	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		94832
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		4508194
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		35679
d Total income. Add all **income** amounts in column (b) and enter total	2d		6168200
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2731617	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		2731617
f Corrective distributions (see instructions)	2f		6131
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	8236	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		8236
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2745984
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		3422216
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) ☐ Unmodified **(2)** ☐ Qualified **(3)** ☒ Disclaimer **(4)** ☐ Adverse

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

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

(1) Name: RSM US LLP **(2)** EIN: 42-0714325

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. **(2)** ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	4b		X	

			Yes	No	Amount
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		500000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c If the plan is a defined benefit plan, is it covered under the PBGC insurance program (See ERISA section 4021.)? ..... ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year_____. (See instructions.)

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

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

OMB No. 1210-0110

2019

This Form is Open to Public Inspection.

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

A Name of plan
WILLIAM H. SADLIER, INC. 401K PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
WILLIAM H. SADLIER, INC.

D Employer Identification Number (EIN)
13-5363840

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): 71-0294708

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_____

William H. Sadlier, Inc.
401(k) Profit Sharing Plan

Financial Report
December 31, 2019

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RSM US LLP

Independent Auditor's Report

Administrative Committee
William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the William H. Sadlier, Inc. 401(k) Profit Sharing Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, the related 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 of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified or provided by Voya Institutional Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executed transactions. The Plan Administrator has obtained certifications 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.

RSM US LLP is the U.S. member firm of RSM International, a global network of independent audit, tax, and consulting firms. Visit rsmus.com/aboutus for more information regarding RSM US LLP and RSM International.

Other Matter
The supplemental schedule H, line 4(i) – schedule of assets (held at end of year) as of December 31, 2019, is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purposes of additional analysis and is not a required part of the financial statements. This supplemental schedule is the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule.

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

RSM US LLP

New York, New York
October 13, 2020

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Statements of Net Assets Available for Benefits
December 31, 2019 and 2018

	2019	2018
Assets		
Investments at fair value	**$ 21,891,351**	$ 17,932,758
Fixed income account at contract value	**3,209,638**	3,731,594
Total investments	**25,100,989**	21,664,352
Receivables:		
Notes receivable from participants	**493,068**	507,489
Net assets available for benefits	**$ 25,594,057**	$ 22,171,841

See notes to financial statements.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2019

Additions to net assets attributed to:	
Investment income:	
Dividends and interest	$ 61,627
Net appreciation in fair value of investments	4,508,194
Total investment income	4,569,821
Interest income on notes receivable from participants	33,205
Other income	35,679
Contributions:	
Employer	364,439
Participants	1,165,056
Total contributions	1,529,495
Total additions	6,168,200
Deductions from net assets attributed to:	
Benefits paid to participants	2,737,748
Administrative expenses	8,236
Total deductions	2,745,984
Net increase in net assets available for benefits	3,422,216
Net assets available for benefits:	
Beginning	22,171,841
Ending	$ 25,594,057

Note 1. Plan Description

The following description of the William H. Sadlier, Inc. 401(k) Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan agreement, as amended, for a more complete description of the Plan's provisions.

General: The Plan, which commenced in 1986 and was amended in October 2009, is a defined contribution plan covering all eligible employees of William H. Sadlier, Inc. (the Company and Plan Sponsor) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). At December 31, 2019 and 2018, the Plan's assets are in the custody of Voya Institutional Trust Company (Voya or the Trustee), who is the Trustee and recordkeeper of the Plan. The Plan has adopted the Voya Retirement Insurance and Annuity Company Non-Standardized 401(k) Profit Sharing Plan, which has received an opinion letter from the Internal Revenue Service as to the prototype plan's qualified status.

Eligibility: The Plan covers all salaried employees who become eligible after the subsequent calendar quarter who have attained the age of 21 and who have completed three months of service. Any employee who was not eligible to participate in the Plan on its effective date will become eligible on the first day of the quarter nearest the time when such employee meets these requirements.

Contributions: The Plan, as amended, allows participants to contribute up to 70% of compensation on a pretax basis as limited by statutory regulations under the Internal Revenue Code of 1986 (the Code), as amended. The annual pretax contribution limitation for each participant, adjusted each year for cost of living adjustments prescribed under Section 415(d) of the Code, was $19,000 in 2019. Participants who reach age 50 during the plan year are allowed to make catch-up contributions subject to annual limitations. In 2019, the maximum catch-up contributions allowable under the Code amounted to $6,000.

The Plan Sponsor, as presently authorized by its Board of Directors, makes discretionary elective contributions on behalf of participants in amounts equal to 50% of the participants' contributions, subject to a maximum of 6% of each participant's compensation. These matching contributions are subject to the vesting schedule described below. Compensation includes all wages subject to tax under Section 3101(a) of the Code, without regard to the dollar limitation of Section 3121(1) but not including deferred compensation other than contributions through a salary reduction agreement to a cash or deferred plan under Section 401(k).

All eligible employees are automatically enrolled in the Plan at a contribution rate of 3% of compensation unless specifically opting out of the Plan.

Each plan year, the Plan Sponsor may also make an additional profit-sharing contribution, as declared by the Plan Sponsor's Board of Directors. This amount is allocated to each participant on the basis of actual compensation paid during the period. These amounts are recorded in the Plan Sponsor contribution accounts and are subject to the vesting schedule described below. In 2019 and 2018, the Plan Sponsor's Board of Directors did not declare an additional profit-sharing contribution.

