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

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) ____

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1960

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)
DKH, INCORPORATED

55 E MONROE
SUITE 3900
CHICAGO, IL 60603-5486

2b Employer Identification Number (EIN) 36-3801378

2c Plan Sponsor's telephone number 312-795-2311

2d Business code (see instructions) 531390

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.	09/27/2021	GAIL EUBANKS
	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**	789
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)**	562
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	929
b	Retired or separated participants receiving benefits	**6b**	4
c	Other retired or separated participants entitled to future benefits	**6c**	208
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	1141
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f	Total. Add lines **6d** and **6e**	**6f**	1141
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	974
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	27
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2J 2G 2K 2F 2A 3B 3D 2T

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2020 Form M-1 annual report. If the plan was not required to file the 2020 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

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

1 Coverage Information:

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

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
06-1050034	93629	036923	1141	01/01/2020	12/31/2020

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Part II Investment and Annuity Contract Information

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

4	Current value of plan's interest under this contract in the general account at year end	4	10962876
5	Current value of plan's interest under this contract in separate accounts at year end	5	0

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

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

Specify nature of costs ▶

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

(3) ☐ other (specify) ▶

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

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

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

(3) ☐ guaranteed investment (4) ☒ other ▶ GUARANTEED GENERAL ACCOUNT CONTRACT

b	Balance at the end of the previous year			7b	8881503
c	Additions: (1) Contributions deposited during the year	7c(1)	1422511		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	202554		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below)	7c(5)	3070031		
	▶ FORFEITURE CREDITS,TRANSFERS IN LOAN REPAYMENTS MISC. IN				
	(6)Total additions			7c(6)	4695096
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	13576599
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	1069021		
	(2) Administration charge made by carrier	7e(2)	1080		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)	1543622		
	▶ FORF. DR.,TRANSFERS OUT LOAN INITIATIONS MISC. OUT				
	(5) Total deductions			7e(5)	2613723
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	10962876

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

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

Specify nature of costs.

Part IV Provision of Information

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

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2020** **This Form is Open to Public Inspection.**

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

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

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

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

PRUDENTIAL RETIREMENT INSURANCE AND

06-1050034

(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 37 50 64	NONE	83370	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

UBS FINANCIAL SERVICES, INC.

13-2638166

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	NONE	65534	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

RSM US LLP

42-0714325

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	27000	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

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

NISEN & ELLIO, LLC

36-2159575

(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 29	NONE	8569	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 [ ]

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

Part III	**Termination Information on Accountants and Enrolled Actuaries (see instructions)** (complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

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	206	45
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)	795158	569284
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	41005586	48413991
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	8881503	10962876
(15) Other	1c(15)		

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	50682453	59946196
	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	50682453	59946196

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)	549040	
	(B) Participants	2a(1)(B)	6407934	
	(C) Others (including rollovers)	2a(1)(C)	360266	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		7317240
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)	37835	
	(F) Other	2b(1)(F)	202554	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		240389
	(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)	530872	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		530872
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(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)		6935331
c Other income	2c		-2423
d Total income. Add all **income** amounts in column (b) and enter total	2d		15021409
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5574026	
(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)		5574026
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		-2421
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	186061	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		186061
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		5757666
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		9263743
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

(1) [ ] Unmodified **(2)** [ ] Qualified **(3)** [X] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

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

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

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

Part IV Compliance Questions

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

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	4a		X	

			Yes	No	Amount
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	
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		9900000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

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

2020

This Form is Open to Public Inspection.

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan
DRAPER AND KRAMER PROFIT SHARING AND INCENTIVE SAVINGS PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
DKH, INCORPORATED

D Employer Identification Number (EIN)
36-3801378

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): 22-1211670

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 deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**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_____

Draper and Kramer Profit Sharing and Incentive Savings Plan

Financial Report
December 31, 2020

Contents

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RSM US LLP

Independent Auditor's Report

Participants and Administrative Committee
Draper and Kramer Profit Sharing and Incentive Savings Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, the related statement of changes in net assets available for benefits for the year ended December 31, 2020, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Prudential Bank & Trust, F.S.B., the trustee of the Plan, and Prudential Retirement Insurance and Annuity Company, the custodian of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee and custodian hold the Plan's assets and execute transactions. The Plan Administrator has obtained certifications from the trustee and custodian as of December 31, 2020 and 2019, and for the year ended December 31, 2020, that the information provided to the Plan Administrator by the trustee and custodian is complete and accurate.

Disclaimer of Opinion

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

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

Other Matter
The supplemental schedule, Schedule H, Line 4i – Schedule of assets (held at end of year) as of December 31, 2020, is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purposes of additional analysis and is not a required part of the financial statements. The supplemental schedule is the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule.

Report on Form and Content in Compliance with DOL Rules and Regulations
The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee and 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.

RSM US LLP

Chicago, Illinois
September 17, 2021

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statements of Net Assets Available for Benefits
December 31, 2020 and 2019

	2020	2019
Investments, at fair value:		
Shares of registered investment companies	**$ 48,413,991**	$ 41,005,586
Investment, at contract value:		
Guaranteed income fund	**10,962,876**	8,881,503
Receivables:		
Notes receivable from participants	**569,329**	795,364
Net assets available for benefits	**$ 59,946,196**	$ 50,682,453

See notes to financial statements.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2020

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	$ 6,935,331
Interest income and dividends	733,426
	7,668,757
Interest income on notes receivable from participants	37,835
Contributions:	
Participants	6,407,934
Company	549,040
Rollover	360,266
	7,317,240
Other income	82,011
Total additions	15,105,843
Deductions from net assets attributed to:	
Benefit payments	5,574,026
Administrative expenses	268,074
Total deductions	5,842,100
Net increase	9,263,743
Net assets available for plan benefits:	
Beginning of year	50,682,453
End of year	$ 59,946,196

See notes to financial statements.

Note 1. Description of Plan

The following description of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is a defined-contribution plan established effective January 1, 1960. Employees of DKH, Incorporated and its subsidiaries (the Company) become eligible to participate upon employment with the exclusion of non-union personnel employed at site locations and paid on-site payroll. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Prudential Bank & Trust, F.S.B. (PBT) serves as the trustee of the Plan and Prudential Retirement Insurance and Annuity Company (PRIAC) serves as recordkeeper and custodian of the Plan. UBS Financial Services, Inc. serves as the investment advisor of the Plan.

Contributions: Participants may contribute an amount equal, to not less, than 1% up to 100% of their pre-tax or post-tax (Roth) compensation, up to the maximum amount allowed by the Internal Revenue Code (IRC) Section 402(g), adjusted for the cost of living. This amount was $19,500 for the year ended December 31, 2020. Participants who will attain age 50 before the end of the plan year are eligible to make catch-up contributions. Maximum catch-up contributions allowed by IRC Section 414(v) was $6,500 for the year ended December 31, 2020. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions in 1% increments into various investment options offered by the Plan. The Plan currently offers a guaranteed income fund and shares of registered investment companies. Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's earnings.

