

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). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
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.) ☒ 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:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>05/01/1999</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>05/01/1999</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>05/01/1999</u>					
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) <u>CRAWFORD INDUSTRIES</u> <u>1414 CRAWFORD DRIVE</u> <u>CRAWFORDSVILLE, IN 47933</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>35-2073971</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>847-660-5153</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>326100</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>35-2073971</u>	2c Plan Sponsor's telephone number <u>847-660-5153</u>	2d Business code (see instructions) <u>326100</u>	
2b Employer Identification Number (EIN) <u>35-2073971</u>					
2c Plan Sponsor's telephone number <u>847-660-5153</u>					
2d Business code (see instructions) <u>326100</u>					

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/06/2021	JAMES B GUINN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/06/2021	JAMES B GUINN
	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

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number <div style="background-color: #cccccc; height: 40px; width: 100%;"></div>
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	5 118
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..... a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	<div style="background-color: #cccccc; height: 20px; width: 100%;"></div> 6a(1) 107 6a(2) 100 6b 0 6c 12 6d 112 6e 0 6f 112 6g 95 6h 10
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 2A 3D b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ 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) ☒ 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) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ 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 C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CRAWFORD INDUSTRIES	D Employer Identification Number (EIN) 35-2073971	

Part I	Service Provider Information (see instructions)
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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).. ☐ 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
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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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

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

ALLIANCE PENSION CONSULTANTS, LLC

36-4389114

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15	THIRD PARTY ADMINISTRATOR	16974	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

VAUGHN FINANCIAL SERVICES LLC

26-2852104

(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	FINANCIAL ADVISOR	7642	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

MILLENNIUM INV AND RETIREMENT ADV

94-3428956

(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	FINANCIAL ADVISOR	3056	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

<p style="text-align: center;">SCHEDULE D (Form 5500)</p> <p style="text-align: center; font-size: small;">Department of the Treasury Internal Revenue Service</p> <hr/> <p style="text-align: center; font-size: small;">Department of Labor Employee Benefits Security Administration</p>	<p style="text-align: center;">DFE/Participating Plan Information</p> <p style="text-align: center; font-size: small;">This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).</p> <p style="text-align: center; font-size: small;">▶ File as an attachment to Form 5500.</p>	<p style="text-align: center; font-size: small;">OMB No. 1210-0110</p> <hr/> <p style="text-align: center; font-size: large;">2020</p> <hr/> <p style="text-align: center; font-size: small;">This Form is Open to Public Inspection.</p>
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

<p>A Name of plan <u>CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN</u></p>	<p>B Three-digit plan number (PN) ▶ <u>001</u></p>	
<p>C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>CRAWFORD INDUSTRIES</u></p>	<p>D Employer Identification Number (EIN) <u>35-2073971</u></p>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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<p>a Name of MTIA, CCT, PSA, or 103-12 IE: <u>RELIANCE TRUST CO STABLEVAL METLIFE</u></p>		
<p>b Name of sponsor of entity listed in (a): <u>RELIANCE TRUST COMPANY</u></p>		
<p>c EIN-PN <u>46-6625485-001</u></p>	<p>d Entity code <u>C</u></p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>122128</u></p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>
<p>a Name of MTIA, CCT, PSA, or 103-12 IE:</p>		
<p>b Name of sponsor of entity listed in (a):</p>		
<p>c EIN-PN</p>	<p>d Entity code</p>	<p>e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)</p>

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

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

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

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

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	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.	<small>OMB No. 1210-0110</small> 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>		
A Name of plan <u>CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>CRAWFORD INDUSTRIES</u>	D Employer Identification Number (EIN) <u>35-2073971</u>	

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	135457	122163
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	473	
(2) Participant contributions.....	1b(2)	3237	
(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)	119967	118323
(9) Value of interest in common/collective trusts	1c(9)	109772	122128
(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)	3055687	3372902
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)		
(2) Employer real property.....	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	3424593	3735516

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 through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	3424593	3735516
---	-----------	---------	---------

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)	37511	
(B) Participants	2a(1)(B)	240166	
(C) Others (including rollovers).....	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		277677
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	37	
(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)	9066	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		9103
(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)	1805	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1805
(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)		2348
(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)		326548
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		617481

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	278886	
(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)		278886
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)	16974	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	10698	
(4) Other.....	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		27672
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		306558

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		310923
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

b 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) ☒ 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: SIKICH, LLP

(2) EIN: 36-3168081

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:

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.)

	Yes	No	Amount
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?	X		430000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
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.)	X		
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 _____.			

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>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).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN		B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 CRAWFORD INDUSTRIES		D Employer Identification Number (EIN) 35-2073971
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1 0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 27-3169253		
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		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2020 v. 200204		

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).....

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).....

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).....

14a	
14b	
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.....

b The corresponding number for the second preceding plan year.....

15a	
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.....

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.....

16a	
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 _____



**CRAWFORD INDUSTRIES
RETIREMENT SAVINGS PLAN**

FINANCIAL STATEMENTS AND
INDEPENDENT AUDITOR'S REPORT

For the Years Ended December 31, 2020 and 2019



SIKICH.COM

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of
Crawford Industries Retirement Savings Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Crawford Industries Retirement Savings Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified by Mid Atlantic Trust Company, the custodian of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the plan administrator that the custodian holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the custodian as of and for the years ended December 31, 2020 and 2019, that the information provided to the plan administrator by the 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.

