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
SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 07/01/1993

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)
SAFELITE GROUP, INC.

2400 FARMERS DRIVE
COLUMBUS, OH 43235

2b Employer Identification Number (EIN) 31-1725961

2c Plan Sponsor's telephone number 614-210-9337

2d Business code (see instructions) 811120

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.	10/15/2020	KAREN HAMILTON
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2020	KAREN HAMILTON
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	
5 Total number of participants at the beginning of the plan year	**5**	15631
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)**	12937
a(2) Total number of active participants at the end of the plan year	**6a(2)**	13874
b Retired or separated participants receiving benefits	**6b**	61
c Other retired or separated participants entitled to future benefits	**6c**	2799
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	16734
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	48
f Total. Add lines **6d** and **6e**.	**6f**	16782
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	16381
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	3915
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

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

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

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

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

a Pension Schedules

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] ___ **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [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 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
SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
SAFELITE GROUP, INC.

D Employer Identification Number (EIN)
31-1725961

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

THE VANGUARD GROUP, INC.

23-1945930

(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)

THE VANGUARD GROUP, INC.

23-1945930

(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?
15 16 25 26 37 52	NONE	775152	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

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

ATLANTA CONSULTING GROUP ADV LLC

81-5358976

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	75000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

REA & ASSOCIATES INC

34-1310124

(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?
15	NONE	23000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

(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

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
SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
31-1725961

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: VFTC RETIREMENT SAVINGS TRUST III

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

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)
38-7041744-024	C	22393191

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
SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
SAFELITE GROUP, INC.

D Employer Identification Number (EIN)
31-1725961

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)	15469489	17386894
(9) Value of interest in common/collective trusts	1c(9)	22768789	22393191
(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)	321820761	419226184
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

			(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	360059039	459006269
	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	360059039	459006269

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)	12733512	
	(B) Participants	2a(1)(B)	38983339	
	(C) Others (including rollovers)	2a(1)(C)	5457154	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		57174005
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)	1040832	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		1040832
	(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)	11047983	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		11047983
	(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)		567454
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		67112685
c Other income	2c		177803
d Total income. Add all **income** amounts in column (b) and enter total	2d		137120762
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	37470747	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)	10474	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		37481221
f Corrective distributions (see instructions)	2f		5922
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)	789652	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		789652
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		38276795
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		98843967
l Transfers of assets:			
(1) To this plan	2l(1)		103263
(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: REA & ASSOCIATES, INC. (2) EIN: 34-1310124

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

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

Part IV Compliance Questions

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

During the plan year:

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

			Yes	No	Amount
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	4c		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		1000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	4f		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	4g		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	4h		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	4i	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.)	4j		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	4n			

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2019

This Form is Open to Public Inspection.

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

A Name of plan
SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
SAFELITE GROUP, INC.

D Employer Identification Number (EIN)
31-1725961

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): 23-2186884

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_____

Safelite Group Associates' Retirement Savings Plan

Financial Statements as of December 31, 2019 and 2018, and for the Year Ended December 31, 2019, and Supplemental Schedule as of December 31, 2019

Rea & associates

www.reacpa.com

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Rea & associates a brighter way

October 12, 2020

To the Plan Committee and Participants
Safelite Group Associates' Retirement Savings Plan

INDEPENDENT AUDITOR'S REPORT

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Safelite Group Associates' Retirement Savings Plan, (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2019, 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 audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter descried in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion on the 2019 Financial Statements

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

Disclaimer of Opinion on the 2019 Financial Statements

Because of the significant of the matter described in the Basis for Disclaimer of Opinion on the 2019 Financial Statements paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the 2019 financial statements. Accordingly, we do not express an opinion on the 2019 financial statements.

Rea & associates a brighter way

Other Matter - Report on Supplementary Information

The Supplemental Schedule of Assets Held at end of year as of December 31, 2019, required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act (ERISA) of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. The supplement 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 supplement schedule.

Other Matter – Report on the 2018 Financial Statement

We have audited the accompanying 2018 financial statement of the Plan, which comprises the statement of net assets available for benefits as of December 31, 2018, and in our report dated October 9, 2019, we expressed our opinion that such financial statement presents fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2018, in accordance with accounting principles generally accepted in the United States of America.

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 ERISA of 1974.

Rea & Associates, Inc.