The Company may make discretionary matching contributions in amounts determined by its Board of Directors. The Company may also make a qualified nonelective or a profit sharing contribution to be determined by its Board of Directors. The Company contributions are invested directly in the guaranteed income fund or shares of registered investment companies as directed by the participants. Contributions received awaiting investment in the appropriate investment options are invested in the guaranteed income fund. Discretionary matching contributions, if any, are made semi-monthly. Additional qualified nonelective or profit sharing contributions, if any, are recorded annually. In 2020, the Company made discretionary matching contributions equal to the lesser of 50% of a participant’s contributions or $1,000 which amounted to $549,040 for the year ended December 31, 2020. There were no profit sharing contributions made for 2020.

Participant accounts: Each participant's account is credited with the participant's contribution, Company matching contributions, as well as, allocation of the Company's profit sharing contributions, if any, and plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Note 1. Description of Plan (Continued)

Vesting: Participants are immediately vested in their own contributions and Company qualified nonelective contributions plus actual earnings thereon. Vesting in the Company's discretionary matching and profit sharing contribution portions of their account is based on years of service in accordance with the following schedule:

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

If an active participant reaches the normal retirement age or becomes disabled or deceased prior to attaining the normal retirement age, the participant's account becomes 100% vested.

Benefit payments: On termination of service due to death, disability, retirement or other reasons, a participant may elect to receive either a lump-sum amount equal to the value of the vested portion of the participant's account, a distribution in the form of installment payments or a combination of these payment options. If a participant's vested benefit is more than $1,000 but not more than $5,000 upon termination of service, the Plan Administrator is required to distribute the benefit into an Individual Retirement Account without consent from the participant if the participant does not make a distribution election after receiving the required notification. If a participant's vested benefit is less than $1,000 upon termination of service, the Plan Administrator is required to distribute the benefit directly to the participant without consent. In-service and hardship withdrawals are allowed by the Plan.

Notes receivable from participants: Participants may borrow from their accounts a minimum of $1,000 up to a maximum of $50,000 less the difference between the highest outstanding balance of loans in the past 12 months and the outstanding balance of loans from the Plan on the date the loan is made or 50% of the vested portion of their account balance, whichever is less. The terms of notes receivable range from a period of one year to a period not to exceed five years, except for those used to purchase a primary residence where the repayment period may be as long as 10 years. A note receivable from a participant is collateralized by the balance in the participant's account and bears interest at rates that range from 4.25% to 6.50%, which are commensurate with market rates for similar loans, as defined. Principal and interest are paid ratably through payroll deductions made not less frequently than quarterly. On termination of service, notes receivable from participants are treated as a taxable distribution.

Forfeitures: As of December 31, 2020 and 2019, forfeited nonvested amounts totaled $72,354 and $66,236, respectively. These forfeitures will be used to reduce future employer contributions or pay Plan expenses as determined by the Plan Administrator. During 2020, forfeitures of $26,372 were used to pay for Plan expenses and forfeitures of $116,800 were used to reduce Company match contributions.

Administrative expenses: The Plan is responsible for payment of investment advisory, custodian and recordkeeping fees; however, the Company may pay the Plan's expenses directly. Expenses that are paid by the Company are excluded from these financial statements. Transaction charges (for loan and benefit payment transactions) are paid by the Plan by reducing the balances of those participants initiating the transactions.

Note 1. Description of Plan (Continued)

Other income: Pursuant to an agreement that was amended effective April 1, 2015, to provide elective and professional and administrative services between the Company and PRIAC, the latter agrees to make revenue sharing payments to the Plan to pay its reasonable and actually incurred Plan administrative expenses. This amount is equal to 0.22% of the average eligible Plan assets in each plan year, which will be paid in quarterly installments. For the year ended December 31, 2020, the Plan received revenue sharing payments amounting to $87,172 of which $75,865 was used to pay Plan administrative expenses. During 2020, revenue sharing payments of $7,584 were adjusted out due to fee levelizations and such amount is netted against other income on the statement of changes in net assets available for benefits. As of December 31, 2020 and 2019, the balance in the plan expense account which holds these revenue sharing payments amounted to $8,035 and $192, respectively.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment valuation and income recognition: Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Contract value is the relevant measure for the portion of net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment custodian and insurance company. See Note 4 for discussion of fair value measurements.

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

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Payment of benefits: Benefits are recorded when paid.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the plan document.

Note 3. Information Certified and Provided by PBT and PRIAC

The following is a summary of the Plan's asset and income information as of December 31, 2020 and 2019, and for the year ended December 31, 2020, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by PBT, the trustee, and PRIAC, the custodian, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee and custodian that information provided to the Plan Administrator by the trustee and custodian related to the following assets and income is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets and income:

	2020		2019	
Investments, at fair value:				
Shares of registered investment companies	$ 48,413,991	**	$ 41,005,586	**
Investment, at contract value:				
Guaranteed income fund	10,962,876	*	8,881,503	*
Notes receivable from participants	569,329	**	795,364	**
Net appreciation in fair value of registered investment companies	6,935,331	**		
Interest income	202,554	*		
Dividend income	530,872	**		
Interest income on notes receivable from participants	37,835	**		
Other income	82,011	**		

* The above information has been certified by PRIAC, the Plan custodian, as complete and accurate.
** The above information has been certified by PBT, the Plan trustee, as complete and accurate.

Note 4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Accounting Standards Codification (ASC) 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Note 4. Fair Value Measurements (Continued)

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 and 2019.

Shares of registered investment companies: Valued at the daily closing price as reported by the fund. Shares of registered investment companies held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value as of December 31, 2020 and 2019:

	2020			
Asset Category	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	$ 48,413,991	$ -	$ -	$ 48,413,991
Investments at fair value	$ 48,413,991	$ -	$ -	$ 48,413,991

	2019			
Asset Category	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	$ 41,005,586	$ -	$ -	$ 41,005,586
Investments at fair value	$ 41,005,586	$ -	$ -	$ 41,005,586

Changes in fair value levels: To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2020, there were no significant transfers in or out of Level 3.

