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
- [X] 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
MAZZETTI 401(K) PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/1993

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)
MAZZETTI, INC.

220 MONTGOMERY STREET, SUITE 650
SAN FRANCISCO, CA 94104

2b Employer Identification Number (EIN)
94-1722463

2c Plan Sponsor's telephone number
415-362-3266

2d Business code (see instructions)
541330

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.	10/16/2020	DARRYL WANDRY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	

5 Total number of participants at the beginning of the plan year	**5**	278
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)**	178
a(2) Total number of active participants at the end of the plan year	**6a(2)**	192
b Retired or separated participants receiving benefits	**6b**	8
c Other retired or separated participants entitled to future benefits	**6c**	116
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	316
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**	**6f**	316
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	306
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	13
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2A 2E 2F 2G 2J 2K 2R 2S 2T 3D 3H

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

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

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

a Pension Schedules

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] 0 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [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
MAZZETTI 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
94-1722463

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

NEWPORT TRUST COMPANY

27-4411131

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

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

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

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

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

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

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

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

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

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

(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)

NEWPORT GROUP, INC.

27-2037969

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 15 21	RECORDKEEPER	30772	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

DESCHUTES INVESTMENT ADVISORS, INC.

1211 SW FIFTH AVENUE, SUITE 2830
PORTLAND, OR 97204-3728

87-0554544

(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 28	INVESTMENT ADVISOR	25780	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

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
MAZZETTI 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
94-1722463

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: GALLIARD STABLE VALUE J

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

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)
94-3371778-001	C	1898540

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
MAZZETTI 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
94-1722463

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)	303048	311914
(9) Value of interest in common/collective trusts	1c(9)	1739904	1898540
(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)	27075496	34361298
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	1322159	697366

			(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	30440607	37269118
	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	30440607	37269118

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)	394866	
	(B) Participants	2a(1)(B)	1473948	
	(C) Others (including rollovers)	2a(1)(C)	453945	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		2322759
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)	17800	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		17800
	(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)	1151517	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		1151517
	(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)		24286
(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)		4650187
c Other income	2c		239247
d Total income. Add all **income** amounts in column (b) and enter total	2d		8405796
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5582412	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		5582412
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)	30772	
(3) Investment advisory and management fees	2i(3)	25780	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		56552
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		5638964
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		2766832
l Transfers of assets:			
(1) To this plan	2l(1)		4061679
(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: BREGANTE & COMPANY LLP **(2)** EIN: 94-2861940

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	X		

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
MAZZETTI 401(K) PLAN

B Three-digit plan number (PN) ▶ 003

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

D Employer Identification Number (EIN)
94-1722463

Part I Distributions

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

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

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

EIN(s): 27-4411131

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_____

MAZZETTI
401(k) PLAN

FINANCIAL STATEMENTS

For the Year Ended
December 31, 2019

TABLE OF CONTENTS

	PAGE
Independent Auditors' Report	1 - 2
Financial Statements	
Statements of Net Assets Available for Benefits	3
Statement of Changes in Net Assets Available for Benefits	4
Notes to Financial Statements	5 - 11
Supplemental Schedule	
Schedule of Assets (Held at End of Year)	12

Independent Auditors' Report

To the Board of Trustees of
Mazzetti 401(k) Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Mazzetti 401(k) Plan, which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, and the related statement of changes in net assets available for benefits for the year ended December 31, 2019, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

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

Basis for Disclaimer of Opinion

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

Independent Auditors' Report (continued)

Disclaimer of Opinion

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

Other Matter

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2019 is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule referred to above.

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 by the custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Bregante + Company LLP

San Francisco, California

October 15, 2020

MAZZETTI
401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2019 and 2018

	2019	2018
Assets:		
Investments, at fair value:		
Mutual funds	$ 34,361,298	$ 27,075,496
Self-directed investments	697,366	1,322,159
Total investments, at fair value	35,058,664	28,397,655
Common/collective trust fund, at net asset value	1,898,540	1,739,904
Total investments	36,957,204	30,137,559
Receivables:		
Participants' contributions	54,829	-
Notes receivable from participants	311,914	303,048
Total receivables	366,743	303,048
Total assets	37,323,947	30,440,607
Liabilities	-	-
Net assets available for benefits	$ 37,323,947	$ 30,440,607

See accompanying notes to the financial statements.

MAZZETTI
401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Year Ended December 31, 2019

Additions to net assets attributed to:	
Investment income:	
Net increase in fair value of mutual funds	$ 4,650,187
Net increase in fair value of self-directed investments	239,247
Net increase in net asset value of common/collective trust fund	24,286
Dividends	1,151,517
Total investment income	6,065,237
Interest on notes receivable from participants	17,800
Contributions:	
Employer's contributions	394,866
Participants' contributions	1,528,777
Participants' rollovers	453,945
Total contributions	2,377,588
Transfer of assets	4,061,679
Total additions	12,522,304
Deductions from net assets attributed to:	
Benefits paid to participants	5,582,412
Administrative fees	56,552
Total deductions	5,638,964
Net increase	6,883,340
Net assets available for benefits, December 31, 2018	30,440,607
Net assets available for benefits, December 31, 2019	$ 37,323,947

See accompanying notes to the financial statements.