A participant may make a rollover contribution to the Plan of amounts, which he or she has received from another qualified plan.

Participants' accounts: Each participant's account is credited with the participant's contribution and an allocation of the Company's contribution, and Plan earnings and is charged with an allocation of administrative expenses. Allocations are based on participant contributions, earnings or account balances, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Note 1. Plan Description (Continued)

Vesting: Participants are vested immediately in their contributions plus actual earnings thereon. Upon termination of employment, the vesting in the Plan Sponsor's contribution is as follows: after two years of service, 20% vested; after three years of service, 40% vested; after four years of service, 60% vested; after five years of service, 80% vested; and after six years of service, 100% vested. If a participant leaves the Company prior to such time, the portion of the accrued benefit which has not vested is forfeited.

Upon termination of the Plan, the benefits of each participant shall become fully vested.

Payment of benefits: Upon a participant reaching retirement, or upon permanent disability, the initial amount to which the participant is entitled shall be paid as soon as practical. If a participant continues employment beyond the normal retirement age of 65, payment may be deferred until he or she terminates employment.

Unless an optional form of benefit is selected pursuant to a qualified election within the 90-day period ending on the day benefit payments would commence, a participant will be paid in the form of a lump-sum payment. If the participant is unmarried, benefits shall be paid in either a lump sum or in the form of monthly or annual installments over a period not to exceed the life or life expectancy of the participant or in the form of a combination of the above-mentioned options.

Upon a participant's death, all benefits payable shall be paid to a designated beneficiary in a lump-sum payment. If the beneficiary is the participant's surviving spouse, distributions shall begin no later than the date on which the participant would have attained age 70½.

Upon termination of service before retirement, disability or the participant's death, the Plan Administrator shall either distribute the vested portion of such participant's employer contribution account plus his or her participant account or defer distribution until the participant reaches normal retirement age.

Withdrawals: The Plan provides for hardship withdrawals where participants shall be permitted to withdraw a portion of their participant accounts. The amount of the withdrawals may not exceed the amount required to meet the immediate financial need created by such hardship, and participants must demonstrate that such amount is not reasonably available from other financial sources available to them.

Forfeitures: Forfeited balances of terminated participants' non-vested accounts are used to reduce future employer contributions or offset Plan expenses. Employer contributions were reduced by approximately $35,000 and $27,000 from the forfeited non-vested account during 2019 and 2018, respectively. The Plan had approximately $31,000 and $51,000 in the forfeited non-vested account as of December 31, 2019 and 2018, respectively.

Notes receivable from participants: The Plan allows participants to borrow from the Plan provided that such a loan, when added to the outstanding balance of all loans to the participant, would not exceed the lesser of $50,000 or 50% of the value of the participant's total vested account balance under the Plan. Each participant shall be permitted to apply for no more than one loan per plan year with a maximum of three outstanding loans. Loans may be made only from the employee account. No loan shall be made in an amount less than $500. All terms of the loans are defined in the Plan. The loans bear interest equal to the prevailing commercial interest rate and are repayable up to a five-year period unless the loan is taken for the purchase of a primary residence.

Investment options: Upon enrollment in the Plan, a participant may direct employee contributions in 1% increments into various investment options offered by the Plan. The Plan currently offers 32 pooled separate accounts and a fixed income account as investment options for participants.

Note 1. Plan Description (Continued)

Administrative expenses: Custodial fees and expenses incurred are charged directly to participant accounts. All other administrative costs are paid by the Plan Sponsor.

Note 2. Summary of Significant Accounting Policies

The Plan's significant accounting policies are as follows:

Basis of accounting: The Plan's financial statements have been prepared on the accrual basis of accounting.

Valuation of investments and income recognition: The Plan's investments are reported at fair value except for contract value investment. 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 3 for a discussion of fair value measurements.

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

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are recorded as distributions based upon the terms of the Plan agreement.

Payment of benefits: Benefits are recorded when paid to the Plan's participants.

Recently adopted accounting pronouncement: In August 2018, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2018-13, *Fair Value Measurement (Topic 820): Disclosure Framework – Changes to the Disclosure Requirements for Fair Value Measurement*, which changes the fair value measurement disclosure requirements of Accounting Standards Codification (ASC) 820. The key provisions include new, eliminated and modified disclosure requirements. The new guidance is effective for fiscal years beginning after December 15, 2019, including interim periods therein. Early application is permitted. The Plan elected to early adopt this new ASU for the year ended December 31, 2019, and the impact is reflected in Note 3 of the financial statements. The adoption of this new accounting pronouncement did not have a material impact on the financial statements.

Note 3. Fair Value Measurements

FASB ASC 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Note 3. Fair Value Measurements (Continued)

FASB ASC 820 also provides that fair value may be measured at the net asset value (NAV) provided by the issuer for certain entities that calculate NAV per share. Such investments recorded at NAV are not classified within this hierarchy. At December 31, 2019 and 2018, all fair value investments held by the Plan were measured at NAV, as determined by the Plan Sponsor based on the fair value of the underlying net assets.

The following table sets forth an additional disclosure of the Plan's investments where fair value is estimated using NAV per share (or its equivalent) as of December 31, 2019 and 2018.