Other Matter - Supplementary Information

The supplemental schedule of assets (held at end of year) as of December 31, 2020 is required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on this 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 by the custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Sikich LLP

Indianapolis, Indiana
September 9, 2021

FINANCIAL STATEMENTS

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2020 and 2019

	2020	2019
ASSETS		
Investments at fair value	<u>\$ 3,495,030</u>	<u>\$ 3,165,459</u>
Cash	<u>122,163</u>	<u>135,457</u>
Receivables		
Employee contribution	-	3,237
Employer contribution	-	473
Notes receivable from participants	<u>118,323</u>	<u>119,967</u>
Total receivables	<u>118,323</u>	<u>123,677</u>
Total assets	<u>3,735,516</u>	<u>3,424,593</u>
LIABILITIES		
None	<u>-</u>	<u>-</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 3,735,516</u></u>	<u><u>\$ 3,424,593</u></u>

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2020 and 2019

	2020	2019
ADDITIONS IN NET ASSETS ATTRIBUTED TO		
Investment income		
Net appreciation in fair value of investments	\$ 328,904	\$ 502,018
Interest and dividends	1,834	1,648
Total investment income	330,738	503,666
Interest on notes receivable from participants	9,067	7,282
Contributions		
Employee	240,165	236,188
Employer	37,512	34,546
Total contributions	277,677	270,734
Total additions	617,482	781,682
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Benefits paid to participants	278,887	259,326
Administrative expenses	27,672	35,332
Total deductions	306,559	294,658
NET INCREASE	310,923	487,024
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	3,424,593	2,937,569
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	\$ 3,735,516	\$ 3,424,593

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

For the Years Ended December 31, 2020 and 2019

1. DESCRIPTION OF PLAN

The following description of Crawford Industries Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all full-time employees of Crawford Industries, LLC (the Company) who have one year of service and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each year, participants may contribute up to 100% of pretax annual compensation, as defined in the Plan. Participants are permitted to designate a portion or all of their deferral contributions as Roth 401(k) contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

The Company may make discretionary matching and profit sharing contributions. For the years ended December 31, 2020 and 2019, the Company matched 25% of the first 4% of base compensation that a participant contributed to the Plan. Contributions are subject to certain limitations. The Company did not elect to contribute discretionary profit-sharing contributions during 2020 and 2019.

Contributions are subject to certain limitations as mandated by the Internal Revenue Code (IRC).

Investment Options

Participants may direct all their contributions among one or more funds subject to the allocation limitations set forth in the Plan. Changes in allocation of future contributions and transfers among funds of presently invested contributions are permitted pursuant to the Plan's provisions.

Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of (a) the Company's contribution(s) and (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

1. DESCRIPTION OF PLAN (Continued)

Vesting

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's matching contribution portion and the profit sharing portion of their accounts is based on the following table:

<u>Years of Service</u>	<u>Percentage</u>
1	0%
2	25%
3	50%
4	75%
5	100%

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to the maximum equal to the lesser of \$50,000 or 50% of their account balance, less defaulted loans (if any). During 2020 the Plan also allowed for loans up to a maximum of \$100,000 or 100% of their account balance for loans issued from March 27, 2020 through September 22, 2020. In addition, certain loan payments may have been elected to be suspended through December 31, 2020. The loans are secured by the balances in the participants' accounts and bear interest at rates that range from 4.25% to 6.50%, which are commensurate with local prevailing rates as determined by the plan administrator. The term of the loan may not exceed 5 years or 25 years if the loan proceeds will be used to acquire the principal residence of the participant. Principal and interest are paid ratably through payroll deductions.

Payment of Benefits

On termination of service, death, disability, or retirement, or attainment of age 59 1/2, a participant may receive a lump sum amount equal to the value of the participant's vested interest in his or her account. Under certain conditions participants may receive a hardship distribution. In addition, during 2020 the Plan allowed for distributions up to \$100,000 for participants impacted by COVID related illness or financial burden.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Company and are excluded from these financial statements. Loan administration and distribution fees are charged directly to the participant's account and are included in administrative expenses. The Plan also pays certain investment advisory and plan administration fees from plan assets. Certain investment-related expenses are included in net appreciation of fair value of investments.

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

1. DESCRIPTION OF PLAN (Continued)

Forfeited Accounts

The following table sets forth a summary of changes in the forfeiture account for the years ended December 31, 2020 and 2019. The amounts remaining will be used in accordance with the applicable Plan provisions.

	<u>2020</u>	<u>2019</u>
BALANCE, BEGINNING OF YEAR	\$ 237	\$ 1,031
Additions to forfeitures	756	1,566
Used to reduce employer contributions	(993)	(2,368)
Investment income	-	8
	<hr/>	<hr/>
BALANCE, END OF YEAR	<u>\$ -</u>	<u>\$ 237</u>

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Cash and Cash Equivalents

Cash and cash equivalents are defined as currency on hand, in demand deposits, and short-term highly liquid investments readily convertible to cash.