NOTES TO FINANCIAL STATEMENTS

December 31, 2019

NOTE A -- Plan description

The following description of the Mazzetti 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement or Summary Plan Description for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution 401(k) profit-sharing plan for the exclusive benefit of the employees of Mazzetti, Inc. (the Company) and their beneficiaries, enabling participants to save and invest in accordance with the terms of the Plan. The Plan covers all employees of the Company (except union employees and nonresident aliens) who have completed ninety days of service and are twenty-one years of age or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The effective date of the Plan was January 1, 1993. The Company, as Plan sponsor, restated the Plan document as of January 1, 2007 to conform to the Pension Specialists Prototype Defined Contribution Plan. During the current year, the Company performed a merger and the Plan acquired the net assets of the merged company (Note H).

Contributions

Participants may make voluntary elective deferral contributions subject to prescribed limitations as well as rollover contributions from a qualified plan. Each year the Company may also contribute discretionary amounts to the Plan as determined by the Board of Directors. These discretionary amounts may be comprised of a matching contribution (a designated percentage of a participant's elective contribution) and/or a discretionary employer contribution based upon participant deferrals. An employee must have at least 1,000 hours of service during the year and must be employed with the Company on the last day of the year to be eligible for a matching/discretionary contribution. These discretionary amounts must be paid in cash on or before the last day for filing the Company's federal income tax return for the taxable year in which the Plan's year ends. The Company's matching contributions totaled $394,866 for the year ended December 31, 2019. During 2019 the Company did not make any additional discretionary employer contributions.

Participant accounts

Separate accounts are maintained for each participant (an elective deferral contribution account, an elective Roth deferral contribution account [if applicable], a matching contribution account, a discretionary employer contribution account and a rollover contribution account). Each participant's elective contribution accounts are credited with the participant's elective contributions and an allocation of Plan earnings attributable to the elective accounts. Each participant's matching and employer contribution accounts are credited with the Company's discretionary contributions, along with an allocation of Plan earnings attributable to the accounts. Investment direction for each participant's accounts is provided by the participant.

NOTE A -- Plan description (continued)

Vesting

Participants are fully and immediately vested in their elective deferral contribution accounts and rollover contribution accounts together with allocated Plan earnings thereon. Employer matching contributions as well as a participant's interest in the Company's profit-sharing contribution account are vested according to the following schedule:

Participants' Years of Service	Vested Percentage
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 or more years	100%

Notes receivable from participants

Notes receivable from participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Loans to participants, subject to the discretion of the Plan administrator, are limited to $50,000 or one-half of the employee's vested interest, whichever is less, with a minimum amount of $1,000. The repayment term of the loans may not exceed five years (with the exception of a loan used to purchase a primary residence, whereby the term of the loan may exceed five years). The loans are secured by the participants' interests in the Plan's assets and bear interest at a rate that is comparable for similar types of loans by other lenders. Payments of interest and principal must be made no less frequently than quarterly. If a participant is currently employed by the employer, the Plan administrator will require the participant receiving a loan from the Plan to enter into a payroll deduction agreement to repay the loan.

Payment of benefits

On termination of service due to death, disability, or retirement, a participant is entitled to receive the participant's vested aggregate account balance and may choose to leave the assets invested in the Plan or take a lump-sum distribution. However, the Plan administrator, without the consent of the participant, may distribute a participant's vested aggregate account balance in a lump sum any time after a participant terminates employment if the participant's account balance does not exceed $5,000.

Forfeited accounts

The forfeited nonvested accounts arising from the participants' employer matching contributions accounts totaled $42,617 for the year ended December 31, 2019. This amount was used to offset the 2019 matching contribution.

NOTE A -- Plan description (continued)

Plan termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions and the withholding of participants' voluntary salary reduction amounts at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become one hundred percent (100%) vested in all amounts credited to their accounts.

NOTE B -- Summary of accounting policies

Basis of accounting

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

Investment valuation and income recognition

The Plan's investments are valued at fair value as of the Plan's year-end. The fair value of the Plan's investments is determined by quoted market prices. Purchases and sales of the funds are recorded on a trade-date basis. Dividend and interest income is recorded on an accrual basis as earned.

Payment of benefits

Benefits are recorded when paid.

Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants, distributions, and terminated employees' accounts are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in the net increase of fair value of investments.

Use of estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

NOTE C -- Investments

The Plan's investments are held in various mutual funds, a common/collective trust fund (Galliard Stable Value Fund J) and self-directed accounts. There are only six participants with investments held in self-directed accounts. The self-directed account option is no longer available to participants. Participants may direct their contributions to any of the available mutual funds and common/collective trust fund selections. The investments as of December 31, 2019 are noted on the supplemental schedule.