Rea & Associates
Dublin, Ohio

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2019 AND 2018

	2019	2018
ASSETS:		
INVESTMENTS, at fair value:		
Mutual funds	$ 419,226,184	$ 321,820,761
Common collective trusts	22,393,191	22,768,789
Total investments, at fair value	441,619,375	344,589,550
NOTES RECEIVABLE FROM PARTICIPANTS:		
Participant loans receivable	17,386,894	15,469,489
NET ASSETS AVAILABLE FOR BENEFITS	$ 459,006,269	$ 360,059,039

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

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2019

	2019
ADDITIONS TO NET ASSETS:	
Contributions:	
Participant	$ 38,983,339
Employer	12,733,512
Rollovers	5,457,154
Total contributions	57,174,005
Interest income on notes receivable from participants	1,040,832
Investment income:	
Net appreciation in fair value of investments	67,112,685
Dividend and interest income	11,615,437
Total investment income	78,728,122
Other income	177,803
TOTAL ADDITIONS	137,120,762
DEDUCTIONS FROM NET ASSETS:	
Benefits paid directly to participants	37,487,143
Administrative expenses	789,652
TOTAL DEDUCTIONS	38,276,795
NET INCREASE IN NET ASSETS BEFORE TRANSFER IN OF ASSETS	98,843,967
TRANSFER IN OF ASSETS FROM ANOTHER PLAN	103,263
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	98,947,230
NET ASSETS AVAILABLE FOR BENEFITS - DECEMBER 31, 2018	360,059,039
NET ASSETS AVAILABLE FOR BENEFITS - DECEMBER 31, 2019	$ 459,006,269

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

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2019 AND 2018 AND FOR THE YEAR ENDED DECEMBER 31, 2019

1. DESCRIPTION OF THE PLAN

General – The following brief description of the Safelite Group Associates' Retirement Savings Plan (the "Plan"), is for general information purposes only. Participants should refer to the Plan agreement for more complete information.

The Plan is a defined contribution 401(k) plan covering all non-union employees and union employees where eligibility is allowed by contract of Safelite Group Inc. (the "Company"). Employees who are 18 years old and have completed one month of service are eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Act of 1974 ("ERISA").

Administration of the Plan – The trustee and record-keeper is Vanguard Fiduciary Trust Company ("Vanguard" or "Trustee"). The administrator of the Plan is the Company. Vanguard holds the assets of the Plan. The Plan's Retirement Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Contributions - Eligible employees may elect to become participants by contributing from 0% to 100% of their earnings through tax-deferred payroll deductions. Employer matching contributions are up to 55%, depending on the participant's years of service, of the first 6% of each participant's compensation (as defined).

Auto-Enrollment – Newly hired, eligible employees, who do not decline participation or affirmatively elect to defer a specific percentage of their pay (including a 0% election), will be automatically enrolled in the Plan at a pre-tax deferral contribution equal to 3% of their pay.

Vanguard One Step Program – The pre-tax deferral contribution election of all eligible employees will increase by 1%, annually on July 1st, unless the employee makes an affirmative election to not increase his/her elected pre-tax deferral contribution percentage.

Investments – Participants can direct their account balances to various investment fund options, including the full suite of Vanguard Institutional Target Retirement Funds. Each Target Retirement Fund offers the simplicity of a complete portfolio in a single investment, gradually shifting its investment mix to serve the participants throughout their career and retirement. The Plan continues to designate a default fund, if the participant does not make an alternative investment election. The Plan's default fund is the Vanguard Institutional Target Retirement Fund with the target date closest to the year the participant will turn age 65.

Withdrawal – Participants can receive loans from the Plan and may withdraw their account balances from the Plan when they retire, become permanently disabled, terminate employment from the Company, or are eligible for a hardship withdrawal as defined by the Plan. In-service withdrawals are available at age 59 ½. No other withdrawals are permitted. The normal retirement date for participants is age 65.

1. DESCRIPTION OF THE PLAN (CONTINUED)

Notes Receivable From Participants – Participants are permitted to take loans from their accounts, however, loan amounts must be greater than $1,000 and cannot exceed the lesser of 50% of the participant's vested account balance or $50,000. The loans are secured by the balance in the participant's vested account and bear interest equal to the prime interest rate plus 2%. Principal and interest is paid ratably through payroll deductions. Loans are to be repaid over no more than a five year period with exception for the purchase of a primary residence.

Plan Earnings - Plan earnings are allocated to Plan participants based on a daily valuation of the participant's respective funds.

Vesting - Employer contributions are 25% vested for those with service less than two years, 60% vested for those between two and five years of service, and 100% vested for those with five years of service or more. Participant contributions are 100% vested at all times.

Participant Accounts - Each participant's account is credited with the participant's contribution and an allocation of (a) the Company's contribution, (b) Plan earnings, and (c) administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Forfeitures - Forfeitures are first used to pay Plan administrative expenses and then to reduce future employer contributions. As of December 31, 2019 and 2018, the Plan had $953,107 and $355,688, respectively, in unallocated forfeitures. During 2019, $98,000 of forfeitures were used to pay plan expenses and $20,814 of forfeitures were used to offset employer contributions.

Termination - Although the Plan sponsor has not indicated any intent to do so, it has the right to terminate the Plan at any time. In the event the Plan sponsor terminates the Plan, participants automatically become 100% vested in all amounts in their account and are entitled to receive the full value, including the employer contributions and earnings thereon.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Investment Valuation and Income Recognition – Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and trustee. See Note 4 for discussion of fair value measurements.