Investment	Fair Value December 31, 2019	2018	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts:					
Asset allocation*	$ 6,771,127	$ 5,614,990	$ -	Daily	None
Global, international*	4,297,879	3,497,539	-	Daily	None
Large cap value*	4,034,736	3,346,431	-	Daily	None
Large cap growth*	989,820	748,807	-	Daily	None
Small, mid, specialty*	3,504,968	2,628,681	-	Daily	None
Bonds*	1,778,901	1,731,421	-	Daily	None
Balanced*	513,920	364,889	-	Daily	None
	$ 21,891,351	$ 17,932,758	$ -		

* The pooled separate account is a direct filing entity that is valued on a daily basis. Withdrawal from the pooled separate account is based on the pooled separate account's unit value on that day.

Note 4. Investments Certified by Voya Institutional Trust Company (Trustee)

The following is a summary of the Plan's asset information as of December 31, 2019 and 2018, and for the year ended December 31, 2019, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by the Trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the Trustee that information provided to the Plan Administrator by the Trustee related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets at December 31:

	2019	2018
Investments at fair value	$ 21,891,351	$ 17,932,758
Fixed income account at contract value	3,209,638	3,731,594
Notes receivable from participants	493,068	507,489

Voya has also certified to the completeness and accuracy of $4,508,194 of net appreciation in fair value of investments and $94,832 (including $61,627 from the fixed income account, $35,670 of other income and $33,205 from notes receivable from participants) of dividends and interest income for the year ended December 31, 2019.

Note 5. Fixed Income Account

The Plan invests in a benefit-responsive investment contract, Voya Fixed Income Account, with Voya. The investment is intended to be a long-term investment for participants seeking stability of principal. The contributions to this contract are maintained in a general account, which is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The contract is included in the financial statements at contract value, as reported to the Plan by Voya.

Contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the group annuity contract since the contract was determined to be fully benefit-responsive. Given this, the contract will be reported at contract value. Contract value represents contributions made under the contract plus earnings less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The crediting interest rate is based on a formula agreed upon with the issuer but may not be less than 0%. Such interest rates are reviewed on a quarterly basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan agreement (including complete or partial Plan terminations or merger with another plan), (2) changes to Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spinoffs of a subsidiary) that cause a significant withdrawal from the Plan or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that the occurrence of any such event, which would limit the Plan's ability to transact at contract value with participants, is probable.

A guaranteed interest rate is an effective annual rate of interest credited at its equivalent daily rate to amounts in the guaranteed investment contract as of the close of business daily. The establishment of the guaranteed interest rate requires estimation of the future earnings rates, the rate at which existing investments mature, and future cash flow. The minimum guaranteed interest rate at December 31, 2019, was 1%. During the year Voya may credit interest at a rate greater than the floor rate.

The minimum guaranteed interest rate, the floor interest rate and the current credited interest rate are expressed as an annual effective yield. The current credited interest rate is based on plan-specific characteristics, plan-specific elections and other factors. If those change, corresponding adjustments to the current and floor interest rates may be made, as defined in the contract.

There are no reserves against contract value for credit risk of the contract issuer or otherwise.

The contract does not permit Voya to terminate the agreement prior to the scheduled maturity date.

Note 6. Related Party and Party-in-Interest Transactions

Certain Plan investments are shares of pooled separate accounts and a fixed income account managed by Voya. Voya is the Trustee, as defined by the Plan; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan Sponsor for investment management and Plan audit services amounted to approximately $6,825 for the year ended December 31, 2019.

Note 7. Tax Status

The Plan adopted a non-standardized form of a prototype plan sponsored by Voya. The prototype plan has received an opinion letter from the Internal Revenue Service as to the prototype plan's qualified status. The prototype plan opinion letter has been relied upon by the Plan. The Plan Administrator believes that the Plan is designed and is being operated in compliance with the applicable provisions of the Code.

The Plan Sponsor's management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require adjustments to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements as of December 31, 2019 and 2018, and for the year ended December 31, 2019.

Note 8. Plan Termination

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan by action of its Board of Directors subject to the provisions of ERISA. In the event of the Plan's termination, participants would become 100% vested in their employer contributions.

Note 9. Risks and Uncertainties

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

Note 10. Subsequent Events

The Plan evaluates events occurring after the date of the financial statements to consider whether or not the impact of such events needs to be reflected and/or disclosed in the financial statements. Such evaluation is performed through the date the financial statements are available for issuance, which was October 13, 2020, for these financial statements.

On March 11, 2020, the World Health Organization declared the novel strain of coronavirus (COVID-19) a global pandemic. This has resulted in volatility in financial markets. The Plan Sponsor cannot reasonably estimate the length or severity of this pandemic, but we currently anticipate an impact on the financial statements in fiscal year 2020.

The Plan has implemented certain requirements by the Coronavirus Aid, Relief, and Economic Security Act (the CARES Act) and the Setting Every Community Up for Retirement Enhancement Act of 2019 (the SECURE Act), which changes the Plan to, among others, allow certain eligible individuals to receive COVID-19 related withdrawals, relief for loan repayment, suspend required minimum distributions and delay the commencement date for required minimum distributions. Written amendments to the Plan to reflect these operational changes will be adopted at a later date in accordance with applicable law and Internal Revenue Service guidance.