The following investments represent 5% or more of the Plan's net assets at December 31:

	2019	2018
Mazzetti LT/Aggressive Model	$ 1,843,090	$ 1,537,864
Vanguard 500 Index Admiral	$ 2,793,809	$ 2,182,931
Galliard Stable Value Fund J	$ 1,898,540	$ 1,739,904
American Funds Target Date Ret. 2020 R6	$ 3,251,619	$ 3,253,415
American Funds Target Date Ret. 2025 R6	$ 4,866,259	$ 4,296,152
American Funds Target Date Ret. 2030 R6	$ 1,805,735	$ 1,531,596
American Funds Target Date Ret. 2045 R6	$ 2,402,969	$ 1,477,515

NOTE D -- Fair value measurements

In accordance with generally accepted accounting principles, the Plan has categorized all investment assets according to the fair value hierarchy as either: Level 1, observable inputs that are derived from quoted prices (unadjusted) for identical assets or liabilities in an active market; Level 2, quoted prices in non-active markets or in active markets for similar assets or liabilities, inputs other than quoted prices that are observable, and inputs that are not directly observable, but are corroborated by observable market data; or Level 3, unobservable inputs, which cannot be corroborated by external market data.

Level 1 fair value measurements

The fair value of money market funds and mutual funds is based on quoted net asset values of the shares held by the Plan at year-end. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

NOTE D -- Fair value measurements (continued)

Level 2 fair value measurements

The estimated fair value of the common/collective trust fund is the net asset value, exclusive of the adjustment to contract value. The use of net asset value as fair value is deemed appropriate as the common/collective trust fund does not have a finite life, unfunded commitments relating to these types of investments, or significant restrictions on redemptions.

The Plan does not hold any Level 3 investment assets. The following table summarizes the Level 1 and Level 2 investment assets held by the Plan at December 31:

	2019	2018
Level 1:		
Mutual funds:		
Balanced funds	$ 24,734,657	$ 20,222,982
Growth funds	1,457,559	1,004,037
Value funds	2,434,302	1,599,642
Fixed income funds	438,166	438,573
Index funds	5,296,614	3,810,262
Total mutual funds	34,361,298	27,075,496
Other:		
Self-directed investments	697,366	1,322,159
Level 2:		
Common/collective trust fund, at fair value	1,935,972	1,717,827
Adjustment from fair value to contract value	(37,432)	22,077
Common/collective trust fund, at net asset value	1,898,540	1,739,904
Total investments	$ 36,957,204	$ 30,137,559

NOTE E -- Tax status

The Plan's Prototype received its latest opinion letter on March 31, 2008, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the opinion letter; however, the Plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, the Plan's administrator believes that the Plan is qualified and the related trust is tax-exempt as of the date of the financial statements.

NOTE E -- Tax status (continued)

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

NOTE F -- Risks and uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in 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.

NOTE G -- Information prepared and certified by custodian

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the custodian:

	2019	2018
Investments at fair value:		
Mutual funds	$ 34,361,298	$ 27,075,496
Self-directed investments	$ 697,366	$ 1,322,159
Common/collective trust fund, at net asset value	$ 1,898,540	$ 1,739,904
Net increase (decrease) in fair value of mutual funds	$ 4,650,187	$ (2,129,480)
Net increase in fair value of self-directed investments	$ 239,247	$ 619,069
Net increase in fair value of common/collective trust fund	$ 24,286	$ 18,520
Dividends	$ 1,151,517	$ 974,417

NOTE H -- Transfer of assets to the Plan

The Company merged with BHE Group, Inc. (BHE) on April 1, 2019. On June 14, 2019, the Company agreed to merge the Plan with the plan previously held by BHE. On July 16, 2019, the remaining assets of the former BHE 401(k) plan for a total of $4,061,679 were merged into the assets of the Plan.

NOTE I -- Subsequent events

On January 30, 2020, the World Health Organization ("WHO") announced a global health emergency because of a new strain of coronavirus originating in Wuhan, China (the "COVID-19 outbreak") and the risks to the international community as the virus spreads globally beyond its point of origin. In March 2020, the WHO classified the COVID-19 outbreak as a pandemic, based on the rapid increase in exposure globally.

As a result of the spread of the COVID-19 coronavirus, economic uncertainties have arisen which have resulted in significant volatility in the investment markets, resulting in substantial volatility in the value of investments. The duration of these uncertainties and the ultimate financial effects cannot be reasonably estimated at this time.

The date to which events occurring after December 31, 2019 have been evaluated for possible adjustments to the financial statements or disclosure is October 15, 2020, which is the date on which the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULE

MAZZETTI
401(k) PLAN

Employer Identification Number: 94-1722463
Plan Number: 003
Form 5500, Schedule H, Line 4i

SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2019

(a) Party in Interest	(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	Mutual Fund	N/A	$ 487,628
	American Funds 2060 Target Date Ret. R6	Mutual Fund	N/A	270,642
	American Funds Growth Fund of Amer R6	Mutual Fund	N/A	1,457,559
	American Funds Target Date Ret. 2010 R6	Mutual Fund	N/A	671,755
	American Funds Target Date Ret. 2015 R6	Mutual Fund	N/A	908,285
	American Funds Target Date Ret. 2020 R6	Mutual Fund	N/A	3,251,619
	American Funds Target Date Ret. 2025 R6	Mutual Fund	N/A	4,866,259
	American Funds Target Date Ret. 2030 R6	Mutual Fund	N/A	1,805,735
	American Funds Target Date Ret. 2035 R6	Mutual Fund	N/A	1,305,758
	American Funds Target Date Ret. 2040 R6	Mutual Fund	N/A	1,100,800
	American Funds Target Date Ret. 2045 R6	Mutual Fund	N/A	2,402,969
	American Funds Target Date Ret. 2050 R6	Mutual Fund	N/A	1,133,837
	American Funds Target Date Ret. 2055 R6	Mutual Fund	N/A	452,805
	Congress Mid Cap Growth - Instl	Mutual Fund	N/A	252,412
	DFA Emerging Markets	Mutual Fund	N/A	252,228
	DFA International Value	Mutual Fund	N/A	631,058
	DFA US Large Cap Value	Mutual Fund	N/A	1,353,992
	DFA US Small Cap Value	Mutual Fund	N/A	449,252
	Galliard Stable Value Fund J	Common/Collective Trust	N/A	1,898,540
	Mazzetti LT/Aggressive Model	Mutual Fund	N/A	1,843,090
	Mazzetti Moderately Aggressive Model	Mutual Fund	N/A	1,438,679
	Mazzetti Moderate Model	Mutual Fund	N/A	1,331,923
	Mazzetti ST/Conservative Model	Mutual Fund	N/A	623,044
	Metropolitan West Total Return Bond	Mutual Fund	N/A	438,166
	Neuberger Berman Sustainable Equity - R6	Mutual Fund	N/A	32,066
	Self-directed Accounts - common stock	Common Stock	N/A	697,366
	T. Rowe Price Real Estate	Mutual Fund	N/A	303,123
	Vanguard 500 Index Admiral	Mutual Fund	N/A	2,793,809
	Vanguard Developed Markets Index Fund	Mutual Fund	N/A	509,138
	Vanguard Mid Cap Index	Mutual Fund	N/A	609,844
	Vanguard Small Cap Index	Mutual Fund	N/A	502,586
	Vanguard Total Bond Mkt Index	Mutual Fund	N/A	881,237
*	Notes receivable from participants	Promissory notes bearing interest at rates ranging between 4.25% and 10.0%		311,914
				$ 37,269,118

* Party in interest

MAZZETTI
401(k) PLAN

Employer Identification Number: 94-1722463
Plan Number: 003
Form 5500, Schedule H, Line 4i

SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2019

(a) Party in Interest	(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	Mutual Fund	N/A	$ 487,628
	American Funds 2060 Target Date Ret. R6	Mutual Fund	N/A	270,642
	American Funds Growth Fund of Amer R6	Mutual Fund	N/A	1,457,559
	American Funds Target Date Ret. 2010 R6	Mutual Fund	N/A	671,755
	American Funds Target Date Ret. 2015 R6	Mutual Fund	N/A	908,285
	American Funds Target Date Ret. 2020 R6	Mutual Fund	N/A	3,251,619
	American Funds Target Date Ret. 2025 R6	Mutual Fund	N/A	4,866,259
	American Funds Target Date Ret. 2030 R6	Mutual Fund	N/A	1,805,735
	American Funds Target Date Ret. 2035 R6	Mutual Fund	N/A	1,305,758
	American Funds Target Date Ret. 2040 R6	Mutual Fund	N/A	1,100,800
	American Funds Target Date Ret. 2045 R6	Mutual Fund	N/A	2,402,969
	American Funds Target Date Ret. 2050 R6	Mutual Fund	N/A	1,133,837
	American Funds Target Date Ret. 2055 R6	Mutual Fund	N/A	452,805
	Congress Mid Cap Growth - Instl	Mutual Fund	N/A	252,412
	DFA Emerging Markets	Mutual Fund	N/A	252,228
	DFA International Value	Mutual Fund	N/A	631,058
	DFA US Large Cap Value	Mutual Fund	N/A	1,353,992
	DFA US Small Cap Value	Mutual Fund	N/A	449,252
	Galliard Stable Value Fund J	Common/Collective Trust	N/A	1,898,540
	Mazzetti LT/Aggressive Model	Mutual Fund	N/A	1,843,090
	Mazzetti Moderately Aggressive Model	Mutual Fund	N/A	1,438,679
	Mazzetti Moderate Model	Mutual Fund	N/A	1,331,923
	Mazzetti ST/Conservative Model	Mutual Fund	N/A	623,044
	Metropolitan West Total Return Bond	Mutual Fund	N/A	438,166
	Neuberger Berman Sustainable Equity - R6	Mutual Fund	N/A	32,066
	Self-directed Accounts - common stock	Common Stock	N/A	697,366
	T. Rowe Price Real Estate	Mutual Fund	N/A	303,123
	Vanguard 500 Index Admiral	Mutual Fund	N/A	2,793,809
	Vanguard Developed Markets Index Fund	Mutual Fund	N/A	509,138
	Vanguard Mid Cap Index	Mutual Fund	N/A	609,844
	Vanguard Small Cap Index	Mutual Fund	N/A	502,586
	Vanguard Total Bond Mkt Index	Mutual Fund	N/A	881,237
*	Notes receivable from participants	Promissory notes bearing interest at rates ranging between 4.25% and 10.0%		311,914
				$ 37,269,118

* Party in interest

MAZZETTI
401(k) PLAN

FINANCIAL STATEMENTS

For the Year Ended
December 31, 2019

TABLE OF CONTENTS

	PAGE
Independent Auditors' Report	1 - 2
Financial Statements	
Statements of Net Assets Available for Benefits	3
Statement of Changes in Net Assets Available for Benefits	4
Notes to Financial Statements	5 - 11
Supplemental Schedule	
Schedule of Assets (Held at End of Year)	12

Independent Auditors' Report

To the Board of Trustees of
Mazzetti 401(k) Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Mazzetti 401(k) Plan, which comprise the statements of net assets available for benefits as of December 31, 2019 and 2018, and the related statement of changes in net assets available for benefits for the year ended December 31, 2019, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditors' Responsibility

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

Basis for Disclaimer of Opinion

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

Independent Auditors' Report (continued)

Disclaimer of Opinion

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

Other Matter

The supplemental Schedule of Assets (Held at End of Year) as of December 31, 2019 is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule referred to above.