Use of Estimates

The preparation of financial statements is in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) and 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, and the actuarial present value of accumulated plan benefits. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodians. See Note 3 for discussion of fair value measurements.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investment Valuation and Income Recognition (Continued)

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and 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.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest less amounts defaulted (if any). Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 or 2019. Defaulted notes receivable from participants are recorded as a distribution based upon the terms of the plan document.

New Accounting Pronouncements

In August 2018, the Financial Accounting Standards Board (FASB) issued Financial Accounting Standards Update (ASU) 2018-13, *Changes to the Disclosure Requirements for Fair Value Measurements*. This standard is intended to improve the effectiveness of disclosures in the notes to the financial statements and modify the disclosure requirements on fair value measurements in Topic 820, *Fair Value Measurements*. ASU 2018-13 is effective for fiscal years beginning after December 15, 2019, with early adoption permitted. This has been applied for the year ended December 31, 2020 with no significant impact on the financial statements.

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

Subsequent events are events or transactions that occur after year end but before financial statements are issued or are available to be issued. These events and transactions either provide additional evidence about conditions that existed at year end, including the estimates inherent in the process of preparing financial statements (that is, recognized subsequent events), or provide evidence about conditions that did not exist at year end but arose after that date (that is, nonrecognized subsequent events).

The Plan has evaluated subsequent events through September 9, 2021, which was the date that these financial statements were available for issuance, and determined that there were no significant nonrecognized subsequent events through that date.

3. 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 Topic 820 are described as follows:

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 at the measurement date.

Level 2: Inputs to the valuation methodology other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

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

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

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

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

3. FAIR VALUE MEASUREMENTS (Continued)

Stable value collective trust: A stable value fund that is composed primarily of fully benefit-responsive investment contracts that is valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner

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

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

Description	Assets at Fair Value as of December 31, 2020			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 3,372,902	\$ -	\$ -	\$ 3,372,902
Investments measured at net asset value (a)				122,128
TOTAL INVESTMENTS AT FAIR VALUE				\$ 3,495,030

Description	Assets at Fair Value as of December 31, 2019			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 3,055,687	\$ -	\$ -	\$ 3,055,687
Investments measured at net asset value (a)				109,772
TOTAL INVESTMENTS AT FAIR VALUE				\$ 3,165,459

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

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

3. FAIR VALUE MEASUREMENTS (Continued)

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following table presents the fair value, unfunded commitments, redemption frequency, and redemption notice period for plan investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2020 and 2019:

Investment	Fair Value		Unfunded Commitment		Redemption Frequency	Redemption Notice Period
	2020	2019	2020	2019		
Wilmington Trust Collective Investment Trust III for Met Life Group Annuity Contract No. 25554	\$ 122,128	\$ 109,772	\$ -	\$ -	Daily	None

4. CERTIFICATION OF FINANCIAL INFORMATION

The following financial data included in the accompanying financial statements and supplemental schedule as of and for the years ended December 31, 2020 and 2019 has been certified as complete and accurate by Mid Atlantic Trust Company, the custodian of plan assets, and has not been audited by the independent auditors for the Plan: investments at fair value, cash, interest and dividends, and net appreciation in fair value of investments.

5. 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. Any unallocated assets of the Plan shall be allocated to participant accounts and distributed in such a manner as the Company may determine.

6. TAX STATUS

The volume submitter plan sponsor has obtained an opinion letter dated March 31, 2014, in which the IRS stated that the restated volume submitter plan document was in compliance with applicable requirements of the Internal Revenue Code (IRC). The Plan has not received a determination letter specific to the Plan itself and has been amended since the date of the opinion letter; however, the plan administrator believes that the Plan was designed, and is being operated, in compliance with the applicable requirements of the Code.

6. TAX STATUS (Continued)

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

7. PARTY-IN-INTEREST TRANSACTIONS

Fees paid by the Plan for investment management services were included as a reduction of the return earned on each fund. Certain administrative expenses were paid by the Plan or the Company. The Plan issues loans to participants, which are secured by the vested balance in the participant's accounts. These transactions qualify as party-in-interest. Employees of the Company provide administrative services to the Plan for which no fees are charged.

8. 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 value of investment securities will occur in the near term and that such changes could materially affect the participants' account balances and the amounts reported in the statement of net assets available for benefits.

As a result of the spread of COVID-19 coronavirus, economic uncertainties have arisen which have resulted in significant volatility in the investment markets. The duration of these uncertainties and the ultimate financial effects cannot be reasonably estimated at this time. No adjustments have been made to these financial statements as a result of this uncertainty.