Effective April 1, 2020, the Plan was amended to update the Plan entry dates to monthly from quarterly, the vesting schedule to five-year graded from six-year graded and to permit Roth elective deferrals to be contributed into the Plan.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2019

	Identity of Issuer, Borrower, or Similar Party	Number of Shares		Current Value
	American Century Small-Mid Cap VI Port I ^	8,553	$	364,047
	American Funds New World R4 ^	4,695		85,996
	ClearBridge Small Cap Growth Fund - Class A ^	18,350		620,997
	Eaton Vance Real Estate Fund I ^	10,360		97,975
	Franklin Small Cap Value VIP Fund - Class 2 ^	4,409		154,024
	MFS Aggressive Growth Allocation Fund - Class R3 ^	660		15,280
	MFS Conservative Allocation Fund - Class R3 ^	20,763		345,713
	MFS Growth Allocation Fund - Class R3 ^	95,878		2,024,467
	MFS Moderate Allocation Fund - Class R3 ^	121,379		2,291,401
	Oppenheimer International Growth Fund - Class Y ^	37,850		725,009
	Pioneer Strategic Income Fund - Class Y Shares ^	23,634		467,941
	T. Rowe Price Blue Chip Growth Fund - Advisor Class ^	25,857		989,820
	T. Rowe Price Retirement 2010 Fund - Advisor Class ^	657		12,776
	T. Rowe Price Retirement 2015 Fund - Advisor Class ^	1,314		27,013
	T. Rowe Price Retirement 2020 Fund - Advisor Class ^	36,816		799,085
	T. Rowe Price Retirement 2025 Fund - Advisor Class ^	18,303		414,497
	T. Rowe Price Retirement 2030 Fund - Advisor Class ^	3,599		84,708
	T. Rowe Price Retirement 2035 Fund - Advisor Class ^	12,714		307,089
	T. Rowe Price Retirement 2040 Fund - Advisor Class ^	5,431		134,374
	T. Rowe Price Retirement 2045 Fund - Advisor Class ^	4,072		101,375
	T. Rowe Price Retirement 2055 Fund - Advisor Class ^	1,655		41,140
	T. Rowe Price Retirement 2050 Fund - Advisor Class ^	1,423		35,376
	T. Rowe Price Retirement 2060 Fund - Advisor Class ^	9,036		136,833
*	Voya Corporate Leaders 100 Fund - Class I ^	75,935		1,917,949
*	Voya Fixed Account ^			3,209,638
*	Voya Mid Cap Opportunities Portfolio - Class S ^	20,941		850,739
*	Voya Intermediate Bond Fund - Class A ^	67,542		1,310,960
*	Voya Russell (TM) Mid Cap Index Portfolio - Class I ^	41,121		1,291,594
*	Voya Russell (TM) Small Cap Index Portfolio - Class I ^	4,208		125,592
*	Voya U.S. Stock Index Portfolio - Institutional Class ^	41,518		1,566,038
*	VY Oppenheimer Global Portfolio - Service Class ^	119,438		3,486,874
*	VY T. Rowe Price Capital Appreciation Portfolio - Service Class ^	13,392		513,920
*	VY T. Rowe Price Equity Income Portfolio - Service Class ^	18,201		550,749
	Total investments at current value (1)			25,100,989
*	Notes receivable from participants (interest rates range from 4.25% to 8.00% with maturing dates from 2020 to 2043) ^			493,068
			$	25,594,057

(1) Participant-directed funds; therefore, cost information is not included.

* Indicates party-in-interest to the Plan.

^ The information has been certified by Voya Institutional Trust Company, the trustee, as complete and accurate.

Attachment to 2019 Form 5500
Schedule H, line 4i - Schedule of Assets
(Held at End of Year)
WILLIAM H. SADLIER, INC. 401(K) PROFIT SHARING PLAN
EIN#13-5363840
Plan#002
As Of December 31, 2019