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 by the custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Bregante + Company LLP

San Francisco, California

October 15, 2020

MAZZETTI
401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2019 and 2018

	2019	2018
Assets:		
Investments, at fair value:		
Mutual funds	$ 34,361,298	$ 27,075,496
Self-directed investments	697,366	1,322,159
Total investments, at fair value	35,058,664	28,397,655
Common/collective trust fund, at net asset value	1,898,540	1,739,904
Total investments	36,957,204	30,137,559
Receivables:		
Participants' contributions	54,829	-
Notes receivable from participants	311,914	303,048
Total receivables	366,743	303,048
Total assets	37,323,947	30,440,607
Liabilities	-	-
Net assets available for benefits	$ 37,323,947	$ 30,440,607

See accompanying notes to the financial statements.

MAZZETTI
401(k) PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the Year Ended December 31, 2019

Additions to net assets attributed to:	
Investment income:	
Net increase in fair value of mutual funds	$ 4,650,187
Net increase in fair value of self-directed investments	239,247
Net increase in net asset value of common/collective trust fund	24,286
Dividends	1,151,517
Total investment income	6,065,237
Interest on notes receivable from participants	17,800
Contributions:	
Employer's contributions	394,866
Participants' contributions	1,528,777
Participants' rollovers	453,945
Total contributions	2,377,588
Transfer of assets	4,061,679
Total additions	12,522,304
Deductions from net assets attributed to:	
Benefits paid to participants	5,582,412
Administrative fees	56,552
Total deductions	5,638,964
Net increase	6,883,340
Net assets available for benefits, December 31, 2018	30,440,607
Net assets available for benefits, December 31, 2019	$ 37,323,947

See accompanying notes to the financial statements.

NOTES TO FINANCIAL STATEMENTS

December 31, 2019

NOTE A -- Plan description

The following description of the Mazzetti 401(k) Plan (the Plan) provides only general information. Participants should refer to the Plan agreement or Summary Plan Description for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution 401(k) profit-sharing plan for the exclusive benefit of the employees of Mazzetti, Inc. (the Company) and their beneficiaries, enabling participants to save and invest in accordance with the terms of the Plan. The Plan covers all employees of the Company (except union employees and nonresident aliens) who have completed ninety days of service and are twenty-one years of age or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The effective date of the Plan was January 1, 1993. The Company, as Plan sponsor, restated the Plan document as of January 1, 2007 to conform to the Pension Specialists Prototype Defined Contribution Plan. During the current year, the Company performed a merger and the Plan acquired the net assets of the merged company (Note H).

Contributions

Participants may make voluntary elective deferral contributions subject to prescribed limitations as well as rollover contributions from a qualified plan. Each year the Company may also contribute discretionary amounts to the Plan as determined by the Board of Directors. These discretionary amounts may be comprised of a matching contribution (a designated percentage of a participant's elective contribution) and/or a discretionary employer contribution based upon participant deferrals. An employee must have at least 1,000 hours of service during the year and must be employed with the Company on the last day of the year to be eligible for a matching/discretionary contribution. These discretionary amounts must be paid in cash on or before the last day for filing the Company's federal income tax return for the taxable year in which the Plan's year ends. The Company's matching contributions totaled $394,866 for the year ended December 31, 2019. During 2019 the Company did not make any additional discretionary employer contributions.

Participant accounts

Separate accounts are maintained for each participant (an elective deferral contribution account, an elective Roth deferral contribution account [if applicable], a matching contribution account, a discretionary employer contribution account and a rollover contribution account). Each participant's elective contribution accounts are credited with the participant's elective contributions and an allocation of Plan earnings attributable to the elective accounts. Each participant's matching and employer contribution accounts are credited with the Company's discretionary contributions, along with an allocation of Plan earnings attributable to the accounts. Investment direction for each participant's accounts is provided by the participant.

NOTE A -- Plan description (continued)

Vesting

Participants are fully and immediately vested in their elective deferral contribution accounts and rollover contribution accounts together with allocated Plan earnings thereon. Employer matching contributions as well as a participant's interest in the Company's profit-sharing contribution account are vested according to the following schedule:

Participants' Years of Service	Vested Percentage
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 or more years	100%

Notes receivable from participants

Notes receivable from participants are reported at their unpaid principal balances plus any accrued but unpaid interest. Loans to participants, subject to the discretion of the Plan administrator, are limited to $50,000 or one-half of the employee's vested interest, whichever is less, with a minimum amount of $1,000. The repayment term of the loans may not exceed five years (with the exception of a loan used to purchase a primary residence, whereby the term of the loan may exceed five years). The loans are secured by the participants' interests in the Plan's assets and bear interest at a rate that is comparable for similar types of loans by other lenders. Payments of interest and principal must be made no less frequently than quarterly. If a participant is currently employed by the employer, the Plan administrator will require the participant receiving a loan from the Plan to enter into a payroll deduction agreement to repay the loan.