SUPPLEMENTARY INFORMATION

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
Mutual Funds				
	Vanguard	Prime Money Fund Investor	**	\$ 8,543
	Dimensional Fund Advisors	US Core Equity 1 Portfolio	**	25,317
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	6,128
	Vanguard	Small Cap Value Index Fund Class Admiral Shares	**	23,872
	Vanguard	Consumer Staples Index Fund Admiral Shares	**	598
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	21,273
	Vanguard	Value Index Fund Admiral Shares	**	15,410
	Dimensional Fund Advisors	Emerging US Core Equity 1 Portfolio Institutional Class	**	640
	Dimensional Fund Advisors	Emerging markets Small Cap Portfolio	**	6,656
	Vanguard	Developed Markets Index Fund Admiral Shares	**	619
	Vanguard	International Explorer Fund Investor Shares	**	1,314
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	1,113
Millennium Investment & Retirement Advisors, LLC Aggressive Portfolio Fund				
	Dimensional Fund Advisors	US Core Equity 1 Portfolio	**	138,222
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional	**	35,648
	Vanguard	Small Cap Value Index Fund Admiral	**	147,945
	Vanguard	Consumer Staples Index Fund Class	**	135,972
	Vanguard	Mid-Cap Index Fund	**	141,347
	Vanguard	Value Index Fund	**	24,451
	Dimensional Fund Advisors	Emerging Markets Core Equity	**	66,328
	Dimensional Fund Advisors	Emerging Markets Small Cap	**	144,848
	Vanguard	Developed Markets Index Fund	**	139,239
	Vanguard	International Explorer Fund	**	138,658
	PIMCO	Income Fund	**	136,189
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund	**	135,669

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Moderately Aggressive Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	\$ 153,339
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	39,065
	Vanguard	Small Cap Value Index Fund Admiral Shares	**	73,309
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	145,297
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	150,663
	Vanguard	Value Index Fund Admiral Shares	**	30,842
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	74,536
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	104,487
	Vanguard	Developed Markets Index Fund Admiral Shares	**	148,032
	Vanguard	International Explorer Fund Investor Shares	**	127,169
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	75,025
	PIMCO	Income Fund Class P	**	141,871
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	137,215
	Western Asset	Core Bond Fund Class IS	**	68,181
	Moderate Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	17,949
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	6,821
	Vanguard	Small Cap Value Index Fund Admiral Shares	**	12,015
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	22,599
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	15,731
	Vanguard	Value Index Fund Admiral Shares	**	4,437
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	7,075
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	11,702
	Vanguard	Developed Markets Index Fund Admiral Shares	**	23,119
	Vanguard	International Explorer Fund Investor Shares	**	16,296
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	10,972
	PIMCO	Income Fund Class P	**	22,454
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	33,552
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	11,182
	Western Asset	Core Bond Fund Class IS	**	11,208

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Moderately Conservative Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	\$ 10,760
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	3,185
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	12,916
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	9,413
	Vanguard	Value Index Fund Admiral Shares	**	2,329
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	2,434
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	3,907
	Vanguard	Developed Markets Index Fund Admiral Shares	**	6,097
	Vanguard	International Explorer Fund Investor Shares	**	6,313
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	5,603
	PIMCO	Income Fund Class P	**	11,557
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	19,915
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	5,805
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	5,733
	Western Asset	Core Bond Fund Class IS	**	11,571
	Conservative Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	3,219
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	6,355
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	3,207
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	1,297
	Vanguard	Developed Markets Index Fund Admiral Shares	**	3,216
	Vanguard	International Explorer Fund Investor Shares	**	1,963
	Federated	Institutional High Yield Bond Fund	**	3,148
	PIMCO	Income Fund Class P	**	6,294
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	15,675
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	6,296
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	6,269
	Western Asset	Core Bond Fund Class IS	**	6,283
	TOTAL MUTUAL FUNDS			3,372,902

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN**SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)**
FORM 5500, SCHEDULE H, ITEM 4i
PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	<u>Stable Value Collective Trust</u>			
	Wilmington Trust Company	Wilmington Trust Collective Investment Trust III for Met Life Group Annuity Contract No. 25554	**	<u>\$ 122,128</u>
	TOTAL INVESTMENTS PER FINANCIAL STATEMENTS			<u>3,495,030</u>
	* Participant loans	Interest rates from 4.25% - 6.50%		<u>118,323</u>
	TOTAL INVESTMENTS PER 5500			<u>\$ 3,613,353</u>

* Denotes a party-in-interest to the Plan.

** Cost information not required for participant-directed investments



**CRAWFORD INDUSTRIES
RETIREMENT SAVINGS PLAN**

FINANCIAL STATEMENTS AND
INDEPENDENT AUDITOR'S REPORT

For the Years Ended December 31, 2020 and 2019



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CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of
Crawford Industries Retirement Savings Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of Crawford Industries Retirement Savings Plan (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified by Mid Atlantic Trust Company, the custodian of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the plan administrator that the custodian holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the custodian as of and for the years ended December 31, 2020 and 2019, that the information provided to the plan administrator by the 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.