Note 5. Investment Contract with Insurance Company

The Plan entered into a fully benefit-responsive investment contract with PRIAC. PRIAC maintains the contributions in a general account. This contract is an evergreen product as it has no maturity date. It does not operate like a mutual fund, variable annuity product, or conventional fixed rate individual annuity product. This product is not a traditional Guaranteed Investment Contract (GIC), and therefore, there are no known cash flows that could be discounted. This annuity contract is not backed by specific securities of the issuer's general account, and therefore, it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a fair value. The concept of a value other than contract value does not apply to this insurance company issued evergreen group annuity product. This contract's operation is different than many other evergreen group annuity products as a market value (fair value) adjustment does not apply upon a discontinuance. Even upon a discontinuance of the contract, the contract value would be paid no later than 30 days from the date the sponsor provides notice to discontinue and 90 days after all information and expenses are received by PRIAC.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by the participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by PRIAC, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of the investment at contract value.

The Plan owns a promise to receive interest at crediting rates which are announced in advance and guaranteed for a specified period of time as outlined in the group annuity contract. The contract is backed by the full faith and creditworthiness of the issuer. Guarantees are based on the claims-paying ability of the issuer and not on the value of the securities within the insurer's general account. The credit rating of the issuer at December 31, 2020, was A as reported by Moody's Investors Service. Deposits are made to the insurer's general account. Payment obligations represent an insurance claim supported by all general account assets. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. There are no reserves against contract value for credit risk of the contract issuer or otherwise. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees.

Interest is credited based on a formula in the contract. The interest crediting rate is reset semi-annually at the discretion of the insurer. The minimum crediting rate under the contract is 1.5%. When establishing interest crediting rates for this product, the issuer considers many factors, including current economic and market conditions, the general interest rate environment and both the expected and actual experience of a reference portfolio within the general account. Past interest rates are not indicative of future interest rates. Key factors that could influence future interest crediting rates are changes in economic and market conditions, interest rates, and default or credit failures of the securities in the insurer's general assets.

There are not any events that allow the issuer to terminate the contract and which require the Company Sponsor to settle at an amount different than contract value. Events that limit the ability to transact at contract value with the issuer include the following: *(a)* amendments to the plan documents (including complete or partial plan termination or merger with another plan), *(b)* changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, *(c)* bankruptcy of the Company sponsor or other Company sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or *(d)* the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

Note 6. Party-In-Interest Transactions

Plan assets include investments in funds managed by PRIAC, the custodian. These transactions qualify as party-in-interest transactions under ERISA. Fees paid by the Plan to PRIAC amounted to $83,370 for the year ended December 31, 2020.

The Company, the Plan Sponsor, may pay certain plan expenses directly. In addition, certain employees of the Company are responsible for the administration of the Plan. Personnel of the Company are compensated by the Company and do not receive any compensation from the Plan.

Note 7. Plan Termination

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

Note 8. Tax Status

Effective January 1, 2015, the Plan was amended and restated. The Plan obtained its determination letter on September 28, 2016, in which the Internal Revenue Service (IRS) stated that the Plan, as then designed and amended, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the determination letter. The Plan Administrator believes that the Plan is being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress.

Note 9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	2020	2019
Net assets available for benefits per the financial statements	$ 59,946,196	$ 50,682,453
Notes receivable from participants	(569,329)	(795,364)
Participant loans	569,284	795,158
Noninterest-bearing cash	45	206
Net asset available for benefits per the Form 5500	$ 59,946,196	$ 50,682,453

The following is a reconciliation of changes in net assets available for benefits per the financial statements for the year ended December 31, 2020, to Form 5500:

Changes in net assets available for benefits per the financial statements	$ 9,263,743
Other income	(84,434)
Certain deemed distributions	2,421
Administrative expenses	82,013
Changes in net assets available for benefits per the Form 5500	$ 9,263,743

Note 10. 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 statement of net assets available for benefits.

Note 11. Subsequent Events

The Plan Administrator has evaluated subsequent events for potential recognition and/or disclosure through September 17, 2021, the date the financial statements were available to be issued.

Supplemental Schedule

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

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

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	**	$ 10,962,876
		Shares of registered investment companies:		
	DFA Funds	International Core Equity Fund	**	1,851,855
	American Funds	SmallCap World Fund R6	**	1,389,310
	American Funds	Cap World BD Fund R6	**	559,104
	Vanguard Funds	Target RET 2045 Fund	**	57,643
	Vanguard Funds	Target RET 2035 Fund	**	367,823
	Vanguard Funds	Target RET 2030 Fund	**	107,423
	Vanguard Funds	Target RET 2025 Fund	**	386,379
	Vanguard Funds	Target RET 2015 Fund	**	115,409
	Vanguard Funds	Target RET 2040 Fund	**	203,208
	Vanguard Funds	Target 2060 Investment Fund	**	2,746
	Vanguard Funds	Target RET 2050 Fund	**	46,990
	Vanguard Funds	Balanced Index A Fund	**	2,083,286
	Dodge & Cox Funds	Income Fund	**	3,428,716
	T. Rowe Funds	Price Value I Fund	**	2,995,799
	Hartford Funds	Midcap Fund Class Y	**	2,950,405
	Victory Funds	Sycamore Established Value Fund R6	**	2,065,207
	Fidelity Funds	Advisor Equity Group Z	**	7,551,749
	DFA Funds	US Target Value Portfolio	**	1,877,732
	Wells Fargo Funds	Governmental SECs Institutional Fund	**	2,851,497
	Vanguard Funds	International Val Fund	**	3,213,427
	American Funds	Europacific Growth Fund R6	**	2,991,484
	American Funds	Washington Mutual Fund R6	**	2,459,625
	Franklin Funds	Small Cap Growth Fund R6	**	1,466,718
	Fidelity Funds	Fidelity Mid Cap Index	**	504,914
	Fidelity Funds	Fidelity 500 Index Fund	**	6,211,324
	Fidelity Funds	Small Cap Index	**	4,877
	Vanguard Funds	Target RET 2055 Fund	**	75,144
	Vanguard Funds	Global Equity Fund	**	500
	Vanguard Funds	Target RET 2020 Fund	**	270,918
	DFA	Inflation-Protected Securities Portfolio	**	209,600
	Vanguard Funds	Target RET Income Fund	**	113,179
				48,413,991
*	Participants	Participant loans (interest rates range from 4.25% - 6.50% with due dates through January 2031)	**	569,284
				$ 59,946,151

* Indicates a party-in-interest to the Plan.
** Cost information is not required for participant-directed funds.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Financial Report
December 31, 2020

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RSM US LLP

Independent Auditor's Report

Participants and Administrative Committee
Draper and Kramer Profit Sharing and Incentive Savings Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, the related statement of changes in net assets available for benefits for the year ended December 31, 2020, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Prudential Bank & Trust, F.S.B., the trustee of the Plan, and Prudential Retirement Insurance and Annuity Company, the custodian of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee and custodian hold the Plan's assets and execute transactions. The Plan Administrator has obtained certifications from the trustee and custodian as of December 31, 2020 and 2019, and for the year ended December 31, 2020, that the information provided to the Plan Administrator by the trustee and custodian is complete and accurate.

