

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2020 This Form is Open to Public Inspection
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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>NU HOLDING & AFFILIATES 401(K) 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>004</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>11/01/1988</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>004</u>	1c Effective date of plan <u>11/01/1988</u>	
1b Three-digit plan number (PN) ▶	<u>004</u>				
1c Effective date of plan <u>11/01/1988</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>NU HOLDINGS LLC</u> <u>8075 WASHINGTON VILLAGE DRIVE</u> <u>DAYTON, OH 45458</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>26-3314250</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>937-432-1600</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>524210</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>26-3314250</u>	2c Plan Sponsor's telephone number <u>937-432-1600</u>	2d Business code (see instructions) <u>524210</u>	
2b Employer Identification Number (EIN) <u>26-3314250</u>					
2c Plan Sponsor's telephone number <u>937-432-1600</u>					
2d Business code (see instructions) <u>524210</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.	10/07/2021	JOHN MALONE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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	
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 NU HOLDINGS c Plan Name NU HOLDING & AFFILIATES 401(K) PLAN		4b EIN 26-3314250 4d PN 004	
5 Total number of participants at the beginning of the plan year		5	100
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	52
a(2) Total number of active participants at the end of the plan year		6a(2)	69
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	36
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	105
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	105
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	95
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	0
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 3H 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) ☐ 0 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 NU HOLDING & AFFILIATES 401(K) PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 NU HOLDINGS LLC	D Employer Identification Number (EIN) 26-3314250	

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
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

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

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

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

MORGAN STANLEY GLOBAL BANKING OPER

26-4310632

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	INVESTMENT ADVISOR	12300	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(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?
37 60 64 65	RECORDKEEPER	1313	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
MFS MA INV TRUST R3 - MFS SERVICE 04-2865649	0.50%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
PIMCO TOT RETURN ADM - DST ASSET M 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.25%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
WF STABLE VALUE 420 MONTGOMERY STREET SAN FRANCISCO, CA 94104	0.25%	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection.
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan NU HOLDING & AFFILIATES 401(K) PLAN	B Three-digit plan number (PN) ►	004
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 NU HOLDINGS LLC	D Employer Identification Number (EIN) 26-3314250	

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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a Name of MTIA, CCT, PSA, or 103-12 IE: WF STABLE VALUE		
b Name of sponsor of entity listed in (a): WELLS FARGO BANK, N.A.		
c EIN-PN 94-6751924-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 76151
a Name of MTIA, CCT, PSA, or 103-12 IE: PUTNAM STABLE VALUE		
b Name of sponsor of entity listed in (a): PUTNAM FIDUCIARY TRUST COMPANY		
c EIN-PN 04-3159710-202	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 89137
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
a Name of MTIA, CCT, PSA, or 103-12 IE:		
b Name of sponsor of entity listed in (a):		
c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>		
A Name of plan <u>NU HOLDING & AFFILIATES 401(K) PLAN</u>	B Three-digit plan number (PN) ►	<u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>NU HOLDINGS LLC</u>	D Employer Identification Number (EIN) <u>26-3314250</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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions.....	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	38406	35572
(9) Value of interest in common/collective trusts	1c(9)	178955	165288
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	7057392	8532454
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	7274753	8733314

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
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	7274753	8733314
---	-----------	---------	---------

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)	236399	
(B) Participants	2a(1)(B)	483878	
(C) Others (including rollovers).....	2a(1)(C)	7711	
(2) Noncash contributions	2a(2)	0	727988
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	2271	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		2271
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	413472
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	413472	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		413472
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	0
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		3878
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		941455
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		2089064

Expenses**e** Benefit payment and payments to provide benefits:

(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	610485	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		610485
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		0
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	1596	
(4) Other.....	2i(4)	18422	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		20018
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		630503

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		1458561
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan	2l(2)		0

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: **SKELLEY & COMANY CPA**

(2) EIN: **31-1449760**

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		5000000
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		X	

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

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

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

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

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection.
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