Other Matter - Supplementary Information

The supplemental schedule of assets (held at end of year) as of December 31, 2020 is required by the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and is not a required part of the financial statements. Because of the significance of the matter described in the *Basis for Disclaimer of Opinion* paragraph, we do not express an opinion on this 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 by the custodian, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Sikich LLP

Indianapolis, Indiana
September 9, 2021

FINANCIAL STATEMENTS

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2020 and 2019

	2020	2019
ASSETS		
Investments at fair value	<u>\$ 3,495,030</u>	<u>\$ 3,165,459</u>
Cash	<u>122,163</u>	<u>135,457</u>
Receivables		
Employee contribution	-	3,237
Employer contribution	-	473
Notes receivable from participants	<u>118,323</u>	<u>119,967</u>
Total receivables	<u>118,323</u>	<u>123,677</u>
Total assets	<u>3,735,516</u>	<u>3,424,593</u>
LIABILITIES		
None	<u>-</u>	<u>-</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 3,735,516</u></u>	<u><u>\$ 3,424,593</u></u>

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2020 and 2019

	2020	2019
ADDITIONS IN NET ASSETS ATTRIBUTED TO		
Investment income		
Net appreciation in fair value of investments	\$ 328,904	\$ 502,018
Interest and dividends	1,834	1,648
Total investment income	330,738	503,666
Interest on notes receivable from participants	9,067	7,282
Contributions		
Employee	240,165	236,188
Employer	37,512	34,546
Total contributions	277,677	270,734
Total additions	617,482	781,682
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Benefits paid to participants	278,887	259,326
Administrative expenses	27,672	35,332
Total deductions	306,559	294,658
NET INCREASE	310,923	487,024
NET ASSETS AVAILABLE FOR BENEFITS, BEGINNING OF YEAR	3,424,593	2,937,569
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	\$ 3,735,516	\$ 3,424,593

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

NOTES TO FINANCIAL STATEMENTS

For the Years Ended December 31, 2020 and 2019

1. DESCRIPTION OF PLAN

The following description of Crawford Industries Retirement Savings Plan (the Plan) provides only general information. Participants should refer to the plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan covering all full-time employees of Crawford Industries, LLC (the Company) who have one year of service and are age 21 or older. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions

Each year, participants may contribute up to 100% of pretax annual compensation, as defined in the Plan. Participants are permitted to designate a portion or all of their deferral contributions as Roth 401(k) contributions. Participants who have attained age 50 before the end of the plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or defined contribution plans.

The Company may make discretionary matching and profit sharing contributions. For the years ended December 31, 2020 and 2019, the Company matched 25% of the first 4% of base compensation that a participant contributed to the Plan. Contributions are subject to certain limitations. The Company did not elect to contribute discretionary profit-sharing contributions during 2020 and 2019.

Contributions are subject to certain limitations as mandated by the Internal Revenue Code (IRC).

Investment Options

Participants may direct all their contributions among one or more funds subject to the allocation limitations set forth in the Plan. Changes in allocation of future contributions and transfers among funds of presently invested contributions are permitted pursuant to the Plan's provisions.

Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of (a) the Company's contribution(s) and (b) plan earnings, and charged with an allocation of administrative expenses. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

1. DESCRIPTION OF PLAN (Continued)

Vesting

Participants are vested immediately in their contributions plus actual earnings thereon. Vesting in the Company's matching contribution portion and the profit sharing portion of their accounts is based on the following table:

<u>Years of Service</u>	<u>Percentage</u>
1	0%
2	25%
3	50%
4	75%
5	100%

Notes Receivable from Participants

Participants may borrow from their fund accounts a minimum of \$1,000 up to the maximum equal to the lesser of \$50,000 or 50% of their account balance, less defaulted loans (if any). During 2020 the Plan also allowed for loans up to a maximum of \$100,000 or 100% of their account balance for loans issued from March 27, 2020 through September 22, 2020. In addition, certain loan payments may have been elected to be suspended through December 31, 2020. The loans are secured by the balances in the participants' accounts and bear interest at rates that range from 4.25% to 6.50%, which are commensurate with local prevailing rates as determined by the plan administrator. The term of the loan may not exceed 5 years or 25 years if the loan proceeds will be used to acquire the principal residence of the participant. Principal and interest are paid ratably through payroll deductions.

Payment of Benefits

On termination of service, death, disability, or retirement, or attainment of age 59 1/2, a participant may receive a lump sum amount equal to the value of the participant's vested interest in his or her account. Under certain conditions participants may receive a hardship distribution. In addition, during 2020 the Plan allowed for distributions up to \$100,000 for participants impacted by COVID related illness or financial burden.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Company and are excluded from these financial statements. Loan administration and distribution fees are charged directly to the participant's account and are included in administrative expenses. The Plan also pays certain investment advisory and plan administration fees from plan assets. Certain investment-related expenses are included in net appreciation of fair value of investments.

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

1. DESCRIPTION OF PLAN (Continued)

Forfeited Accounts

The following table sets forth a summary of changes in the forfeiture account for the years ended December 31, 2020 and 2019. The amounts remaining will be used in accordance with the applicable Plan provisions.

	<u>2020</u>	<u>2019</u>
BALANCE, BEGINNING OF YEAR	\$ 237	\$ 1,031
Additions to forfeitures	756	1,566
Used to reduce employer contributions	(993)	(2,368)
Investment income	-	8
	<hr/>	<hr/>
BALANCE, END OF YEAR	<u>\$ -</u>	<u>\$ 237</u>

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

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

Cash and Cash Equivalents

Cash and cash equivalents are defined as currency on hand, in demand deposits, and short-term highly liquid investments readily convertible to cash.