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investments including maturity date, rate of interest, collateral, par, or maturity date	(d)Cost	(e) Current Value
	American Funds New World R4	Registered Investment Company		$85,996
	ClrBrg SmCp Grw Fnd A	Registered Investment Company		$620,997
	Eaton Vance Real Estate Fund I	Registered Investment Company		$97,975
	Franklin Small Cap Val VIP F 2	Registered Investment Company		$154,024
	Inv Opp Intl Growth Fund Y	Registered Investment Company		$725,009
	MFS Aggressive Grw Alloc Fd R3	Registered Investment Company		$15,280
	MFS Conservative Alloc Fnd R3	Registered Investment Company		$345,713
	MFS Growth Allocation Fund R3	Registered Investment Company		$2,024,467
	MFS Moderate Allocation Fd R3	Registered Investment Company		$2,291,401
	Pioneer Strategic Income Fnd Y	Registered Investment Company		$467,941
	TRwPr Blue Chip Growth Fnd Adv	Registered Investment Company		$989,820
	TRwPr Retirement 2010 Fund Adv	Registered Investment Company		$12,776
	TRwPr Retirement 2015 Fund Adv	Registered Investment Company		$27,013
	TRwPr Retirement 2020 Fund Adv	Registered Investment Company		$799,085
	TRwPr Retirement 2025 Fund Adv	Registered Investment Company		$414,497
	TRwPr Retirement 2030 Fund Adv	Registered Investment Company		$84,708
	TRwPr Retirement 2035 Fund Adv	Registered Investment Company		$307,089
	TRwPr Retirement 2040 Fund Adv	Registered Investment Company		$134,374
	TRwPr Retirement 2045 Fund Adv	Registered Investment Company		$101,375
	TRwPr Retirement 2050 Fund Adv	Registered Investment Company		$41,140
	TRwPr Retirement 2055 Fund Adv	Registered Investment Company		$35,376
	TRwPr Retirement 2060 Fund Adv	Registered Investment Company		$136,833
*	Voya Corporate Ldrs 100 Fd I	Registered Investment Company		$1,917,949
*	Voya Fixed Account 4633	Insurance Company General Account		$3,209,638
*	Voya Intermediate Bond Fund A	Registered Investment Company		$1,310,960
*	Voya Mid Cap Opport Port S	Registered Investment Company		$850,739
*	Voya Russell MdCp Indx Prt I	Registered Investment Company		$1,291,594
*	Voya Russell SmCp Indx Prt I	Registered Investment Company		$125,591
*	Voya US Stock Index Port Ins	Registered Investment Company		$1,566,039
	VY AmCen Sm-MdCp Vl Port I	Registered Investment Company		$364,047
	VY Inv Opp Global Port Srv	Registered Investment Company		$3,486,874
	VY TRwPr Cap Apprec Port Srv	Registered Investment Company		$513,920
	VY TRwPr Eqty Income Prt Srv	Registered Investment Company		$550,749
	Participant Loans	Participant Loans		$493,068
	TOTAL	Registered Investment Company		$25,594,057

* denotes party-in-interest
Column (d) is not required as the Plan's investments are totally participant directed.

William H. Sadlier, Inc.
401(k) Profit Sharing Plan

Financial Report
December 31, 2019

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RSM US LLP

Independent Auditor's Report

Administrative Committee
William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the William H. Sadlier, Inc. 401(k) Profit Sharing Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, the related 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 of America; this includes the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified or provided by Voya Institutional Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executed transactions. The Plan Administrator has obtained certifications 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.

RSM US LLP is the U.S. member firm of RSM International, a global network of independent audit, tax, and consulting firms. Visit rsmus.com/aboutus for more information regarding RSM US LLP and RSM International.

Other Matter
The supplemental schedule H, line 4(i) – schedule of assets (held at end of year) as of December 31, 2019, is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purposes of additional analysis and is not a required part of the financial statements. This supplemental schedule is the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule.

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

RSM US LLP

New York, New York
October 13, 2020

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Statements of Net Assets Available for Benefits
December 31, 2019 and 2018

	2019	2018
Assets		
Investments at fair value	**$ 21,891,351**	$ 17,932,758
Fixed income account at contract value	**3,209,638**	3,731,594
Total investments	**25,100,989**	21,664,352
Receivables:		
Notes receivable from participants	**493,068**	507,489
Net assets available for benefits	**$ 25,594,057**	$ 22,171,841

See notes to financial statements.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2019

Additions to net assets attributed to:	
Investment income:	
Dividends and interest	$ 61,627
Net appreciation in fair value of investments	4,508,194
Total investment income	4,569,821
Interest income on notes receivable from participants	33,205
Other income	35,679
Contributions:	
Employer	364,439
Participants	1,165,056
Total contributions	1,529,495
Total additions	6,168,200
Deductions from net assets attributed to:	
Benefits paid to participants	2,737,748
Administrative expenses	8,236
Total deductions	2,745,984
Net increase in net assets available for benefits	3,422,216
Net assets available for benefits:	
Beginning	22,171,841
Ending	$ 25,594,057

Note 1. Plan Description

The following description of the William H. Sadlier, Inc. 401(k) Profit Sharing Plan (the Plan) provides only general information. Participants should refer to the Plan agreement, as amended, for a more complete description of the Plan's provisions.

General: The Plan, which commenced in 1986 and was amended in October 2009, is a defined contribution plan covering all eligible employees of William H. Sadlier, Inc. (the Company and Plan Sponsor) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). At December 31, 2019 and 2018, the Plan's assets are in the custody of Voya Institutional Trust Company (Voya or the Trustee), who is the Trustee and recordkeeper of the Plan. The Plan has adopted the Voya Retirement Insurance and Annuity Company Non-Standardized 401(k) Profit Sharing Plan, which has received an opinion letter from the Internal Revenue Service as to the prototype plan's qualified status.

Eligibility: The Plan covers all salaried employees who become eligible after the subsequent calendar quarter who have attained the age of 21 and who have completed three months of service. Any employee who was not eligible to participate in the Plan on its effective date will become eligible on the first day of the quarter nearest the time when such employee meets these requirements.

Contributions: The Plan, as amended, allows participants to contribute up to 70% of compensation on a pretax basis as limited by statutory regulations under the Internal Revenue Code of 1986 (the Code), as amended. The annual pretax contribution limitation for each participant, adjusted each year for cost of living adjustments prescribed under Section 415(d) of the Code, was $19,000 in 2019. Participants who reach age 50 during the plan year are allowed to make catch-up contributions subject to annual limitations. In 2019, the maximum catch-up contributions allowable under the Code amounted to $6,000.