Disclaimer of Opinion

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

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

Other Matter
The supplemental schedule, Schedule H, Line 4i – Schedule of assets (held at end of year) as of December 31, 2020, is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purposes of additional analysis and is not a required part of the financial statements. The supplemental schedule is the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule.

Report on Form and Content in Compliance with DOL Rules and Regulations
The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee and 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.

RSM US LLP

Chicago, Illinois
September 17, 2021

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statements of Net Assets Available for Benefits
December 31, 2020 and 2019

	2020	2019
Investments, at fair value:		
Shares of registered investment companies	**$ 48,413,991**	$ 41,005,586
Investment, at contract value:		
Guaranteed income fund	**10,962,876**	8,881,503
Receivables:		
Notes receivable from participants	**569,329**	795,364
Net assets available for benefits	**$ 59,946,196**	$ 50,682,453

See notes to financial statements.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2020

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	$ 6,935,331
Interest income and dividends	733,426
	7,668,757
Interest income on notes receivable from participants	37,835
Contributions:	
Participants	6,407,934
Company	549,040
Rollover	360,266
	7,317,240
Other income	82,011
Total additions	15,105,843
Deductions from net assets attributed to:	
Benefit payments	5,574,026
Administrative expenses	268,074
Total deductions	5,842,100
Net increase	9,263,743
Net assets available for plan benefits:	
Beginning of year	50,682,453
End of year	$ 59,946,196

See notes to financial statements.

Note 1. Description of Plan

The following description of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is a defined-contribution plan established effective January 1, 1960. Employees of DKH, Incorporated and its subsidiaries (the Company) become eligible to participate upon employment with the exclusion of non-union personnel employed at site locations and paid on-site payroll. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Prudential Bank & Trust, F.S.B. (PBT) serves as the trustee of the Plan and Prudential Retirement Insurance and Annuity Company (PRIAC) serves as recordkeeper and custodian of the Plan. UBS Financial Services, Inc. serves as the investment advisor of the Plan.

Contributions: Participants may contribute an amount equal, to not less, than 1% up to 100% of their pre-tax or post-tax (Roth) compensation, up to the maximum amount allowed by the Internal Revenue Code (IRC) Section 402(g), adjusted for the cost of living. This amount was $19,500 for the year ended December 31, 2020. Participants who will attain age 50 before the end of the plan year are eligible to make catch-up contributions. Maximum catch-up contributions allowed by IRC Section 414(v) was $6,500 for the year ended December 31, 2020. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions in 1% increments into various investment options offered by the Plan. The Plan currently offers a guaranteed income fund and shares of registered investment companies. Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's earnings.

The Company may make discretionary matching contributions in amounts determined by its Board of Directors. The Company may also make a qualified nonelective or a profit sharing contribution to be determined by its Board of Directors. The Company contributions are invested directly in the guaranteed income fund or shares of registered investment companies as directed by the participants. Contributions received awaiting investment in the appropriate investment options are invested in the guaranteed income fund. Discretionary matching contributions, if any, are made semi-monthly. Additional qualified nonelective or profit sharing contributions, if any, are recorded annually. In 2020, the Company made discretionary matching contributions equal to the lesser of 50% of a participant’s contributions or $1,000 which amounted to $549,040 for the year ended December 31, 2020. There were no profit sharing contributions made for 2020.

Participant accounts: Each participant's account is credited with the participant's contribution, Company matching contributions, as well as, allocation of the Company's profit sharing contributions, if any, and plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Note 1. Description of Plan (Continued)

Vesting: Participants are immediately vested in their own contributions and Company qualified nonelective contributions plus actual earnings thereon. Vesting in the Company's discretionary matching and profit sharing contribution portions of their account is based on years of service in accordance with the following schedule:

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

If an active participant reaches the normal retirement age or becomes disabled or deceased prior to attaining the normal retirement age, the participant's account becomes 100% vested.

Benefit payments: On termination of service due to death, disability, retirement or other reasons, a participant may elect to receive either a lump-sum amount equal to the value of the vested portion of the participant's account, a distribution in the form of installment payments or a combination of these payment options. If a participant's vested benefit is more than $1,000 but not more than $5,000 upon termination of service, the Plan Administrator is required to distribute the benefit into an Individual Retirement Account without consent from the participant if the participant does not make a distribution election after receiving the required notification. If a participant's vested benefit is less than $1,000 upon termination of service, the Plan Administrator is required to distribute the benefit directly to the participant without consent. In-service and hardship withdrawals are allowed by the Plan.

Notes receivable from participants: Participants may borrow from their accounts a minimum of $1,000 up to a maximum of $50,000 less the difference between the highest outstanding balance of loans in the past 12 months and the outstanding balance of loans from the Plan on the date the loan is made or 50% of the vested portion of their account balance, whichever is less. The terms of notes receivable range from a period of one year to a period not to exceed five years, except for those used to purchase a primary residence where the repayment period may be as long as 10 years. A note receivable from a participant is collateralized by the balance in the participant's account and bears interest at rates that range from 4.25% to 6.50%, which are commensurate with market rates for similar loans, as defined. Principal and interest are paid ratably through payroll deductions made not less frequently than quarterly. On termination of service, notes receivable from participants are treated as a taxable distribution.

Forfeitures: As of December 31, 2020 and 2019, forfeited nonvested amounts totaled $72,354 and $66,236, respectively. These forfeitures will be used to reduce future employer contributions or pay Plan expenses as determined by the Plan Administrator. During 2020, forfeitures of $26,372 were used to pay for Plan expenses and forfeitures of $116,800 were used to reduce Company match contributions.

Administrative expenses: The Plan is responsible for payment of investment advisory, custodian and recordkeeping fees; however, the Company may pay the Plan's expenses directly. Expenses that are paid by the Company are excluded from these financial statements. Transaction charges (for loan and benefit payment transactions) are paid by the Plan by reducing the balances of those participants initiating the transactions.

Note 1. Description of Plan (Continued)

Other income: Pursuant to an agreement that was amended effective April 1, 2015, to provide elective and professional and administrative services between the Company and PRIAC, the latter agrees to make revenue sharing payments to the Plan to pay its reasonable and actually incurred Plan administrative expenses. This amount is equal to 0.22% of the average eligible Plan assets in each plan year, which will be paid in quarterly installments. For the year ended December 31, 2020, the Plan received revenue sharing payments amounting to $87,172 of which $75,865 was used to pay Plan administrative expenses. During 2020, revenue sharing payments of $7,584 were adjusted out due to fee levelizations and such amount is netted against other income on the statement of changes in net assets available for benefits. As of December 31, 2020 and 2019, the balance in the plan expense account which holds these revenue sharing payments amounted to $8,035 and $192, respectively.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment valuation and income recognition: Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Contract value is the relevant measure for the portion of net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment custodian and insurance company. See Note 4 for discussion of fair value measurements.