Use of Estimates

The preparation of financial statements is in conformity with accounting principles generally accepted in the United States of America (U.S. GAAP) and 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, and the actuarial present value of accumulated plan benefits. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Administrative Committee determines the Plan's valuation policies utilizing information provided by the investment advisers and custodians. See Note 3 for discussion of fair value measurements.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (Continued)

Investment Valuation and Income Recognition (Continued)

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis and 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.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest less amounts defaulted (if any). Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2020 or 2019. Defaulted notes receivable from participants are recorded as a distribution based upon the terms of the plan document.

New Accounting Pronouncements

In August 2018, the Financial Accounting Standards Board (FASB) issued Financial Accounting Standards Update (ASU) 2018-13, *Changes to the Disclosure Requirements for Fair Value Measurements*. This standard is intended to improve the effectiveness of disclosures in the notes to the financial statements and modify the disclosure requirements on fair value measurements in Topic 820, *Fair Value Measurements*. ASU 2018-13 is effective for fiscal years beginning after December 15, 2019, with early adoption permitted. This has been applied for the year ended December 31, 2020 with no significant impact on the financial statements.

Payment of Benefits

Benefits are recorded when paid.

Subsequent Events

Subsequent events are events or transactions that occur after year end but before financial statements are issued or are available to be issued. These events and transactions either provide additional evidence about conditions that existed at year end, including the estimates inherent in the process of preparing financial statements (that is, recognized subsequent events), or provide evidence about conditions that did not exist at year end but arose after that date (that is, nonrecognized subsequent events).

The Plan has evaluated subsequent events through September 9, 2021, which was the date that these financial statements were available for issuance, and determined that there were no significant nonrecognized subsequent events through that date.

3. 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 Topic 820 are described as follows:

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 at the measurement date.

Level 2: Inputs to the valuation methodology other than quoted prices included within Level 1 that are observable for the asset or liability, either directly or indirectly, such as:

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

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

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

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

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

3. FAIR VALUE MEASUREMENTS (Continued)

Stable value collective trust: A stable value fund that is composed primarily of fully benefit-responsive investment contracts that is valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value. This practical expedient would not be used if it is determined to be probable that the fund will sell the investment for an amount different from the reported net asset value. Participant transactions (purchases and sales) may occur daily. If the Plan initiates a full redemption of the collective trust, the issuer reserves the right to require 12 months' notification in order to ensure that securities liquidations will be carried out in an orderly business manner

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

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

Description	Assets at Fair Value as of December 31, 2020			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 3,372,902	\$ -	\$ -	\$ 3,372,902
Investments measured at net asset value (a)				122,128
TOTAL INVESTMENTS AT FAIR VALUE				\$ 3,495,030

Description	Assets at Fair Value as of December 31, 2019			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 3,055,687	\$ -	\$ -	\$ 3,055,687
Investments measured at net asset value (a)				109,772
TOTAL INVESTMENTS AT FAIR VALUE				\$ 3,165,459

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

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

3. FAIR VALUE MEASUREMENTS (Continued)

Investments Measured Using the Net Asset Value per Share Practical Expedient

The following table presents the fair value, unfunded commitments, redemption frequency, and redemption notice period for plan investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2020 and 2019:

Investment	Fair Value		Unfunded Commitment		Redemption Frequency	Redemption Notice Period
	2020	2019	2020	2019		
Wilmington Trust Collective Investment Trust III for Met Life Group Annuity Contract No. 25554	\$ 122,128	\$ 109,772	\$ -	\$ -	Daily	None

4. CERTIFICATION OF FINANCIAL INFORMATION

The following financial data included in the accompanying financial statements and supplemental schedule as of and for the years ended December 31, 2020 and 2019 has been certified as complete and accurate by Mid Atlantic Trust Company, the custodian of plan assets, and has not been audited by the independent auditors for the Plan: investments at fair value, cash, interest and dividends, and net appreciation in fair value of investments.

5. 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. Any unallocated assets of the Plan shall be allocated to participant accounts and distributed in such a manner as the Company may determine.

6. TAX STATUS

The volume submitter plan sponsor has obtained an opinion letter dated March 31, 2014, in which the IRS stated that the restated volume submitter plan document was in compliance with applicable requirements of the Internal Revenue Code (IRC). The Plan has not received a determination letter specific to the Plan itself and has been amended since the date of the opinion letter; however, the plan administrator believes that the Plan was designed, and is being operated, in compliance with the applicable requirements of the Code.

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS (Continued)

6. TAX STATUS (Continued)

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

7. PARTY-IN-INTEREST TRANSACTIONS

Fees paid by the Plan for investment management services were included as a reduction of the return earned on each fund. Certain administrative expenses were paid by the Plan or the Company. The Plan issues loans to participants, which are secured by the vested balance in the participant's accounts. These transactions qualify as party-in-interest. Employees of the Company provide administrative services to the Plan for which no fees are charged.

8. 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 value of investment securities will occur in the near term and that such changes could materially affect the participants' account balances and the amounts reported in the statement of net assets available for benefits.

As a result of the spread of COVID-19 coronavirus, economic uncertainties have arisen which have resulted in significant volatility in the investment markets. The duration of these uncertainties and the ultimate financial effects cannot be reasonably estimated at this time. No adjustments have been made to these financial statements as a result of this uncertainty.