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

Notes Receivable From Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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

As of December 31, 2019, the Plan held $371,551,684 of Vanguard funds, which was approximately 84% of total investments. Therefore, net assets available for benefits are particularly sensitive to changes related to these investments.

Expenses - Certain Plan expenses are paid by the Plan, as provided in the Plan document.

Payment of Benefits - Benefit payments to participants are recorded when paid.

Use of Estimates - The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of increases and decreases in net assets during the reporting period. Actual results could differ from those estimates.

Subsequent Events – Subsequent events have been evaluated through October 12, 2020, which is the date the financial statements were available to be issued. There were no events or transactions discovered during the evaluation that require recognition or disclosure in the financial statements, other than the items noted below.

Due to the national and world-wide disruptions caused by COVID-19 in 2020, the Plan may be adversely impacted. At this time, any financial impact of potential COVID-19 related disruptions are not known.

In April 2020, the Plan was amended and restated to merge TruRoad employees covered under the J.N. Phillips Glass Co. Profit Sharing Plan into the Plan. Certain benefits from the J.N. Phillips Glass Co. Profit Sharing Plan were protected upon the merger.

From April through June 2020, the employer match was suspended. The amended and restated Plan included a provision to change from an employer match with a specific formula to a discretionary match.

3. INFORMATION PREPARED AND CERTIFIED BY THE VANGUARD FIDUCIARY TRUST COMPANY

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedule, including investments and notes from participants held at December 31, 2019 , and net appreciation in fair value of investments, interest and dividends, for the year ended December 31, 2019, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Vanguard Fiduciary Trust Company, the trustee of the Plan.

4. FAIR VALUE MEASUREMENTS

Accounting standards establish a framework for measuring fair value by providing a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities ("Level 1 inputs") and the lowest priority to unobservable inputs ("Level 3 inputs"). The three levels of the fair value hierarchy are described below:

- Level 1 - quoted in active markets for identical assets

4. FAIR VALUE MEASUREMENTS (CONTINUED)

- Level 2 - other significant inputs (including quoted prices of similar securities, interest rates, prepayments speeds, credit risk, etc.)

- Level 3 - significant unobservable inputs (which may include the Plan's own assumptions in determining fair value of investments).

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.

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

Mutual funds: Valued at the net asset value (NAV) of shares held by the Plan at year end. NAV is based on the value of underlying assets owned by the fund, minus its liabilities and then divided by the number of shares outstanding. NAV is a quoted price in an active market.

Common collective trusts: Valued based on the NAV of units of the collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimating fair value. The NAV is based upon the fair value of the underlying investments comprising the trust less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

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

Assets at Fair Value as of December 31, 2019

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 419,226,184	$ -	$ -	$ 419,226,184
Investments valued using NAV as a practical expedient [(a)]				22,393,191
Total assets at fair value				$ 441,619,375

Assets at Fair Value as of December 31, 2018

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 321,820,761	$ -	$ -	$ 321,820,761
Investments valued using NAV as a practical expedient [(a)]				22,768,789
Total assets at fair value				$ 344,589,550

4. FAIR VALUE MEASUREMENTS (CONTINUED)

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

5. RELATED PARTY TRANSACTIONS

Certain Plan investments are managed by Vanguard Fiduciary Trust Company, the trustee of the Plan; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Vanguard Fiduciary Trust Company for investment management services amounted to $340,627 for the year ended December 31, 2019.

6. TAX STATUS

The Plan utilizes a non-standardized prototype document sponsored by Vanguard Fiduciary Trust Company. The form of the prototype plan was approved by the Internal Revenue Service ("IRS") in a letter dated May 28, 2014. The Plan has been amended since receiving this letter; however, the Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable provisions of the Internal Revenue Code. Therefore, the Plan Administrator believes that the Plan is qualified and the related trust is tax-exempt as of the financial statement date. No provision for income taxes has been included in the Plan's financial statements.

GAAP requires management of the Plan to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2019, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. There are currently no audits for any tax periods in progress.

SUPPLEMENTAL SCHEDULE

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

FORM 5500, SCHEDULE H, PART IV, LINE 4i,
SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AT END OF YEAR
AS OF DECEMBER 31, 2019