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

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Payment of benefits: Benefits are recorded when paid.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the plan document.

Note 3. Information Certified and Provided by PBT and PRIAC

The following is a summary of the Plan's asset and income information as of December 31, 2020 and 2019, and for the year ended December 31, 2020, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by PBT, the trustee, and PRIAC, the custodian, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee and custodian that information provided to the Plan Administrator by the trustee and custodian related to the following assets and income is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets and income:

	2020		2019	
Investments, at fair value:				
Shares of registered investment companies	$ 48,413,991	**	$ 41,005,586	**
Investment, at contract value:				
Guaranteed income fund	10,962,876	*	8,881,503	*
Notes receivable from participants	569,329	**	795,364	**
Net appreciation in fair value of registered investment companies	6,935,331	**		
Interest income	202,554	*		
Dividend income	530,872	**		
Interest income on notes receivable from participants	37,835	**		
Other income	82,011	**		

* The above information has been certified by PRIAC, the Plan custodian, as complete and accurate.
** The above information has been certified by PBT, the Plan trustee, as complete and accurate.

Note 4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Accounting Standards Codification (ASC) 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Note 4. Fair Value Measurements (Continued)

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 and 2019.

Shares of registered investment companies: Valued at the daily closing price as reported by the fund. Shares of registered investment companies held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value as of December 31, 2020 and 2019:

	2020			
Asset Category	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	$ 48,413,991	$ -	$ -	$ 48,413,991
Investments at fair value	$ 48,413,991	$ -	$ -	$ 48,413,991

	2019			
Asset Category	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	$ 41,005,586	$ -	$ -	$ 41,005,586
Investments at fair value	$ 41,005,586	$ -	$ -	$ 41,005,586

Changes in fair value levels: To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2020, there were no significant transfers in or out of Level 3.

Note 5. Investment Contract with Insurance Company

The Plan entered into a fully benefit-responsive investment contract with PRIAC. PRIAC maintains the contributions in a general account. This contract is an evergreen product as it has no maturity date. It does not operate like a mutual fund, variable annuity product, or conventional fixed rate individual annuity product. This product is not a traditional Guaranteed Investment Contract (GIC), and therefore, there are no known cash flows that could be discounted. This annuity contract is not backed by specific securities of the issuer's general account, and therefore, it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a fair value. The concept of a value other than contract value does not apply to this insurance company issued evergreen group annuity product. This contract's operation is different than many other evergreen group annuity products as a market value (fair value) adjustment does not apply upon a discontinuance. Even upon a discontinuance of the contract, the contract value would be paid no later than 30 days from the date the sponsor provides notice to discontinue and 90 days after all information and expenses are received by PRIAC.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by the participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by PRIAC, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of the investment at contract value.

The Plan owns a promise to receive interest at crediting rates which are announced in advance and guaranteed for a specified period of time as outlined in the group annuity contract. The contract is backed by the full faith and creditworthiness of the issuer. Guarantees are based on the claims-paying ability of the issuer and not on the value of the securities within the insurer's general account. The credit rating of the issuer at December 31, 2020, was A as reported by Moody's Investors Service. Deposits are made to the insurer's general account. Payment obligations represent an insurance claim supported by all general account assets. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. There are no reserves against contract value for credit risk of the contract issuer or otherwise. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees.

Interest is credited based on a formula in the contract. The interest crediting rate is reset semi-annually at the discretion of the insurer. The minimum crediting rate under the contract is 1.5%. When establishing interest crediting rates for this product, the issuer considers many factors, including current economic and market conditions, the general interest rate environment and both the expected and actual experience of a reference portfolio within the general account. Past interest rates are not indicative of future interest rates. Key factors that could influence future interest crediting rates are changes in economic and market conditions, interest rates, and default or credit failures of the securities in the insurer's general assets.

There are not any events that allow the issuer to terminate the contract and which require the Company Sponsor to settle at an amount different than contract value. Events that limit the ability to transact at contract value with the issuer include the following: *(a)* amendments to the plan documents (including complete or partial plan termination or merger with another plan), *(b)* changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, *(c)* bankruptcy of the Company sponsor or other Company sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or *(d)* the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

Note 6. Party-In-Interest Transactions

Plan assets include investments in funds managed by PRIAC, the custodian. These transactions qualify as party-in-interest transactions under ERISA. Fees paid by the Plan to PRIAC amounted to $83,370 for the year ended December 31, 2020.

The Company, the Plan Sponsor, may pay certain plan expenses directly. In addition, certain employees of the Company are responsible for the administration of the Plan. Personnel of the Company are compensated by the Company and do not receive any compensation from the Plan.

Note 7. Plan Termination

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

Note 8. Tax Status

Effective January 1, 2015, the Plan was amended and restated. The Plan obtained its determination letter on September 28, 2016, in which the Internal Revenue Service (IRS) stated that the Plan, as then designed and amended, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the determination letter. The Plan Administrator believes that the Plan is being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress.

Note 9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	2020	2019
Net assets available for benefits per the financial statements	$ 59,946,196	$ 50,682,453
Notes receivable from participants	(569,329)	(795,364)
Participant loans	569,284	795,158
Noninterest-bearing cash	45	206
Net asset available for benefits per the Form 5500	$ 59,946,196	$ 50,682,453

The following is a reconciliation of changes in net assets available for benefits per the financial statements for the year ended December 31, 2020, to Form 5500:

Changes in net assets available for benefits per the financial statements	$ 9,263,743
Other income	(84,434)
Certain deemed distributions	2,421
Administrative expenses	82,013
Changes in net assets available for benefits per the Form 5500	$ 9,263,743

Note 10. 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 statement of net assets available for benefits.

Note 11. Subsequent Events

The Plan Administrator has evaluated subsequent events for potential recognition and/or disclosure through September 17, 2021, the date the financial statements were available to be issued.