SUPPLEMENTARY INFORMATION

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
Mutual Funds				
	Vanguard	Prime Money Fund Investor	**	\$ 8,543
	Dimensional Fund Advisors	US Core Equity 1 Portfolio	**	25,317
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	6,128
	Vanguard	Small Cap Value Index Fund Class Admiral Shares	**	23,872
	Vanguard	Consumer Staples Index Fund Admiral Shares	**	598
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	21,273
	Vanguard	Value Index Fund Admiral Shares	**	15,410
	Dimensional Fund Advisors	Emerging US Core Equity 1 Portfolio Institutional Class	**	640
	Dimensional Fund Advisors	Emerging markets Small Cap Portfolio	**	6,656
	Vanguard	Developed Markets Index Fund Admiral Shares	**	619
	Vanguard	International Explorer Fund Investor Shares	**	1,314
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	1,113
Millennium Investment & Retirement Advisors, LLC				
	Aggressive Portfolio Fund			
	Dimensional Fund Advisors	US Core Equity 1 Portfolio	**	138,222
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional	**	35,648
	Vanguard	Small Cap Value Index Fund Admiral	**	147,945
	Vanguard	Consumer Staples Index Fund Class	**	135,972
	Vanguard	Mid-Cap Index Fund	**	141,347
	Vanguard	Value Index Fund	**	24,451
	Dimensional Fund Advisors	Emerging Markets Core Equity	**	66,328
	Dimensional Fund Advisors	Emerging Markets Small Cap	**	144,848
	Vanguard	Developed Markets Index Fund	**	139,239
	Vanguard	International Explorer Fund	**	138,658
	PIMCO	Income Fund	**	136,189
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund	**	135,669

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Moderately Aggressive Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	\$ 153,339
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	39,065
	Vanguard	Small Cap Value Index Fund Admiral Shares	**	73,309
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	145,297
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	150,663
	Vanguard	Value Index Fund Admiral Shares	**	30,842
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	74,536
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	104,487
	Vanguard	Developed Markets Index Fund Admiral Shares	**	148,032
	Vanguard	International Explorer Fund Investor Shares	**	127,169
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	75,025
	PIMCO	Income Fund Class P	**	141,871
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	137,215
	Western Asset	Core Bond Fund Class IS	**	68,181
	Moderate Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	17,949
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	6,821
	Vanguard	Small Cap Value Index Fund Admiral Shares	**	12,015
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	22,599
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	15,731
	Vanguard	Value Index Fund Admiral Shares	**	4,437
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	7,075
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	11,702
	Vanguard	Developed Markets Index Fund Admiral Shares	**	23,119
	Vanguard	International Explorer Fund Investor Shares	**	16,296
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	10,972
	PIMCO	Income Fund Class P	**	22,454
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	33,552
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	11,182
	Western Asset	Core Bond Fund Class IS	**	11,208

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Moderately Conservative Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	\$ 10,760
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	3,185
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	12,916
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	9,413
	Vanguard	Value Index Fund Admiral Shares	**	2,329
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	2,434
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	3,907
	Vanguard	Developed Markets Index Fund Admiral Shares	**	6,097
	Vanguard	International Explorer Fund Investor Shares	**	6,313
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	5,603
	PIMCO	Income Fund Class P	**	11,557
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	19,915
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	5,805
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	5,733
	Western Asset	Core Bond Fund Class IS	**	11,571
	Conservative Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	3,219
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	6,355
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	3,207
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	1,297
	Vanguard	Developed Markets Index Fund Admiral Shares	**	3,216
	Vanguard	International Explorer Fund Investor Shares	**	1,963
	Federated	Institutional High Yield Bond Fund	**	3,148
	PIMCO	Income Fund Class P	**	6,294
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	15,675
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	6,296
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	6,269
	Western Asset	Core Bond Fund Class IS	**	6,283
	TOTAL MUTUAL FUNDS			3,372,902

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN**SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)**
FORM 5500, SCHEDULE H, ITEM 4i
PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	<u>Stable Value Collective Trust</u>			
	Wilmington Trust Company	Wilmington Trust Collective Investment Trust III for Met Life Group Annuity Contract No. 25554	**	<u>\$ 122,128</u>
	TOTAL INVESTMENTS PER FINANCIAL STATEMENTS			<u>3,495,030</u>
	* Participant loans	Interest rates from 4.25% - 6.50%		<u>118,323</u>
	TOTAL INVESTMENTS PER 5500			<u>\$ 3,613,353</u>

* Denotes a party-in-interest to the Plan.