EIN: 31-1725961
Plan Number: 003

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	American Funds EuroPacific Growth Fund; Class R-6	Mutual fund	**	$ 11,618,979
	Diamond Hill Large Cap Fund; Class Y	Mutual fund	**	17,026,261
	Fidelity Low Priced Stock Fund; Class K	Mutual fund	**	11,145,126
	Loomis Sayles Growth Fund; Class N	Mutual fund	**	21,128,901
	PIMCO Total Return Fund; Institutional Class	Mutual fund	**	9,148,424
*	Vanguard FTSE Social Index Fund Investor Shares	Mutual fund	**	1,060,468
*	Vanguard Institutional Index Fund	Mutual fund	**	26,573,432
*	Vanguard Institutional Target Retirement 2015 Fund	Mutual fund	**	4,673,601
*	Vanguard Institutional Target Retirement 2020 Fund	Mutual fund	**	15,637,255
*	Vanguard Institutional Target Retirement 2025 Fund	Mutual fund	**	30,056,523
*	Vanguard Institutional Target Retirement 2030 Fund	Mutual fund	**	38,566,971
*	Vanguard Institutional Target Retirement 2035 Fund	Mutual fund	**	50,194,601
*	Vanguard Institutional Target Retirement 2040 Fund	Mutual fund	**	37,786,207
*	Vanguard Institutional Target Retirement 2045 Fund	Mutual fund	**	37,722,566
*	Vanguard Institutional Target Retirement 2050 Fund	Mutual fund	**	32,885,282
*	Vanguard Institutional Target Retirement 2055 Fund	Mutual fund	**	21,454,631
*	Vanguard Institutional Target Retirement 2060 Fund	Mutual fund	**	10,134,618
*	Vanguard Institutional Target Retirement 2065 Fund	Mutual fund	**	741,677
*	Vanguard Institutional Target Retirement Income Fund	Mutual fund	**	2,266,721
*	Vanguard Mid-Cap Index Fund Institutional Shares	Mutual fund	**	11,274,353
*	Vanguard Small-Cap Index Fund Admiral Shares	Mutual fund	**	3,843,268
*	Vanguard Total Bond Market Index Fund Admiral Shares	Mutual fund	**	11,461,196
*	Vanguard Total International Stock Index Fund Admiral Shr	Mutual fund	**	10,681,617
*	Vanguard Treasury Money Market Fund	Mutual fund	**	2,143,506
*	Vanguard Retirement Savings Trust III	Common collective trust	**	22,393,191
			Subtotal	441,619,375
*	Participant Loans Receivable	Interest ranging from 4.75% to 10.25% and maturing through 2034		17,386,894
			Total	$ 459,006,269

* - Party-in-interest
** - Cost information has been excluded in accordance with Form 5500 instructions as all investments are participant directed.

See accompanying independent auditor's report.

Safelite Group Associates' Retirement Savings Plan

Financial Statements as of December 31, 2019 and 2018, and for the Year Ended December 31, 2019, and Supplemental Schedule as of December 31, 2019

Rea & associates

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SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Rea & associates a brighter way

October 12, 2020

To the Plan Committee and Participants
Safelite Group Associates' Retirement Savings Plan

INDEPENDENT AUDITOR'S REPORT

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Safelite Group Associates' Retirement Savings Plan, (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2019, 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 audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter descried in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion on the 2019 Financial Statements

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

Disclaimer of Opinion on the 2019 Financial Statements

Because of the significant of the matter described in the Basis for Disclaimer of Opinion on the 2019 Financial Statements paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the 2019 financial statements. Accordingly, we do not express an opinion on the 2019 financial statements.

Rea & associates a brighter way

Other Matter - Report on Supplementary Information

The Supplemental Schedule of Assets Held at end of year as of December 31, 2019, required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act (ERISA) of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. The supplement 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 supplement schedule.

Other Matter – Report on the 2018 Financial Statement

We have audited the accompanying 2018 financial statement of the Plan, which comprises the statement of net assets available for benefits as of December 31, 2018, and in our report dated October 9, 2019, we expressed our opinion that such financial statement presents fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2018, in accordance with accounting principles generally accepted in the United States of America.

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 ERISA of 1974.

Rea & Associates, Inc.

Rea & Associates
Dublin, Ohio

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2019 AND 2018

	2019	2018
ASSETS:		
INVESTMENTS, at fair value:		
Mutual funds	$ 419,226,184	$ 321,820,761
Common collective trusts	22,393,191	22,768,789
Total investments, at fair value	441,619,375	344,589,550
NOTES RECEIVABLE FROM PARTICIPANTS:		
Participant loans receivable	17,386,894	15,469,489
NET ASSETS AVAILABLE FOR BENEFITS	$ 459,006,269	$ 360,059,039

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

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2019

	2019
ADDITIONS TO NET ASSETS:	
Contributions:	
Participant	$ 38,983,339
Employer	12,733,512
Rollovers	5,457,154
Total contributions	57,174,005
Interest income on notes receivable from participants	1,040,832
Investment income:	
Net appreciation in fair value of investments	67,112,685
Dividend and interest income	11,615,437
Total investment income	78,728,122
Other income	177,803
TOTAL ADDITIONS	137,120,762
DEDUCTIONS FROM NET ASSETS:	
Benefits paid directly to participants	37,487,143
Administrative expenses	789,652
TOTAL DEDUCTIONS	38,276,795
NET INCREASE IN NET ASSETS BEFORE TRANSFER IN OF ASSETS	98,843,967
TRANSFER IN OF ASSETS FROM ANOTHER PLAN	103,263
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	98,947,230
NET ASSETS AVAILABLE FOR BENEFITS - DECEMBER 31, 2018	360,059,039
NET ASSETS AVAILABLE FOR BENEFITS - DECEMBER 31, 2019	$ 459,006,269

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

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2019 AND 2018 AND FOR THE YEAR ENDED DECEMBER 31, 2019

1. DESCRIPTION OF THE PLAN

General – The following brief description of the Safelite Group Associates' Retirement Savings Plan (the "Plan"), is for general information purposes only. Participants should refer to the Plan agreement for more complete information.