Supplemental Schedule

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

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

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	**	$ 10,962,876
		Shares of registered investment companies:		
	DFA Funds	International Core Equity Fund	**	1,851,855
	American Funds	SmallCap World Fund R6	**	1,389,310
	American Funds	Cap World BD Fund R6	**	559,104
	Vanguard Funds	Target RET 2045 Fund	**	57,643
	Vanguard Funds	Target RET 2035 Fund	**	367,823
	Vanguard Funds	Target RET 2030 Fund	**	107,423
	Vanguard Funds	Target RET 2025 Fund	**	386,379
	Vanguard Funds	Target RET 2015 Fund	**	115,409
	Vanguard Funds	Target RET 2040 Fund	**	203,208
	Vanguard Funds	Target 2060 Investment Fund	**	2,746
	Vanguard Funds	Target RET 2050 Fund	**	46,990
	Vanguard Funds	Balanced Index A Fund	**	2,083,286
	Dodge & Cox Funds	Income Fund	**	3,428,716
	T. Rowe Funds	Price Value I Fund	**	2,995,799
	Hartford Funds	Midcap Fund Class Y	**	2,950,405
	Victory Funds	Sycamore Established Value Fund R6	**	2,065,207
	Fidelity Funds	Advisor Equity Group Z	**	7,551,749
	DFA Funds	US Target Value Portfolio	**	1,877,732
	Wells Fargo Funds	Governmental SECs Institutional Fund	**	2,851,497
	Vanguard Funds	International Val Fund	**	3,213,427
	American Funds	Europacific Growth Fund R6	**	2,991,484
	American Funds	Washington Mutual Fund R6	**	2,459,625
	Franklin Funds	Small Cap Growth Fund R6	**	1,466,718
	Fidelity Funds	Fidelity Mid Cap Index	**	504,914
	Fidelity Funds	Fidelity 500 Index Fund	**	6,211,324
	Fidelity Funds	Small Cap Index	**	4,877
	Vanguard Funds	Target RET 2055 Fund	**	75,144
	Vanguard Funds	Global Equity Fund	**	500
	Vanguard Funds	Target RET 2020 Fund	**	270,918
	DFA	Inflation-Protected Securities Portfolio	**	209,600
	Vanguard Funds	Target RET Income Fund	**	113,179
				48,413,991
*	Participants	Participant loans (interest rates range from 4.25% - 6.50% with due dates through January 2031)	**	569,284
				$ 59,946,151

* Indicates a party-in-interest to the Plan.
** Cost information is not required for participant-directed funds.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Financial Report
December 31, 2020

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RSM US LLP

Independent Auditor's Report

Participants and Administrative Committee
Draper and Kramer Profit Sharing and Incentive Savings Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, the related statement of changes in net assets available for benefits for the year ended December 31, 2020, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Prudential Bank & Trust, F.S.B., the trustee of the Plan, and Prudential Retirement Insurance and Annuity Company, the custodian of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee and custodian hold the Plan's assets and execute transactions. The Plan Administrator has obtained certifications from the trustee and custodian as of December 31, 2020 and 2019, and for the year ended December 31, 2020, that the information provided to the Plan Administrator by the trustee and custodian is complete and accurate.

Disclaimer of Opinion

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

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

Other Matter
The supplemental schedule, Schedule H, Line 4i – Schedule of assets (held at end of year) as of December 31, 2020, is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purposes of additional analysis and is not a required part of the financial statements. The supplemental schedule is the responsibility of the Plan's management. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule.

Report on Form and Content in Compliance with DOL Rules and Regulations
The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee and 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.

RSM US LLP

Chicago, Illinois
September 17, 2021

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statements of Net Assets Available for Benefits
December 31, 2020 and 2019

	2020	2019
Investments, at fair value:		
Shares of registered investment companies	**$ 48,413,991**	$ 41,005,586
Investment, at contract value:		
Guaranteed income fund	**10,962,876**	8,881,503
Receivables:		
Notes receivable from participants	**569,329**	795,364
Net assets available for benefits	**$ 59,946,196**	$ 50,682,453

See notes to financial statements.

Draper and Kramer Profit Sharing and Incentive Savings Plan

Statement of Changes in Net Assets Available for Benefits
Year Ended December 31, 2020

Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	$ 6,935,331
Interest income and dividends	733,426
	7,668,757
Interest income on notes receivable from participants	37,835
Contributions:	
Participants	6,407,934
Company	549,040
Rollover	360,266
	7,317,240
Other income	82,011
Total additions	15,105,843
Deductions from net assets attributed to:	
Benefit payments	5,574,026
Administrative expenses	268,074
Total deductions	5,842,100
Net increase	9,263,743
Net assets available for plan benefits:	
Beginning of year	50,682,453
End of year	$ 59,946,196

See notes to financial statements.

Note 1. Description of Plan

The following description of Draper and Kramer Profit Sharing and Incentive Savings Plan (the Plan) provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is a defined-contribution plan established effective January 1, 1960. Employees of DKH, Incorporated and its subsidiaries (the Company) become eligible to participate upon employment with the exclusion of non-union personnel employed at site locations and paid on-site payroll. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Prudential Bank & Trust, F.S.B. (PBT) serves as the trustee of the Plan and Prudential Retirement Insurance and Annuity Company (PRIAC) serves as recordkeeper and custodian of the Plan. UBS Financial Services, Inc. serves as the investment advisor of the Plan.

Contributions: Participants may contribute an amount equal, to not less, than 1% up to 100% of their pre-tax or post-tax (Roth) compensation, up to the maximum amount allowed by the Internal Revenue Code (IRC) Section 402(g), adjusted for the cost of living. This amount was $19,500 for the year ended December 31, 2020. Participants who will attain age 50 before the end of the plan year are eligible to make catch-up contributions. Maximum catch-up contributions allowed by IRC Section 414(v) was $6,500 for the year ended December 31, 2020. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans. Participants direct the investment of their contributions in 1% increments into various investment options offered by the Plan. The Plan currently offers a guaranteed income fund and shares of registered investment companies. Participant contributions are recorded in the period during which the Company makes payroll deductions from the participant's earnings.

The Company may make discretionary matching contributions in amounts determined by its Board of Directors. The Company may also make a qualified nonelective or a profit sharing contribution to be determined by its Board of Directors. The Company contributions are invested directly in the guaranteed income fund or shares of registered investment companies as directed by the participants. Contributions received awaiting investment in the appropriate investment options are invested in the guaranteed income fund. Discretionary matching contributions, if any, are made semi-monthly. Additional qualified nonelective or profit sharing contributions, if any, are recorded annually. In 2020, the Company made discretionary matching contributions equal to the lesser of 50% of a participant’s contributions or $1,000 which amounted to $549,040 for the year ended December 31, 2020. There were no profit sharing contributions made for 2020.

Participant accounts: Each participant's account is credited with the participant's contribution, Company matching contributions, as well as, allocation of the Company's profit sharing contributions, if any, and plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Note 1. Description of Plan (Continued)

Vesting: Participants are immediately vested in their own contributions and Company qualified nonelective contributions plus actual earnings thereon. Vesting in the Company's discretionary matching and profit sharing contribution portions of their account is based on years of service in accordance with the following schedule:

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

If an active participant reaches the normal retirement age or becomes disabled or deceased prior to attaining the normal retirement age, the participant's account becomes 100% vested.