Payment of benefits

On termination of service due to death, disability, or retirement, a participant is entitled to receive the participant's vested aggregate account balance and may choose to leave the assets invested in the Plan or take a lump-sum distribution. However, the Plan administrator, without the consent of the participant, may distribute a participant's vested aggregate account balance in a lump sum any time after a participant terminates employment if the participant's account balance does not exceed $5,000.

Forfeited accounts

The forfeited nonvested accounts arising from the participants' employer matching contributions accounts totaled $42,617 for the year ended December 31, 2019. This amount was used to offset the 2019 matching contribution.

NOTE A -- Plan description (continued)

Plan termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions and the withholding of participants' voluntary salary reduction amounts at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become one hundred percent (100%) vested in all amounts credited to their accounts.

NOTE B -- Summary of accounting policies

Basis of accounting

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

Investment valuation and income recognition

The Plan's investments are valued at fair value as of the Plan's year-end. The fair value of the Plan's investments is determined by quoted market prices. Purchases and sales of the funds are recorded on a trade-date basis. Dividend and interest income is recorded on an accrual basis as earned.

Payment of benefits

Benefits are recorded when paid.

Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants, distributions, and terminated employees' accounts are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in the net increase of fair value of investments.

Use of estimates

The preparation of financial statements in conformity with generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

NOTE C -- Investments

The Plan's investments are held in various mutual funds, a common/collective trust fund (Galliard Stable Value Fund J) and self-directed accounts. There are only six participants with investments held in self-directed accounts. The self-directed account option is no longer available to participants. Participants may direct their contributions to any of the available mutual funds and common/collective trust fund selections. The investments as of December 31, 2019 are noted on the supplemental schedule.

The following investments represent 5% or more of the Plan's net assets at December 31:

	2019	2018
Mazzetti LT/Aggressive Model	$ 1,843,090	$ 1,537,864
Vanguard 500 Index Admiral	$ 2,793,809	$ 2,182,931
Galliard Stable Value Fund J	$ 1,898,540	$ 1,739,904
American Funds Target Date Ret. 2020 R6	$ 3,251,619	$ 3,253,415
American Funds Target Date Ret. 2025 R6	$ 4,866,259	$ 4,296,152
American Funds Target Date Ret. 2030 R6	$ 1,805,735	$ 1,531,596
American Funds Target Date Ret. 2045 R6	$ 2,402,969	$ 1,477,515

NOTE D -- Fair value measurements

In accordance with generally accepted accounting principles, the Plan has categorized all investment assets according to the fair value hierarchy as either: Level 1, observable inputs that are derived from quoted prices (unadjusted) for identical assets or liabilities in an active market; Level 2, quoted prices in non-active markets or in active markets for similar assets or liabilities, inputs other than quoted prices that are observable, and inputs that are not directly observable, but are corroborated by observable market data; or Level 3, unobservable inputs, which cannot be corroborated by external market data.

Level 1 fair value measurements

The fair value of money market funds and mutual funds is based on quoted net asset values of the shares held by the Plan at year-end. Mutual funds held by the Plan are open-ended mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

NOTE D -- Fair value measurements (continued)

Level 2 fair value measurements

The estimated fair value of the common/collective trust fund is the net asset value, exclusive of the adjustment to contract value. The use of net asset value as fair value is deemed appropriate as the common/collective trust fund does not have a finite life, unfunded commitments relating to these types of investments, or significant restrictions on redemptions.

The Plan does not hold any Level 3 investment assets. The following table summarizes the Level 1 and Level 2 investment assets held by the Plan at December 31:

	2019	2018
Level 1:		
Mutual funds:		
Balanced funds	$ 24,734,657	$ 20,222,982
Growth funds	1,457,559	1,004,037
Value funds	2,434,302	1,599,642
Fixed income funds	438,166	438,573
Index funds	5,296,614	3,810,262
Total mutual funds	34,361,298	27,075,496
Other:		
Self-directed investments	697,366	1,322,159
Level 2:		
Common/collective trust fund, at fair value	1,935,972	1,717,827
Adjustment from fair value to contract value	(37,432)	22,077
Common/collective trust fund, at net asset value	1,898,540	1,739,904
Total investments	$ 36,957,204	$ 30,137,559

NOTE E -- Tax status

The Plan's Prototype received its latest opinion letter on March 31, 2008, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the opinion letter; however, the Plan's administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, the Plan's administrator believes that the Plan is qualified and the related trust is tax-exempt as of the date of the financial statements.

NOTE E -- Tax status (continued)

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

NOTE F -- Risks and uncertainties

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in 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.