The Plan is a defined contribution 401(k) plan covering all non-union employees and union employees where eligibility is allowed by contract of Safelite Group Inc. (the "Company"). Employees who are 18 years old and have completed one month of service are eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Act of 1974 ("ERISA").

Administration of the Plan – The trustee and record-keeper is Vanguard Fiduciary Trust Company ("Vanguard" or "Trustee"). The administrator of the Plan is the Company. Vanguard holds the assets of the Plan. The Plan's Retirement Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Contributions - Eligible employees may elect to become participants by contributing from 0% to 100% of their earnings through tax-deferred payroll deductions. Employer matching contributions are up to 55%, depending on the participant's years of service, of the first 6% of each participant's compensation (as defined).

Auto-Enrollment – Newly hired, eligible employees, who do not decline participation or affirmatively elect to defer a specific percentage of their pay (including a 0% election), will be automatically enrolled in the Plan at a pre-tax deferral contribution equal to 3% of their pay.

Vanguard One Step Program – The pre-tax deferral contribution election of all eligible employees will increase by 1%, annually on July 1st, unless the employee makes an affirmative election to not increase his/her elected pre-tax deferral contribution percentage.

Investments – Participants can direct their account balances to various investment fund options, including the full suite of Vanguard Institutional Target Retirement Funds. Each Target Retirement Fund offers the simplicity of a complete portfolio in a single investment, gradually shifting its investment mix to serve the participants throughout their career and retirement. The Plan continues to designate a default fund, if the participant does not make an alternative investment election. The Plan's default fund is the Vanguard Institutional Target Retirement Fund with the target date closest to the year the participant will turn age 65.

Withdrawal – Participants can receive loans from the Plan and may withdraw their account balances from the Plan when they retire, become permanently disabled, terminate employment from the Company, or are eligible for a hardship withdrawal as defined by the Plan. In-service withdrawals are available at age 59 ½. No other withdrawals are permitted. The normal retirement date for participants is age 65.

1. DESCRIPTION OF THE PLAN (CONTINUED)

Notes Receivable From Participants – Participants are permitted to take loans from their accounts, however, loan amounts must be greater than $1,000 and cannot exceed the lesser of 50% of the participant's vested account balance or $50,000. The loans are secured by the balance in the participant's vested account and bear interest equal to the prime interest rate plus 2%. Principal and interest is paid ratably through payroll deductions. Loans are to be repaid over no more than a five year period with exception for the purchase of a primary residence.

Plan Earnings - Plan earnings are allocated to Plan participants based on a daily valuation of the participant's respective funds.

Vesting - Employer contributions are 25% vested for those with service less than two years, 60% vested for those between two and five years of service, and 100% vested for those with five years of service or more. Participant contributions are 100% vested at all times.

Participant Accounts - Each participant's account is credited with the participant's contribution and an allocation of (a) the Company's contribution, (b) Plan earnings, and (c) administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Forfeitures - Forfeitures are first used to pay Plan administrative expenses and then to reduce future employer contributions. As of December 31, 2019 and 2018, the Plan had $953,107 and $355,688, respectively, in unallocated forfeitures. During 2019, $98,000 of forfeitures were used to pay plan expenses and $20,814 of forfeitures were used to offset employer contributions.

Termination - Although the Plan sponsor has not indicated any intent to do so, it has the right to terminate the Plan at any time. In the event the Plan sponsor terminates the Plan, participants automatically become 100% vested in all amounts in their account and are entitled to receive the full value, including the employer contributions and earnings thereon.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Investment Valuation and Income Recognition – Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and trustee. See Note 4 for discussion of fair value measurements.

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Notes Receivable From Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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

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4. FAIR VALUE MEASUREMENTS

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- Level 2 - other significant inputs (including quoted prices of similar securities, interest rates, prepayments speeds, credit risk, etc.)