Benefit payments: On termination of service due to death, disability, retirement or other reasons, a participant may elect to receive either a lump-sum amount equal to the value of the vested portion of the participant's account, a distribution in the form of installment payments or a combination of these payment options. If a participant's vested benefit is more than $1,000 but not more than $5,000 upon termination of service, the Plan Administrator is required to distribute the benefit into an Individual Retirement Account without consent from the participant if the participant does not make a distribution election after receiving the required notification. If a participant's vested benefit is less than $1,000 upon termination of service, the Plan Administrator is required to distribute the benefit directly to the participant without consent. In-service and hardship withdrawals are allowed by the Plan.

Notes receivable from participants: Participants may borrow from their accounts a minimum of $1,000 up to a maximum of $50,000 less the difference between the highest outstanding balance of loans in the past 12 months and the outstanding balance of loans from the Plan on the date the loan is made or 50% of the vested portion of their account balance, whichever is less. The terms of notes receivable range from a period of one year to a period not to exceed five years, except for those used to purchase a primary residence where the repayment period may be as long as 10 years. A note receivable from a participant is collateralized by the balance in the participant's account and bears interest at rates that range from 4.25% to 6.50%, which are commensurate with market rates for similar loans, as defined. Principal and interest are paid ratably through payroll deductions made not less frequently than quarterly. On termination of service, notes receivable from participants are treated as a taxable distribution.

Forfeitures: As of December 31, 2020 and 2019, forfeited nonvested amounts totaled $72,354 and $66,236, respectively. These forfeitures will be used to reduce future employer contributions or pay Plan expenses as determined by the Plan Administrator. During 2020, forfeitures of $26,372 were used to pay for Plan expenses and forfeitures of $116,800 were used to reduce Company match contributions.

Administrative expenses: The Plan is responsible for payment of investment advisory, custodian and recordkeeping fees; however, the Company may pay the Plan's expenses directly. Expenses that are paid by the Company are excluded from these financial statements. Transaction charges (for loan and benefit payment transactions) are paid by the Plan by reducing the balances of those participants initiating the transactions.

Note 1. Description of Plan (Continued)

Other income: Pursuant to an agreement that was amended effective April 1, 2015, to provide elective and professional and administrative services between the Company and PRIAC, the latter agrees to make revenue sharing payments to the Plan to pay its reasonable and actually incurred Plan administrative expenses. This amount is equal to 0.22% of the average eligible Plan assets in each plan year, which will be paid in quarterly installments. For the year ended December 31, 2020, the Plan received revenue sharing payments amounting to $87,172 of which $75,865 was used to pay Plan administrative expenses. During 2020, revenue sharing payments of $7,584 were adjusted out due to fee levelizations and such amount is netted against other income on the statement of changes in net assets available for benefits. As of December 31, 2020 and 2019, the balance in the plan expense account which holds these revenue sharing payments amounted to $8,035 and $192, respectively.

Note 2. Summary of Significant Accounting Policies

Basis of accounting: The financial statements of the Plan are prepared on the accrual basis of accounting.

Investment valuation and income recognition: Investments are reported at fair value (except for fully benefit-responsive investment contracts, which are reported at contract value). Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. Contract value is the relevant measure for the portion of net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment custodian and insurance company. See Note 4 for discussion of fair value measurements.

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

Use of estimates: The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America (GAAP) requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities. Actual results may differ from those estimates.

Payment of benefits: Benefits are recorded when paid.

Notes receivable from participants: Notes receivable from participants are measured at their unpaid principal balance plus accrued but unpaid interest. Delinquent notes receivable from participants are reclassified as distributions based upon the terms of the plan document.

Note 3. Information Certified and Provided by PBT and PRIAC

The following is a summary of the Plan's asset and income information as of December 31, 2020 and 2019, and for the year ended December 31, 2020, included throughout the Plan's financial statements and supplemental schedule, that was prepared by or derived from information provided by PBT, the trustee, and PRIAC, the custodian, and furnished to the Plan Administrator. The Plan Administrator has obtained certifications from the trustee and custodian that information provided to the Plan Administrator by the trustee and custodian related to the following assets and income is complete and accurate. Accordingly, as permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to information which appears throughout the financial statements and supplemental schedule related to the following assets and income:

	2020		2019	
Investments, at fair value:				
Shares of registered investment companies	$ 48,413,991	**	$ 41,005,586	**
Investment, at contract value:				
Guaranteed income fund	10,962,876	*	8,881,503	*
Notes receivable from participants	569,329	**	795,364	**
Net appreciation in fair value of registered investment companies	6,935,331	**		
Interest income	202,554	*		
Dividend income	530,872	**		
Interest income on notes receivable from participants	37,835	**		
Other income	82,011	**		

* The above information has been certified by PRIAC, the Plan custodian, as complete and accurate.
** The above information has been certified by PBT, the Plan trustee, as complete and accurate.

Note 4. Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Accounting Standards Codification (ASC) 820 are described below:

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

Level 2: Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

Note 4. Fair Value Measurements (Continued)

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2020 and 2019.

Shares of registered investment companies: Valued at the daily closing price as reported by the fund. Shares of registered investment companies held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value (NAV) and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets measured at fair value as of December 31, 2020 and 2019:

	2020			
Asset Category	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	$ 48,413,991	$ -	$ -	$ 48,413,991
Investments at fair value	$ 48,413,991	$ -	$ -	$ 48,413,991

	2019			
Asset Category	Level 1	Level 2	Level 3	Total
Shares of registered investment companies	$ 41,005,586	$ -	$ -	$ 41,005,586
Investments at fair value	$ 41,005,586	$ -	$ -	$ 41,005,586

Changes in fair value levels: To assess the appropriate classification of investments within the fair value hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instances, the transfer is reported at the end of the reporting period.

Plan management evaluates the significance of transfers between levels based upon the nature of the investment and size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2020, there were no significant transfers in or out of Level 3.

Note 5. Investment Contract with Insurance Company

The Plan entered into a fully benefit-responsive investment contract with PRIAC. PRIAC maintains the contributions in a general account. This contract is an evergreen product as it has no maturity date. It does not operate like a mutual fund, variable annuity product, or conventional fixed rate individual annuity product. This product is not a traditional Guaranteed Investment Contract (GIC), and therefore, there are no known cash flows that could be discounted. This annuity contract is not backed by specific securities of the issuer's general account, and therefore, it would be inappropriate to look to the market value of the securities within the insurer's general account to determine a fair value. The concept of a value other than contract value does not apply to this insurance company issued evergreen group annuity product. This contract's operation is different than many other evergreen group annuity products as a market value (fair value) adjustment does not apply upon a discontinuance. Even upon a discontinuance of the contract, the contract value would be paid no later than 30 days from the date the sponsor provides notice to discontinue and 90 days after all information and expenses are received by PRIAC.