NOTE G -- Information prepared and certified by custodian

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by the custodian:

	2019	2018
Investments at fair value:		
Mutual funds	$ 34,361,298	$ 27,075,496
Self-directed investments	$ 697,366	$ 1,322,159
Common/collective trust fund, at net asset value	$ 1,898,540	$ 1,739,904
Net increase (decrease) in fair value of mutual funds	$ 4,650,187	$ (2,129,480)
Net increase in fair value of self-directed investments	$ 239,247	$ 619,069
Net increase in fair value of common/collective trust fund	$ 24,286	$ 18,520
Dividends	$ 1,151,517	$ 974,417

NOTE H -- Transfer of assets to the Plan

The Company merged with BHE Group, Inc. (BHE) on April 1, 2019. On June 14, 2019, the Company agreed to merge the Plan with the plan previously held by BHE. On July 16, 2019, the remaining assets of the former BHE 401(k) plan for a total of $4,061,679 were merged into the assets of the Plan.

NOTE I -- Subsequent events

On January 30, 2020, the World Health Organization ("WHO") announced a global health emergency because of a new strain of coronavirus originating in Wuhan, China (the "COVID-19 outbreak") and the risks to the international community as the virus spreads globally beyond its point of origin. In March 2020, the WHO classified the COVID-19 outbreak as a pandemic, based on the rapid increase in exposure globally.

As a result of the spread of the COVID-19 coronavirus, economic uncertainties have arisen which have resulted in significant volatility in the investment markets, resulting in substantial volatility in the value of investments. The duration of these uncertainties and the ultimate financial effects cannot be reasonably estimated at this time.

The date to which events occurring after December 31, 2019 have been evaluated for possible adjustments to the financial statements or disclosure is October 15, 2020, which is the date on which the financial statements were available to be issued.

SUPPLEMENTAL SCHEDULE

MAZZETTI
401(k) PLAN

Employer Identification Number: 94-1722463
Plan Number: 003
Form 5500, Schedule H, Line 4i

SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2019

(a) Party in Interest	(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	Mutual Fund	N/A	$ 487,628
	American Funds 2060 Target Date Ret. R6	Mutual Fund	N/A	270,642
	American Funds Growth Fund of Amer R6	Mutual Fund	N/A	1,457,559
	American Funds Target Date Ret. 2010 R6	Mutual Fund	N/A	671,755
	American Funds Target Date Ret. 2015 R6	Mutual Fund	N/A	908,285
	American Funds Target Date Ret. 2020 R6	Mutual Fund	N/A	3,251,619
	American Funds Target Date Ret. 2025 R6	Mutual Fund	N/A	4,866,259
	American Funds Target Date Ret. 2030 R6	Mutual Fund	N/A	1,805,735
	American Funds Target Date Ret. 2035 R6	Mutual Fund	N/A	1,305,758
	American Funds Target Date Ret. 2040 R6	Mutual Fund	N/A	1,100,800
	American Funds Target Date Ret. 2045 R6	Mutual Fund	N/A	2,402,969
	American Funds Target Date Ret. 2050 R6	Mutual Fund	N/A	1,133,837
	American Funds Target Date Ret. 2055 R6	Mutual Fund	N/A	452,805
	Congress Mid Cap Growth - Instl	Mutual Fund	N/A	252,412
	DFA Emerging Markets	Mutual Fund	N/A	252,228
	DFA International Value	Mutual Fund	N/A	631,058
	DFA US Large Cap Value	Mutual Fund	N/A	1,353,992
	DFA US Small Cap Value	Mutual Fund	N/A	449,252
	Galliard Stable Value Fund J	Common/Collective Trust	N/A	1,898,540
	Mazzetti LT/Aggressive Model	Mutual Fund	N/A	1,843,090
	Mazzetti Moderately Aggressive Model	Mutual Fund	N/A	1,438,679
	Mazzetti Moderate Model	Mutual Fund	N/A	1,331,923
	Mazzetti ST/Conservative Model	Mutual Fund	N/A	623,044
	Metropolitan West Total Return Bond	Mutual Fund	N/A	438,166
	Neuberger Berman Sustainable Equity - R6	Mutual Fund	N/A	32,066
	Self-directed Accounts - common stock	Common Stock	N/A	697,366
	T. Rowe Price Real Estate	Mutual Fund	N/A	303,123
	Vanguard 500 Index Admiral	Mutual Fund	N/A	2,793,809
	Vanguard Developed Markets Index Fund	Mutual Fund	N/A	509,138
	Vanguard Mid Cap Index	Mutual Fund	N/A	609,844
	Vanguard Small Cap Index	Mutual Fund	N/A	502,586
	Vanguard Total Bond Mkt Index	Mutual Fund	N/A	881,237
*	Notes receivable from participants	Promissory notes bearing interest at rates ranging between 4.25% and 10.0%		311,914
				$ 37,269,118

* Party in interest

MAZZETTI
401(k) PLAN

Employer Identification Number: 94-1722463
Plan Number: 003
Form 5500, Schedule H, Line 4i

SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2019

(a) Party in Interest	(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	Mutual Fund	N/A	$ 487,628
	American Funds 2060 Target Date Ret. R6	Mutual Fund	N/A	270,642
	American Funds Growth Fund of Amer R6	Mutual Fund	N/A	1,457,559
	American Funds Target Date Ret. 2010 R6	Mutual Fund	N/A	671,755
	American Funds Target Date Ret. 2015 R6	Mutual Fund	N/A	908,285
	American Funds Target Date Ret. 2020 R6	Mutual Fund	N/A	3,251,619
	American Funds Target Date Ret. 2025 R6	Mutual Fund	N/A	4,866,259
	American Funds Target Date Ret. 2030 R6	Mutual Fund	N/A	1,805,735
	American Funds Target Date Ret. 2035 R6	Mutual Fund	N/A	1,305,758
	American Funds Target Date Ret. 2040 R6	Mutual Fund	N/A	1,100,800
	American Funds Target Date Ret. 2045 R6	Mutual Fund	N/A	2,402,969
	American Funds Target Date Ret. 2050 R6	Mutual Fund	N/A	1,133,837
	American Funds Target Date Ret. 2055 R6	Mutual Fund	N/A	452,805
	Congress Mid Cap Growth - Instl	Mutual Fund	N/A	252,412
	DFA Emerging Markets	Mutual Fund	N/A	252,228
	DFA International Value	Mutual Fund	N/A	631,058
	DFA US Large Cap Value	Mutual Fund	N/A	1,353,992
	DFA US Small Cap Value	Mutual Fund	N/A	449,252
	Galliard Stable Value Fund J	Common/Collective Trust	N/A	1,898,540
	Mazzetti LT/Aggressive Model	Mutual Fund	N/A	1,843,090
	Mazzetti Moderately Aggressive Model	Mutual Fund	N/A	1,438,679
	Mazzetti Moderate Model	Mutual Fund	N/A	1,331,923
	Mazzetti ST/Conservative Model	Mutual Fund	N/A	623,044
	Metropolitan West Total Return Bond	Mutual Fund	N/A	438,166
	Neuberger Berman Sustainable Equity - R6	Mutual Fund	N/A	32,066
	Self-directed Accounts - common stock	Common Stock	N/A	697,366
	T. Rowe Price Real Estate	Mutual Fund	N/A	303,123
	Vanguard 500 Index Admiral	Mutual Fund	N/A	2,793,809
	Vanguard Developed Markets Index Fund	Mutual Fund	N/A	509,138
	Vanguard Mid Cap Index	Mutual Fund	N/A	609,844
	Vanguard Small Cap Index	Mutual Fund	N/A	502,586
	Vanguard Total Bond Mkt Index	Mutual Fund	N/A	881,237
*	Notes receivable from participants	Promissory notes bearing interest at rates ranging between 4.25% and 10.0%		311,914
				$ 37,269,118

* Party in interest

MAZZETTI
401(k) PLAN

Employer Identification Number: 94-1722463
Plan Number: 003
Form 5500, Schedule H, Line 4i

SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2019

(a) Party in Interest	(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	Mutual Fund	N/A	$ 487,628
	American Funds 2060 Target Date Ret. R6	Mutual Fund	N/A	270,642
	American Funds Growth Fund of Amer R6	Mutual Fund	N/A	1,457,559
	American Funds Target Date Ret. 2010 R6	Mutual Fund	N/A	671,755
	American Funds Target Date Ret. 2015 R6	Mutual Fund	N/A	908,285
	American Funds Target Date Ret. 2020 R6	Mutual Fund	N/A	3,251,619
	American Funds Target Date Ret. 2025 R6	Mutual Fund	N/A	4,866,259
	American Funds Target Date Ret. 2030 R6	Mutual Fund	N/A	1,805,735
	American Funds Target Date Ret. 2035 R6	Mutual Fund	N/A	1,305,758
	American Funds Target Date Ret. 2040 R6	Mutual Fund	N/A	1,100,800
	American Funds Target Date Ret. 2045 R6	Mutual Fund	N/A	2,402,969
	American Funds Target Date Ret. 2050 R6	Mutual Fund	N/A	1,133,837
	American Funds Target Date Ret. 2055 R6	Mutual Fund	N/A	452,805
	Congress Mid Cap Growth - Instl	Mutual Fund	N/A	252,412
	DFA Emerging Markets	Mutual Fund	N/A	252,228
	DFA International Value	Mutual Fund	N/A	631,058
	DFA US Large Cap Value	Mutual Fund	N/A	1,353,992
	DFA US Small Cap Value	Mutual Fund	N/A	449,252
	Galliard Stable Value Fund J	Common/Collective Trust	N/A	1,898,540
	Mazzetti LT/Aggressive Model	Mutual Fund	N/A	1,843,090
	Mazzetti Moderately Aggressive Model	Mutual Fund	N/A	1,438,679
	Mazzetti Moderate Model	Mutual Fund	N/A	1,331,923
	Mazzetti ST/Conservative Model	Mutual Fund	N/A	623,044
	Metropolitan West Total Return Bond	Mutual Fund	N/A	438,166
	Neuberger Berman Sustainable Equity - R6	Mutual Fund	N/A	32,066
	Self-directed Accounts - common stock	Common Stock	N/A	697,366
	T. Rowe Price Real Estate	Mutual Fund	N/A	303,123
	Vanguard 500 Index Admiral	Mutual Fund	N/A	2,793,809
	Vanguard Developed Markets Index Fund	Mutual Fund	N/A	509,138
	Vanguard Mid Cap Index	Mutual Fund	N/A	609,844
	Vanguard Small Cap Index	Mutual Fund	N/A	502,586
	Vanguard Total Bond Mkt Index	Mutual Fund	N/A	881,237
*	Notes receivable from participants	Promissory notes bearing interest at rates ranging between 4.25% and 10.0%		311,914
				$ 37,269,118

* Party in interest