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SUPPLEMENTAL SCHEDULE

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

FORM 5500, SCHEDULE H, PART IV, LINE 4i,
SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AT END OF YEAR
AS OF DECEMBER 31, 2019

EIN: 31-1725961
Plan Number: 003

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	PIMCO Total Return Fund; Institutional Class	Mutual fund	**	9,148,424
*	Vanguard FTSE Social Index Fund Investor Shares	Mutual fund	**	1,060,468
*	Vanguard Institutional Index Fund	Mutual fund	**	26,573,432
*	Vanguard Institutional Target Retirement 2015 Fund	Mutual fund	**	4,673,601
*	Vanguard Institutional Target Retirement 2020 Fund	Mutual fund	**	15,637,255
*	Vanguard Institutional Target Retirement 2025 Fund	Mutual fund	**	30,056,523
*	Vanguard Institutional Target Retirement 2030 Fund	Mutual fund	**	38,566,971
*	Vanguard Institutional Target Retirement 2035 Fund	Mutual fund	**	50,194,601
*	Vanguard Institutional Target Retirement 2040 Fund	Mutual fund	**	37,786,207
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*	Vanguard Institutional Target Retirement 2050 Fund	Mutual fund	**	32,885,282
*	Vanguard Institutional Target Retirement 2055 Fund	Mutual fund	**	21,454,631
*	Vanguard Institutional Target Retirement 2060 Fund	Mutual fund	**	10,134,618
*	Vanguard Institutional Target Retirement 2065 Fund	Mutual fund	**	741,677
*	Vanguard Institutional Target Retirement Income Fund	Mutual fund	**	2,266,721
*	Vanguard Mid-Cap Index Fund Institutional Shares	Mutual fund	**	11,274,353
*	Vanguard Small-Cap Index Fund Admiral Shares	Mutual fund	**	3,843,268
*	Vanguard Total Bond Market Index Fund Admiral Shares	Mutual fund	**	11,461,196
*	Vanguard Total International Stock Index Fund Admiral Shr	Mutual fund	**	10,681,617
*	Vanguard Treasury Money Market Fund	Mutual fund	**	2,143,506
*	Vanguard Retirement Savings Trust III	Common collective trust	**	22,393,191
			Subtotal	441,619,375
*	Participant Loans Receivable	Interest ranging from 4.75% to 10.25% and maturing through 2034		17,386,894
			Total	$ 459,006,269

* - Party-in-interest
** - Cost information has been excluded in accordance with Form 5500 instructions as all investments are participant directed.

See accompanying independent auditor's report.

Safelite Group Associates' Retirement Savings Plan

Financial Statements as of December 31, 2019 and 2018, and for the Year Ended December 31, 2019, and Supplemental Schedule as of December 31, 2019

Rea & associates

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SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

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NOTE: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Rea & associates a brighter way

October 12, 2020

To the Plan Committee and Participants
Safelite Group Associates' Retirement Savings Plan

INDEPENDENT AUDITOR'S REPORT

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Safelite Group Associates' Retirement Savings Plan, (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2019, 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 audits in accordance with auditing standards generally accepted in the United States of America. Because of the matter descried in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion on the 2019 Financial Statements

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

Disclaimer of Opinion on the 2019 Financial Statements

Because of the significant of the matter described in the Basis for Disclaimer of Opinion on the 2019 Financial Statements paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the 2019 financial statements. Accordingly, we do not express an opinion on the 2019 financial statements.

Rea & associates a brighter way

Other Matter - Report on Supplementary Information

The Supplemental Schedule of Assets Held at end of year as of December 31, 2019, required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act (ERISA) of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. The supplement 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 supplement schedule.

Other Matter – Report on the 2018 Financial Statement

We have audited the accompanying 2018 financial statement of the Plan, which comprises the statement of net assets available for benefits as of December 31, 2018, and in our report dated October 9, 2019, we expressed our opinion that such financial statement presents fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2018, in accordance with accounting principles generally accepted in the United States of America.

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 ERISA of 1974.

Rea & Associates, Inc.

Rea & Associates
Dublin, Ohio

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2019 AND 2018

	2019	2018
ASSETS:		
INVESTMENTS, at fair value:		
Mutual funds	$ 419,226,184	$ 321,820,761
Common collective trusts	22,393,191	22,768,789
Total investments, at fair value	441,619,375	344,589,550
NOTES RECEIVABLE FROM PARTICIPANTS:		
Participant loans receivable	17,386,894	15,469,489
NET ASSETS AVAILABLE FOR BENEFITS	$ 459,006,269	$ 360,059,039

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

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2019

	2019
ADDITIONS TO NET ASSETS:	
Contributions:	
Participant	$ 38,983,339
Employer	12,733,512
Rollovers	5,457,154
Total contributions	57,174,005
Interest income on notes receivable from participants	1,040,832
Investment income:	
Net appreciation in fair value of investments	67,112,685
Dividend and interest income	11,615,437
Total investment income	78,728,122
Other income	177,803
TOTAL ADDITIONS	137,120,762
DEDUCTIONS FROM NET ASSETS:	
Benefits paid directly to participants	37,487,143
Administrative expenses	789,652
TOTAL DEDUCTIONS	38,276,795
NET INCREASE IN NET ASSETS BEFORE TRANSFER IN OF ASSETS	98,843,967
TRANSFER IN OF ASSETS FROM ANOTHER PLAN	103,263
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	98,947,230
NET ASSETS AVAILABLE FOR BENEFITS - DECEMBER 31, 2018	360,059,039
NET ASSETS AVAILABLE FOR BENEFITS - DECEMBER 31, 2019	$ 459,006,269

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

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS
AS OF DECEMBER 31, 2019 AND 2018 AND FOR THE YEAR ENDED DECEMBER 31, 2019

1. DESCRIPTION OF THE PLAN

General – The following brief description of the Safelite Group Associates' Retirement Savings Plan (the "Plan"), is for general information purposes only. Participants should refer to the Plan agreement for more complete information.