A Name of plan NU HOLDING & AFFILIATES 401(K) PLAN	B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 NU HOLDINGS LLC	D Employer Identification Number (EIN) 26-3314250

Part I	Distributions
--------	---------------

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107 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)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
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).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

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

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

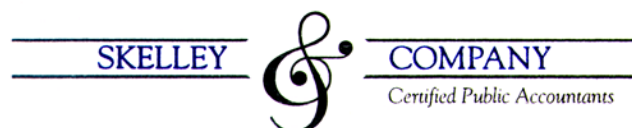


NU HOLDINGS

& AFFILIATES 401(k) PLAN

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2020 AND 2019



NU HOLDINGS & AFFILIATES 401(k) PLAN
FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 2020 AND 2019

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INDEPENDENT AUDITOR'S REPORT

Plan Administrators
Nu Holdings & Affiliates 401(k) Plan
Dayton, Ohio

Report on the Financial Statements

I was engaged to audit the accompanying financial statements of the Nu Holdings & Affiliates 401(k) 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

Plan 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 controls 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

My responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matters described in the Basis for Disclaimer of Opinion paragraph, however, I was 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 me not to perform, and I did not perform, any auditing procedures with respect to the information summarized in Note C, which was certified by Fidelity Management Trust Company (FMTC), the Trustee of the Plan, except for comparing the information with the related information included in the financial statements and supplementary information. The plan administrator informed me that FMTC holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from FMTC as of, and for the years ended, December 31, 2020 and 2019, that the information provided to the plan administrator by FMTC is complete and accurate.

Disclaimer of Opinion

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

Other Matter

I was engaged for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets held at end of year, which are the responsibility of plan management, are presented for the purpose of additional analysis and are not a required part of the financial statements but are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, it is inappropriate to and I do not express an opinion on the supplemental schedule referred to above.

Report of the Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements and supplementary information, other than that derived from the information certified by the Trustee, have been audited by me in accordance with auditing standards generally accepted in the United States of America and, in my 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.

A handwritten signature in cursive script that reads "Skelly & Company". The signature is written in dark ink and is positioned to the right of the printed address information.