This contract meets the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by the participants if they were to initiate permitted transactions under the terms of the Plan. Contract value, as reported to the Plan by PRIAC, represents contributions made under the contract, plus earnings, less participant withdrawals, and administrative expenses. Participants may ordinarily direct the withdrawal or transfer of all or a portion of the investment at contract value.

The Plan owns a promise to receive interest at crediting rates which are announced in advance and guaranteed for a specified period of time as outlined in the group annuity contract. The contract is backed by the full faith and creditworthiness of the issuer. Guarantees are based on the claims-paying ability of the issuer and not on the value of the securities within the insurer's general account. The credit rating of the issuer at December 31, 2020, was A as reported by Moody's Investors Service. Deposits are made to the insurer's general account. Payment obligations represent an insurance claim supported by all general account assets. Participants may ordinarily direct the withdrawal or transfer of all or a portion of their investment at contract value. The issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. There are no reserves against contract value for credit risk of the contract issuer or otherwise. Contract value represents deposits made to the contract, plus earnings at guaranteed crediting rates, less withdrawals and fees.

Interest is credited based on a formula in the contract. The interest crediting rate is reset semi-annually at the discretion of the insurer. The minimum crediting rate under the contract is 1.5%. When establishing interest crediting rates for this product, the issuer considers many factors, including current economic and market conditions, the general interest rate environment and both the expected and actual experience of a reference portfolio within the general account. Past interest rates are not indicative of future interest rates. Key factors that could influence future interest crediting rates are changes in economic and market conditions, interest rates, and default or credit failures of the securities in the insurer's general assets.

There are not any events that allow the issuer to terminate the contract and which require the Company Sponsor to settle at an amount different than contract value. Events that limit the ability to transact at contract value with the issuer include the following: *(a)* amendments to the plan documents (including complete or partial plan termination or merger with another plan), *(b)* changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, *(c)* bankruptcy of the Company sponsor or other Company sponsor events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or *(d)* the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan Administrator does not believe that any events which would limit the Plan's ability to transact at contract value with participants are probable of occurring.

Note 6. Party-In-Interest Transactions

Plan assets include investments in funds managed by PRIAC, the custodian. These transactions qualify as party-in-interest transactions under ERISA. Fees paid by the Plan to PRIAC amounted to $83,370 for the year ended December 31, 2020.

The Company, the Plan Sponsor, may pay certain plan expenses directly. In addition, certain employees of the Company are responsible for the administration of the Plan. Personnel of the Company are compensated by the Company and do not receive any compensation from the Plan.

Note 7. Plan Termination

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

Note 8. Tax Status

Effective January 1, 2015, the Plan was amended and restated. The Plan obtained its determination letter on September 28, 2016, in which the Internal Revenue Service (IRS) stated that the Plan, as then designed and amended, was in compliance with the applicable requirements of the IRC. The Plan has been amended since receiving the determination letter. The Plan Administrator believes that the Plan is being operated in compliance with the applicable requirements of the IRC.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain tax position that more likely than not would not be sustained upon examination. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits in progress.

Note 9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500:

	2020	2019
Net assets available for benefits per the financial statements	$ 59,946,196	$ 50,682,453
Notes receivable from participants	(569,329)	(795,364)
Participant loans	569,284	795,158
Noninterest-bearing cash	45	206
Net asset available for benefits per the Form 5500	$ 59,946,196	$ 50,682,453

The following is a reconciliation of changes in net assets available for benefits per the financial statements for the year ended December 31, 2020, to Form 5500:

Changes in net assets available for benefits per the financial statements	$ 9,263,743
Other income	(84,434)
Certain deemed distributions	2,421
Administrative expenses	82,013
Changes in net assets available for benefits per the Form 5500	$ 9,263,743

Note 10. 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 statement of net assets available for benefits.

Note 11. Subsequent Events

The Plan Administrator has evaluated subsequent events for potential recognition and/or disclosure through September 17, 2021, the date the financial statements were available to be issued.

Supplemental Schedule

Draper and Kramer Profit Sharing and Incentive Savings Plan

EIN: 36-3801378
Plan Number: 001

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

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment, including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	Prudential Retirement Insurance and Annuity Company	Guaranteed Income Fund	**	$ 10,962,876
		Shares of registered investment companies:		
	DFA Funds	International Core Equity Fund	**	1,851,855
	American Funds	SmallCap World Fund R6	**	1,389,310
	American Funds	Cap World BD Fund R6	**	559,104
	Vanguard Funds	Target RET 2045 Fund	**	57,643
	Vanguard Funds	Target RET 2035 Fund	**	367,823
	Vanguard Funds	Target RET 2030 Fund	**	107,423
	Vanguard Funds	Target RET 2025 Fund	**	386,379
	Vanguard Funds	Target RET 2015 Fund	**	115,409
	Vanguard Funds	Target RET 2040 Fund	**	203,208
	Vanguard Funds	Target 2060 Investment Fund	**	2,746
	Vanguard Funds	Target RET 2050 Fund	**	46,990
	Vanguard Funds	Balanced Index A Fund	**	2,083,286
	Dodge & Cox Funds	Income Fund	**	3,428,716
	T. Rowe Funds	Price Value I Fund	**	2,995,799
	Hartford Funds	Midcap Fund Class Y	**	2,950,405
	Victory Funds	Sycamore Established Value Fund R6	**	2,065,207
	Fidelity Funds	Advisor Equity Group Z	**	7,551,749
	DFA Funds	US Target Value Portfolio	**	1,877,732
	Wells Fargo Funds	Governmental SECs Institutional Fund	**	2,851,497
	Vanguard Funds	International Val Fund	**	3,213,427
	American Funds	Europacific Growth Fund R6	**	2,991,484
	American Funds	Washington Mutual Fund R6	**	2,459,625
	Franklin Funds	Small Cap Growth Fund R6	**	1,466,718
	Fidelity Funds	Fidelity Mid Cap Index	**	504,914
	Fidelity Funds	Fidelity 500 Index Fund	**	6,211,324
	Fidelity Funds	Small Cap Index	**	4,877
	Vanguard Funds	Target RET 2055 Fund	**	75,144
	Vanguard Funds	Global Equity Fund	**	500
	Vanguard Funds	Target RET 2020 Fund	**	270,918
	DFA	Inflation-Protected Securities Portfolio	**	209,600
	Vanguard Funds	Target RET Income Fund	**	113,179
				48,413,991
*	Participants	Participant loans (interest rates range from 4.25% - 6.50% with due dates through January 2031)	**	569,284
				$ 59,946,151

* Indicates a party-in-interest to the Plan.
** Cost information is not required for participant-directed funds.