The Plan is a defined contribution 401(k) plan covering all non-union employees and union employees where eligibility is allowed by contract of Safelite Group Inc. (the "Company"). Employees who are 18 years old and have completed one month of service are eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Act of 1974 ("ERISA").

Administration of the Plan – The trustee and record-keeper is Vanguard Fiduciary Trust Company ("Vanguard" or "Trustee"). The administrator of the Plan is the Company. Vanguard holds the assets of the Plan. The Plan's Retirement Committee determines the appropriateness of the Plan's investment offerings and monitors investment performance.

Contributions - Eligible employees may elect to become participants by contributing from 0% to 100% of their earnings through tax-deferred payroll deductions. Employer matching contributions are up to 55%, depending on the participant's years of service, of the first 6% of each participant's compensation (as defined).

Auto-Enrollment – Newly hired, eligible employees, who do not decline participation or affirmatively elect to defer a specific percentage of their pay (including a 0% election), will be automatically enrolled in the Plan at a pre-tax deferral contribution equal to 3% of their pay.

Vanguard One Step Program – The pre-tax deferral contribution election of all eligible employees will increase by 1%, annually on July 1st, unless the employee makes an affirmative election to not increase his/her elected pre-tax deferral contribution percentage.

Investments – Participants can direct their account balances to various investment fund options, including the full suite of Vanguard Institutional Target Retirement Funds. Each Target Retirement Fund offers the simplicity of a complete portfolio in a single investment, gradually shifting its investment mix to serve the participants throughout their career and retirement. The Plan continues to designate a default fund, if the participant does not make an alternative investment election. The Plan's default fund is the Vanguard Institutional Target Retirement Fund with the target date closest to the year the participant will turn age 65.

Withdrawal – Participants can receive loans from the Plan and may withdraw their account balances from the Plan when they retire, become permanently disabled, terminate employment from the Company, or are eligible for a hardship withdrawal as defined by the Plan. In-service withdrawals are available at age 59 ½. No other withdrawals are permitted. The normal retirement date for participants is age 65.

1. DESCRIPTION OF THE PLAN (CONTINUED)

Notes Receivable From Participants – Participants are permitted to take loans from their accounts, however, loan amounts must be greater than $1,000 and cannot exceed the lesser of 50% of the participant's vested account balance or $50,000. The loans are secured by the balance in the participant's vested account and bear interest equal to the prime interest rate plus 2%. Principal and interest is paid ratably through payroll deductions. Loans are to be repaid over no more than a five year period with exception for the purchase of a primary residence.

Plan Earnings - Plan earnings are allocated to Plan participants based on a daily valuation of the participant's respective funds.

Vesting - Employer contributions are 25% vested for those with service less than two years, 60% vested for those between two and five years of service, and 100% vested for those with five years of service or more. Participant contributions are 100% vested at all times.

Participant Accounts - Each participant's account is credited with the participant's contribution and an allocation of (a) the Company's contribution, (b) Plan earnings, and (c) administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Forfeitures - Forfeitures are first used to pay Plan administrative expenses and then to reduce future employer contributions. As of December 31, 2019 and 2018, the Plan had $953,107 and $355,688, respectively, in unallocated forfeitures. During 2019, $98,000 of forfeitures were used to pay plan expenses and $20,814 of forfeitures were used to offset employer contributions.

Termination - Although the Plan sponsor has not indicated any intent to do so, it has the right to terminate the Plan at any time. In the event the Plan sponsor terminates the Plan, participants automatically become 100% vested in all amounts in their account and are entitled to receive the full value, including the employer contributions and earnings thereon.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Investment Valuation and Income Recognition – Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and trustee. See Note 4 for discussion of fair value measurements.

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

Notes Receivable From Participants - Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent participant loans are reclassified as distributions based upon the terms of the plan document.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (CONTINUED)

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

As of December 31, 2019, the Plan held $371,551,684 of Vanguard funds, which was approximately 84% of total investments. Therefore, net assets available for benefits are particularly sensitive to changes related to these investments.

Expenses - Certain Plan expenses are paid by the Plan, as provided in the Plan document.

Payment of Benefits - Benefit payments to participants are recorded when paid.

Use of Estimates - The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities at the date of the financial statements and the reported amounts of increases and decreases in net assets during the reporting period. Actual results could differ from those estimates.