Dayton, Ohio
October 6, 2021
EIN 31-1449760

NU HOLDINGS & AFFILIATES 401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
ASSETS		
Investments in Registered Investment Companies:		
American Funds Euro Pacific Growth Fund - 5,925.332 and 4,925.690 shares in 2020 and 2019, respectively	\$ 410,626	\$ 273,622
ClearBridge Small Cap Growth Fund - 800.429 and 539.670 shares in 2020 and 2019, respectively	41,230	20,583
Delaware Small Cap R6 - 676.529 and 0 shares in 2020 and 2019, respectively	42,966	-
Eaton Vance Income Fund of Boston R6 - 3,729.429 and 2,686.097 shares in 2020 and 2019, respectively	20,810	15,176
Fidelity 500 Index Fund - 9,626.021 and 8,916.549 shares in 2020 and 2019, respectively	1,253,019	998,832
Fidelity Contrafund - 71,958.556 and 70,076.835 shares in 2020 and 2019, respectively	1,206,025	960,753
Fidelity Emerging Markets Index Fund - 8,548.150 and 7,459.529 shares in 2020 and 2019, respectively	108,904	81,906
Fidelity Extended Market Index Fund - 4,357.759 and 4,168.563 shares in 2020 and 2019, respectively	363,786	271,332
Fidelity Freedom 2010 - 1,921.059 and 193.665 shares in 2020 and 2019, respectively	31,313	3,023
Fidelity Freedom 2015 - 5,038.431 and 2,773.724 shares in 2020 and 2019, respectively	67,968	35,726
Fidelity Freedom 2020 - 21,649.499 and 19,753.803 shares in 2020 and 2019, respectively	371,505	320,209
Fidelity Freedom 2025 - 56,630.217 and 55,366.508 shares in 2020 and 2019, respectively	874,937	792,848
Fidelity Freedom 2030 - 38,485.828 and 50,684.962 shares in 2020 and 2019, respectively	742,007	903,713
Fidelity Freedom 2035 - 17,507.510 and 13,051.570 shares in 2020 and 2019, respectively	290,099	197,079
Fidelity Freedom 2040 - 71,384.061 and 56,911.188 shares in 2020 and 2019, respectively	838,763	602,689
Fidelity Freedom 2045 - 22,247.566 and 16,170.073 shares in 2020 and 2019, respectively	299,230	194,688
Fidelity Freedom 2050 - 18,304.282 and 14,824.792 shares in 2020 and 2019, respectively	248,023	179,676
Fidelity Freedom 2055 - 12,539.955 and 8,798.759 shares in 2020 and 2019, respectively	195,247	121,599
Fidelity Freedom 2060 - 7,202.563 and 7,119.595 shares in 2020 and 2019, respectively	101,412	88,639
Fidelity Freedom Income - 3,534.877 and 2,831.597 shares in 2020 and 2019, respectively	43,161	33,186
Fidelity International Index Fund - 1,784.578 and 4,222.201 shares in 2020 and 2019, respectively	81,395	181,386
Fidelity Low Priced Stock Fund - 6,943.364 and 6,114.643 shares in 2020 and 2019, respectively	337,656	305,977
Hartford Mid Cap Fund CI 6 - 798.595 and 409.133 shares in 2020 and 2019, respectively	34,555	15,506
JPMorgan Mid Cap Value Fund Class R6 - 428.510 and 454.385 shares in 2020 and 2019, respectively	15,821	18,016
MFS Massachusetts Investors Tr CI R3 - 576.872 and 1,922.182 shares in 2020 and 2019, respectively	20,421	62,356
MFS Value Fund Class R6 - 492.625 and 703.504 shares in 2020 and 2019, respectively	22,080	31,243
PIMCO Total Return Fund Admin Class - 44,291.999 and 29,768.874 shares in 2020 and 2019, respectively	469,495	307,810
Putnam Stable Value Fund - 89,136.940 and 0 shares in 2020 and 2019, respectively	89,137	-
Victory Integrity Small Cap Value Fund Class R6 - 0 and 1,117.563 shares in 2020 and 2019, respectively	-	39,819
Wells Fargo Stable Value Fund CI M - 1,440.351 and 3,447.407 shares in 2020 and 2019, respectively	<u>76,151</u>	<u>178,955</u>
	8,697,742	7,236,347
Other assets:		
Participant Loan Receivables (Interest rates 4.25% - 6.5%)	<u>35,572</u>	<u>38,406</u>
Total assets	8,733,314	7,274,753
Total Liabilities	<u>-</u>	<u>-</u>
Net Assets Available for Benefits	<u>\$ 8,733,314</u>	<u>\$ 7,274,753</u>

See notes to Financial Statements.

NU HOLDINGS & AFFILIATES 401(k) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
ADDITIONS TO NET ASSETS:		
Investment income:		
Net investment gain	\$ 415,733	\$ 753,408
Unrealized appreciation		
in fair value of investments	<u>945,333</u>	<u>913,509</u>
	<u>1,361,076</u>	<u>1,666,917</u>
Employee Contributions	491,589	439,867
Employer Contributions	<u>236,399</u>	<u>157,769</u>
	<u>727,988</u>	<u>597,636</u>
 TOTAL ADDITIONS	 <u>2,089,064</u>	 <u>2,264,553</u>
DEDUCTIONS FROM NET ASSETS:		
Benefits paid to participants	610,485	2,609,099
Administrative expenses	<u>20,018</u>	<u>23,918</u>
 TOTAL DEDUCTIONS	 <u>630,503</u>	 <u>2,633,017</u>
 NET INCREASE/DECREASE	 1,458,561	 (368,464)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	<u>7,274,753</u>	<u>7,643,217</u>
End of year	<u>\$ 8,733,314</u>	<u>\$ 7,274,753</u>

See notes to financial statements.