** Cost information not required for participant-directed investments

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
Mutual Funds				
	Vanguard	Prime Money Fund Investor	**	\$ 8,543
	Dimensional Fund Advisors	US Core Equity 1 Portfolio	**	25,317
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	6,128
	Vanguard	Small Cap Value Index Fund Class Admiral Shares	**	23,872
	Vanguard	Consumer Staples Index Fund Admiral Shares	**	598
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	21,273
	Vanguard	Value Index Fund Admiral Shares	**	15,410
	Dimensional Fund Advisors	Emerging US Core Equity 1 Portfolio Institutional Class	**	640
	Dimensional Fund Advisors	Emerging markets Small Cap Portfolio	**	6,656
	Vanguard	Developed Markets Index Fund Admiral Shares	**	619
	Vanguard	International Explorer Fund Investor Shares	**	1,314
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	1,113
Millennium Investment & Retirement Advisors, LLC Aggressive Portfolio Fund				
	Dimensional Fund Advisors	US Core Equity 1 Portfolio	**	138,222
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional	**	35,648
	Vanguard	Small Cap Value Index Fund Admiral	**	147,945
	Vanguard	Consumer Staples Index Fund Class	**	135,972
	Vanguard	Mid-Cap Index Fund	**	141,347
	Vanguard	Value Index Fund	**	24,451
	Dimensional Fund Advisors	Emerging Markets Core Equity	**	66,328
	Dimensional Fund Advisors	Emerging Markets Small Cap	**	144,848
	Vanguard	Developed Markets Index Fund	**	139,239
	Vanguard	International Explorer Fund	**	138,658
	PIMCO	Income Fund	**	136,189
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund	**	135,669

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Moderately Aggressive Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	\$ 153,339
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	39,065
	Vanguard	Small Cap Value Index Fund Admiral Shares	**	73,309
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	145,297
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	150,663
	Vanguard	Value Index Fund Admiral Shares	**	30,842
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	74,536
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	104,487
	Vanguard	Developed Markets Index Fund Admiral Shares	**	148,032
	Vanguard	International Explorer Fund Investor Shares	**	127,169
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	75,025
	PIMCO	Income Fund Class P	**	141,871
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	137,215
	Western Asset	Core Bond Fund Class IS	**	68,181
	Moderate Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	17,949
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	6,821
	Vanguard	Small Cap Value Index Fund Admiral Shares	**	12,015
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	22,599
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	15,731
	Vanguard	Value Index Fund Admiral Shares	**	4,437
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	7,075
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	11,702
	Vanguard	Developed Markets Index Fund Admiral Shares	**	23,119
	Vanguard	International Explorer Fund Investor Shares	**	16,296
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	10,972
	PIMCO	Income Fund Class P	**	22,454
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	33,552
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	11,182
	Western Asset	Core Bond Fund Class IS	**	11,208

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN

SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued) FORM 5500, SCHEDULE H, ITEM 4i PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
	Moderately Conservative Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	\$ 10,760
	Dimensional Fund Advisors	Real Estate Securities Portfolio Institutional Class	**	3,185
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	12,916
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	9,413
	Vanguard	Value Index Fund Admiral Shares	**	2,329
	Dimensional Fund Advisors	Emerging Markets Core Equity Portfolio Institutional Class	**	2,434
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	3,907
	Vanguard	Developed Markets Index Fund Admiral Shares	**	6,097
	Vanguard	International Explorer Fund Investor Shares	**	6,313
	Federated	Institutional High Yield Bond Fund Institutional Shares	**	5,603
	PIMCO	Income Fund Class P	**	11,557
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	19,915
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	5,805
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	5,733
	Western Asset	Core Bond Fund Class IS	**	11,571
	Conservative Portfolio Fund			
	Dimensional Fund Advisors	U.S. Core Equity 1 Portfolio Institutional Class	**	3,219
	Vanguard	Consumer Staples Index Fund Class Admiral Shares	**	6,355
	Vanguard	Mid-Cap Index Fund Admiral Shares	**	3,207
	Dimensional Fund Advisors	Emerging Markets Small Cap Portfolio Institutional Class	**	1,297
	Vanguard	Developed Markets Index Fund Admiral Shares	**	3,216
	Vanguard	International Explorer Fund Investor Shares	**	1,963
	Federated	Institutional High Yield Bond Fund	**	3,148
	PIMCO	Income Fund Class P	**	6,294
	PIMCO	Foreign Bond (US Dollar-Hedged) Fund Class P	**	15,675
	Vanguard	Inflation-Protected Securities Fund Admiral Shares	**	6,296
	Vanguard	Short-Term Investment-Grade Fund Admiral Shares	**	6,269
	Western Asset	Core Bond Fund Class IS	**	6,283
	TOTAL MUTUAL FUNDS			3,372,902

CRAWFORD INDUSTRIES RETIREMENT SAVINGS PLAN**SCHEDULE OF ASSETS (HELD AT END OF YEAR) (Continued)**
FORM 5500, SCHEDULE H, ITEM 4i
PLAN# 001 EIN: 35-2073971

December 31, 2020

(a)	(b) Identity of Issuer, Borrower, or Similar Party	(c) Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	(d) Cost	(e) Current Value
<u>Stable Value Collective Trust</u>				
	Wilmington Trust Company	Wilmington Trust Collective Investment Trust III for Met Life Group Annuity Contract No. 25554	**	<u>\$ 122,128</u>
TOTAL INVESTMENTS PER FINANCIAL STATEMENTS				<u>3,495,030</u>
*	Participant loans	Interest rates from 4.25% - 6.50%		<u>118,323</u>
TOTAL INVESTMENTS PER 5500				<u>\$ 3,613,353</u>

* Denotes a party-in-interest to the Plan.

** Cost information not required for participant-directed investments