The Plan Sponsor, as presently authorized by its Board of Directors, makes discretionary elective contributions on behalf of participants in amounts equal to 50% of the participants' contributions, subject to a maximum of 6% of each participant's compensation. These matching contributions are subject to the vesting schedule described below. Compensation includes all wages subject to tax under Section 3101(a) of the Code, without regard to the dollar limitation of Section 3121(1) but not including deferred compensation other than contributions through a salary reduction agreement to a cash or deferred plan under Section 401(k).

All eligible employees are automatically enrolled in the Plan at a contribution rate of 3% of compensation unless specifically opting out of the Plan.

Each plan year, the Plan Sponsor may also make an additional profit-sharing contribution, as declared by the Plan Sponsor's Board of Directors. This amount is allocated to each participant on the basis of actual compensation paid during the period. These amounts are recorded in the Plan Sponsor contribution accounts and are subject to the vesting schedule described below. In 2019 and 2018, the Plan Sponsor's Board of Directors did not declare an additional profit-sharing contribution.

A participant may make a rollover contribution to the Plan of amounts, which he or she has received from another qualified plan.

Participants' accounts: Each participant's account is credited with the participant's contribution and an allocation of the Company's contribution, and Plan earnings and is charged with an allocation of administrative expenses. Allocations are based on participant contributions, earnings or account balances, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Note 1. Plan Description (Continued)

Vesting: Participants are vested immediately in their contributions plus actual earnings thereon. Upon termination of employment, the vesting in the Plan Sponsor's contribution is as follows: after two years of service, 20% vested; after three years of service, 40% vested; after four years of service, 60% vested; after five years of service, 80% vested; and after six years of service, 100% vested. If a participant leaves the Company prior to such time, the portion of the accrued benefit which has not vested is forfeited.

Upon termination of the Plan, the benefits of each participant shall become fully vested.

Payment of benefits: Upon a participant reaching retirement, or upon permanent disability, the initial amount to which the participant is entitled shall be paid as soon as practical. If a participant continues employment beyond the normal retirement age of 65, payment may be deferred until he or she terminates employment.

Unless an optional form of benefit is selected pursuant to a qualified election within the 90-day period ending on the day benefit payments would commence, a participant will be paid in the form of a lump-sum payment. If the participant is unmarried, benefits shall be paid in either a lump sum or in the form of monthly or annual installments over a period not to exceed the life or life expectancy of the participant or in the form of a combination of the above-mentioned options.

Upon a participant's death, all benefits payable shall be paid to a designated beneficiary in a lump-sum payment. If the beneficiary is the participant's surviving spouse, distributions shall begin no later than the date on which the participant would have attained age 70½.

Upon termination of service before retirement, disability or the participant's death, the Plan Administrator shall either distribute the vested portion of such participant's employer contribution account plus his or her participant account or defer distribution until the participant reaches normal retirement age.

Withdrawals: The Plan provides for hardship withdrawals where participants shall be permitted to withdraw a portion of their participant accounts. The amount of the withdrawals may not exceed the amount required to meet the immediate financial need created by such hardship, and participants must demonstrate that such amount is not reasonably available from other financial sources available to them.

Forfeitures: Forfeited balances of terminated participants' non-vested accounts are used to reduce future employer contributions or offset Plan expenses. Employer contributions were reduced by approximately $35,000 and $27,000 from the forfeited non-vested account during 2019 and 2018, respectively. The Plan had approximately $31,000 and $51,000 in the forfeited non-vested account as of December 31, 2019 and 2018, respectively.

Notes receivable from participants: The Plan allows participants to borrow from the Plan provided that such a loan, when added to the outstanding balance of all loans to the participant, would not exceed the lesser of $50,000 or 50% of the value of the participant's total vested account balance under the Plan. Each participant shall be permitted to apply for no more than one loan per plan year with a maximum of three outstanding loans. Loans may be made only from the employee account. No loan shall be made in an amount less than $500. All terms of the loans are defined in the Plan. The loans bear interest equal to the prevailing commercial interest rate and are repayable up to a five-year period unless the loan is taken for the purchase of a primary residence.

Investment options: Upon enrollment in the Plan, a participant may direct employee contributions in 1% increments into various investment options offered by the Plan. The Plan currently offers 32 pooled separate accounts and a fixed income account as investment options for participants.

Note 1. Plan Description (Continued)

Administrative expenses: Custodial fees and expenses incurred are charged directly to participant accounts. All other administrative costs are paid by the Plan Sponsor.

Note 2. Summary of Significant Accounting Policies

The Plan's significant accounting policies are as follows:

Basis of accounting: The Plan's financial statements have been prepared on the accrual basis of accounting.

Valuation of investments and income recognition: The Plan's investments are reported at fair value except for contract value investment. 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 3 for a discussion of fair value measurements.

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

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities disclosures of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are recorded as distributions based upon the terms of the Plan agreement.

Payment of benefits: Benefits are recorded when paid to the Plan's participants.