Subsequent Events – Subsequent events have been evaluated through October 12, 2020, which is the date the financial statements were available to be issued. There were no events or transactions discovered during the evaluation that require recognition or disclosure in the financial statements, other than the items noted below.

Due to the national and world-wide disruptions caused by COVID-19 in 2020, the Plan may be adversely impacted. At this time, any financial impact of potential COVID-19 related disruptions are not known.

In April 2020, the Plan was amended and restated to merge TruRoad employees covered under the J.N. Phillips Glass Co. Profit Sharing Plan into the Plan. Certain benefits from the J.N. Phillips Glass Co. Profit Sharing Plan were protected upon the merger.

From April through June 2020, the employer match was suspended. The amended and restated Plan included a provision to change from an employer match with a specific formula to a discretionary match.

3. INFORMATION PREPARED AND CERTIFIED BY THE VANGUARD FIDUCIARY TRUST COMPANY

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and supplemental schedule, including investments and notes from participants held at December 31, 2019 , and net appreciation in fair value of investments, interest and dividends, for the year ended December 31, 2019, was obtained or derived from information supplied to the plan administrator and certified as complete and accurate by Vanguard Fiduciary Trust Company, the trustee of the Plan.

4. FAIR VALUE MEASUREMENTS

Accounting standards establish a framework for measuring fair value by providing a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities ("Level 1 inputs") and the lowest priority to unobservable inputs ("Level 3 inputs"). The three levels of the fair value hierarchy are described below:

- Level 1 - quoted in active markets for identical assets

4. FAIR VALUE MEASUREMENTS (CONTINUED)

- Level 2 - other significant inputs (including quoted prices of similar securities, interest rates, prepayments speeds, credit risk, etc.)

- Level 3 - significant unobservable inputs (which may include the Plan's own assumptions in determining fair value of investments).

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.

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

Mutual funds: Valued at the net asset value (NAV) of shares held by the Plan at year end. NAV is based on the value of underlying assets owned by the fund, minus its liabilities and then divided by the number of shares outstanding. NAV is a quoted price in an active market.

Common collective trusts: Valued based on the NAV of units of the collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimating fair value. The NAV is based upon the fair value of the underlying investments comprising the trust less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

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

Assets at Fair Value as of December 31, 2019

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 419,226,184	$ -	$ -	$ 419,226,184
Investments valued using NAV as a practical expedient [(a)]				22,393,191
Total assets at fair value				$ 441,619,375

Assets at Fair Value as of December 31, 2018

	Level 1	Level 2	Level 3	Total
Mutual funds	$ 321,820,761	$ -	$ -	$ 321,820,761
Investments valued using NAV as a practical expedient [(a)]				22,768,789
Total assets at fair value				$ 344,589,550

4. FAIR VALUE MEASUREMENTS (CONTINUED)

(a) In accordance with Subtopic 820-10, certain investments that were measured at net asset value per share (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statement of net assets available for benefits.

5. RELATED PARTY TRANSACTIONS

Certain Plan investments are managed by Vanguard Fiduciary Trust Company, the trustee of the Plan; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Vanguard Fiduciary Trust Company for investment management services amounted to $340,627 for the year ended December 31, 2019.

6. TAX STATUS

The Plan utilizes a non-standardized prototype document sponsored by Vanguard Fiduciary Trust Company. The form of the prototype plan was approved by the Internal Revenue Service ("IRS") in a letter dated May 28, 2014. The Plan has been amended since receiving this letter; however, the Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable provisions of the Internal Revenue Code. Therefore, the Plan Administrator believes that the Plan is qualified and the related trust is tax-exempt as of the financial statement date. No provision for income taxes has been included in the Plan's financial statements.

GAAP requires management of the Plan to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination by the IRS. Plan management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2019, there are no uncertain positions taken or expected to be taken that would require recognition of a liability or disclosure in the financial statements. There are currently no audits for any tax periods in progress.

SUPPLEMENTAL SCHEDULE

SAFELITE GROUP ASSOCIATES' RETIREMENT SAVINGS PLAN

FORM 5500, SCHEDULE H, PART IV, LINE 4i,
SCHEDULE OF ASSETS HELD FOR INVESTMENT PURPOSES AT END OF YEAR
AS OF DECEMBER 31, 2019

EIN: 31-1725961
Plan Number: 003

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	American Funds EuroPacific Growth Fund; Class R-6	Mutual fund	**	$ 11,618,979
	Diamond Hill Large Cap Fund; Class Y	Mutual fund	**	17,026,261
	Fidelity Low Priced Stock Fund; Class K	Mutual fund	**	11,145,126
	Loomis Sayles Growth Fund; Class N	Mutual fund	**	21,128,901
	PIMCO Total Return Fund; Institutional Class	Mutual fund	**	9,148,424
*	Vanguard FTSE Social Index Fund Investor Shares	Mutual fund	**	1,060,468
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			Subtotal	441,619,375
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See accompanying independent auditor's report.