Recently adopted accounting pronouncement: In August 2018, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) 2018-13, *Fair Value Measurement (Topic 820): Disclosure Framework – Changes to the Disclosure Requirements for Fair Value Measurement*, which changes the fair value measurement disclosure requirements of Accounting Standards Codification (ASC) 820. The key provisions include new, eliminated and modified disclosure requirements. The new guidance is effective for fiscal years beginning after December 15, 2019, including interim periods therein. Early application is permitted. The Plan elected to early adopt this new ASU for the year ended December 31, 2019, and the impact is reflected in Note 3 of the financial statements. The adoption of this new accounting pronouncement did not have a material impact on the financial statements.

Note 3. Fair Value Measurements

FASB ASC 820, Fair Value Measurements and Disclosures, provides the framework for measuring fair value. The framework for measuring fair value provides a hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Note 3. Fair Value Measurements (Continued)

FASB ASC 820 also provides that fair value may be measured at the net asset value (NAV) provided by the issuer for certain entities that calculate NAV per share. Such investments recorded at NAV are not classified within this hierarchy. At December 31, 2019 and 2018, all fair value investments held by the Plan were measured at NAV, as determined by the Plan Sponsor based on the fair value of the underlying net assets.

The following table sets forth an additional disclosure of the Plan's investments where fair value is estimated using NAV per share (or its equivalent) as of December 31, 2019 and 2018.

Investment	Fair Value December 31, 2019	2018	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts:					
Asset allocation*	$ 6,771,127	$ 5,614,990	$ -	Daily	None
Global, international*	4,297,879	3,497,539	-	Daily	None
Large cap value*	4,034,736	3,346,431	-	Daily	None
Large cap growth*	989,820	748,807	-	Daily	None
Small, mid, specialty*	3,504,968	2,628,681	-	Daily	None
Bonds*	1,778,901	1,731,421	-	Daily	None
Balanced*	513,920	364,889	-	Daily	None
	$ 21,891,351	$ 17,932,758	$ -		

* The pooled separate account is a direct filing entity that is valued on a daily basis. Withdrawal from the pooled separate account is based on the pooled separate account's unit value on that day.

Note 4. Investments Certified by Voya Institutional Trust Company (Trustee)

The following is a summary of the Plan's asset information as of December 31, 2019 and 2018, and for the year ended December 31, 2019, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by the Trustee and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the Trustee that information provided to the Plan Administrator by the Trustee related to the following assets is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets at December 31:

	2019	2018
Investments at fair value	$ 21,891,351	$ 17,932,758
Fixed income account at contract value	3,209,638	3,731,594
Notes receivable from participants	493,068	507,489

Voya has also certified to the completeness and accuracy of $4,508,194 of net appreciation in fair value of investments and $94,832 (including $61,627 from the fixed income account, $35,670 of other income and $33,205 from notes receivable from participants) of dividends and interest income for the year ended December 31, 2019.

Note 5. Fixed Income Account

The Plan invests in a benefit-responsive investment contract, Voya Fixed Income Account, with Voya. The investment is intended to be a long-term investment for participants seeking stability of principal. The contributions to this contract are maintained in a general account, which is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The guaranteed investment contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The contract is included in the financial statements at contract value, as reported to the Plan by Voya.

Contract value is the relevant measurement attribute for that portion of the net assets available for benefits attributable to the group annuity contract since the contract was determined to be fully benefit-responsive. Given this, the contract will be reported at contract value. Contract value represents contributions made under the contract plus earnings less participant withdrawals and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The crediting interest rate is based on a formula agreed upon with the issuer but may not be less than 0%. Such interest rates are reviewed on a quarterly basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuer. Such events include the following: (1) amendments to the Plan agreement (including complete or partial Plan terminations or merger with another plan), (2) changes to Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other Plan Sponsor events (for example, divestitures or spinoffs of a subsidiary) that cause a significant withdrawal from the Plan or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that the occurrence of any such event, which would limit the Plan's ability to transact at contract value with participants, is probable.

A guaranteed interest rate is an effective annual rate of interest credited at its equivalent daily rate to amounts in the guaranteed investment contract as of the close of business daily. The establishment of the guaranteed interest rate requires estimation of the future earnings rates, the rate at which existing investments mature, and future cash flow. The minimum guaranteed interest rate at December 31, 2019, was 1%. During the year Voya may credit interest at a rate greater than the floor rate.

The minimum guaranteed interest rate, the floor interest rate and the current credited interest rate are expressed as an annual effective yield. The current credited interest rate is based on plan-specific characteristics, plan-specific elections and other factors. If those change, corresponding adjustments to the current and floor interest rates may be made, as defined in the contract.

There are no reserves against contract value for credit risk of the contract issuer or otherwise.

The contract does not permit Voya to terminate the agreement prior to the scheduled maturity date.

Note 6. Related Party and Party-in-Interest Transactions

Certain Plan investments are shares of pooled separate accounts and a fixed income account managed by Voya. Voya is the Trustee, as defined by the Plan; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan Sponsor for investment management and Plan audit services amounted to approximately $6,825 for the year ended December 31, 2019.

Note 7. Tax Status

The Plan adopted a non-standardized form of a prototype plan sponsored by Voya. The prototype plan has received an opinion letter from the Internal Revenue Service as to the prototype plan's qualified status. The prototype plan opinion letter has been relied upon by the Plan. The Plan Administrator believes that the Plan is designed and is being operated in compliance with the applicable provisions of the Code.

The Plan Sponsor's management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax-exempt status and had taken no uncertain tax positions that require adjustments to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements as of December 31, 2019 and 2018, and for the year ended December 31, 2019.

Note 8. Plan Termination

Although it has not expressed any intent to do so, the Plan Sponsor has the right under the Plan to discontinue its contributions at any time and to terminate the Plan by action of its Board of Directors subject to the provisions of ERISA. In the event of the Plan's termination, participants would become 100% vested in their employer contributions.

Note 9. Risks and Uncertainties

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

Note 10. Subsequent Events

The Plan evaluates events occurring after the date of the financial statements to consider whether or not the impact of such events needs to be reflected and/or disclosed in the financial statements. Such evaluation is performed through the date the financial statements are available for issuance, which was October 13, 2020, for these financial statements.

On March 11, 2020, the World Health Organization declared the novel strain of coronavirus (COVID-19) a global pandemic. This has resulted in volatility in financial markets. The Plan Sponsor cannot reasonably estimate the length or severity of this pandemic, but we currently anticipate an impact on the financial statements in fiscal year 2020.

The Plan has implemented certain requirements by the Coronavirus Aid, Relief, and Economic Security Act (the CARES Act) and the Setting Every Community Up for Retirement Enhancement Act of 2019 (the SECURE Act), which changes the Plan to, among others, allow certain eligible individuals to receive COVID-19 related withdrawals, relief for loan repayment, suspend required minimum distributions and delay the commencement date for required minimum distributions. Written amendments to the Plan to reflect these operational changes will be adopted at a later date in accordance with applicable law and Internal Revenue Service guidance.

Effective April 1, 2020, the Plan was amended to update the Plan entry dates to monthly from quarterly, the vesting schedule to five-year graded from six-year graded and to permit Roth elective deferrals to be contributed into the Plan.

William H. Sadlier, Inc. 401(k) Profit Sharing Plan

Schedule H, Line 4(i) – Schedule of Assets (Held at End of Year)
December 31, 2019

	Identity of Issuer, Borrower, or Similar Party	Number of Shares		Current Value
	American Century Small-Mid Cap VI Port I ^	8,553	$	364,047
	American Funds New World R4 ^	4,695		85,996
	ClearBridge Small Cap Growth Fund - Class A ^	18,350		620,997
	Eaton Vance Real Estate Fund I ^	10,360		97,975
	Franklin Small Cap Value VIP Fund - Class 2 ^	4,409		154,024
	MFS Aggressive Growth Allocation Fund - Class R3 ^	660		15,280
	MFS Conservative Allocation Fund - Class R3 ^	20,763		345,713
	MFS Growth Allocation Fund - Class R3 ^	95,878		2,024,467
	MFS Moderate Allocation Fund - Class R3 ^	121,379		2,291,401
	Oppenheimer International Growth Fund - Class Y ^	37,850		725,009
	Pioneer Strategic Income Fund - Class Y Shares ^	23,634		467,941
	T. Rowe Price Blue Chip Growth Fund - Advisor Class ^	25,857		989,820
	T. Rowe Price Retirement 2010 Fund - Advisor Class ^	657		12,776
	T. Rowe Price Retirement 2015 Fund - Advisor Class ^	1,314		27,013
	T. Rowe Price Retirement 2020 Fund - Advisor Class ^	36,816		799,085
	T. Rowe Price Retirement 2025 Fund - Advisor Class ^	18,303		414,497
	T. Rowe Price Retirement 2030 Fund - Advisor Class ^	3,599		84,708
	T. Rowe Price Retirement 2035 Fund - Advisor Class ^	12,714		307,089
	T. Rowe Price Retirement 2040 Fund - Advisor Class ^	5,431		134,374
	T. Rowe Price Retirement 2045 Fund - Advisor Class ^	4,072		101,375
	T. Rowe Price Retirement 2055 Fund - Advisor Class ^	1,655		41,140
	T. Rowe Price Retirement 2050 Fund - Advisor Class ^	1,423		35,376
	T. Rowe Price Retirement 2060 Fund - Advisor Class ^	9,036		136,833
*	Voya Corporate Leaders 100 Fund - Class I ^	75,935		1,917,949
*	Voya Fixed Account ^			3,209,638
*	Voya Mid Cap Opportunities Portfolio - Class S ^	20,941		850,739
*	Voya Intermediate Bond Fund - Class A ^	67,542		1,310,960
*	Voya Russell (TM) Mid Cap Index Portfolio - Class I ^	41,121		1,291,594
*	Voya Russell (TM) Small Cap Index Portfolio - Class I ^	4,208		125,592
*	Voya U.S. Stock Index Portfolio - Institutional Class ^	41,518		1,566,038
*	VY Oppenheimer Global Portfolio - Service Class ^	119,438		3,486,874
*	VY T. Rowe Price Capital Appreciation Portfolio - Service Class ^	13,392		513,920
*	VY T. Rowe Price Equity Income Portfolio - Service Class ^	18,201		550,749
	Total investments at current value (1)			25,100,989
*	Notes receivable from participants (interest rates range from 4.25% to 8.00% with maturing dates from 2020 to 2043) ^			493,068
			$	25,594,057

(1) Participant-directed funds; therefore, cost information is not included.

* Indicates party-in-interest to the Plan.

^ The information has been certified by Voya Institutional Trust Company, the trustee, as complete and accurate.