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN

The following description of the Nu Holdings & Affiliates ("Company") 401(k) Plan ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General – The Plan is a defined contribution plan covering all employees of the Company. All employees, age twenty-one or older, are immediately eligible to participate in the Plan.

The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). The Plan assets are held in a Trust whose Trustee is Fidelity Management Trust Company (FMTTC), a regulated and supervised trust company. The Trust has twenty-nine investment options available to participants.

Contributions – Participants may elect to defer a maximum of 90% of their wages up to the maximum allowed by law. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan. In 2014, the Company reinstated its match program and matched each participant's contribution up to 3% of the employee's compensation.

The Plan is a Safe Harbor Plan, which requires the Company to match 100% of the first 3% of compensation the employee contributes and 50% of the next 2% of compensation contributed. The Company made matching contributions of \$236,399 and \$157,769 in 2020 and 2019, respectively.

Participant Accounts – Each participant's account is credited with the participant's contribution, the Company's contribution and an allocation of Plan earnings. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. All participant accounts are self-directed.

Participant Loans – Participants may borrow from their account a minimum of \$1,000 up to the lesser of the maximum of \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates prime plus 1% as published in the Wall Street Journal on the date the loan is processed, which is commensurate with current interest rates charged for loans made under similar circumstances by persons in the business of lending money.

Effective March 2020 through December 31, 2020, Congress passed the CARES act in response to the COVID-19 pandemic. The bill was created to provide financial aid for individuals affected by the pandemic and included provisions allowing access to retirement savings. The SRSP adopted the provisions for coronavirus-related distributions and allowed for in-service withdrawals, increased maximum loan limits from \$50,000 or 50% of the vested account balance to \$100,000 or 100% of the vested account balance, and increased the loan repayment schedule.

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN (continued)

Vesting – Participants are immediately vested in their contributions plus earnings. Prior to 2016, vesting in the Company's contribution portion of their accounts plus earnings on their portion is based on years of continuous service. A participant is 100% vested after five years of credited service. With the adoption of the Safe Harbor Plan, the participant is 100% vested immediately in the Company's contribution and earnings after January 1, 2016.

Payment of Benefits – On termination of service due to death, disability or retirement, a participant may receive a lump-sum or installment payments on a monthly or other periodic basis. If a participant dies before receiving all payments, their balance of the account will be paid to their beneficiary.

If a participant's vested interest is \$5,000 or less, it may be paid out by a rollover into an individual retirement account. Vested interests of \$1,000 or less may be paid to the participant in one lump sum.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Forfeited Accounts – Forfeited nonvested accounts will be used to reduce future employer contributions. If an employee returns to work before five consecutive one-year breaks in service, the participant may restore the forfeited portion of their account by repaying any payment received at termination. The balance in the forfeiture account was \$28,141 and \$25,895 at December 31, 2020 and 2019, respectively.

Plan Expenses – The Company pays substantially all of the administrative expenses for the plan's operations.

Marketable securities and securities transactions – Marketable securities are carried at fair value determined by the Plan Trustee, (FMTC), based on their quoted market value. ASC Topic 820, *Fair Value Measurements and Disclosures*, establishes a consistent framework for measuring fair value and, with certain exceptions, this framework is generally applied to all financial statement items required to be measured at fair value. The standard requires fair value measurements to be classified and disclosed in one of the following three categories:

- *Level 1* – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities;
- *Level 2* – Quoted prices in markets that are not active, or inputs which are observable, either directly or indirectly, for substantially the full term of the assets or liability; and
- *Level 3* – Prices or valuation techniques that require inputs that are both significant to the fair value measurement and unobservable.

Estimates – The preparation of financial statements requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Investment Valuation and Income Recognition – The Plan's investments (Level 1) are stated at fair value. Quoted market prices are used to value investments. Shares of mutual funds are valued at quoted market prices, which represent the net asset value of shares held by the Plan at yearend.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividends are recognized when received and included in the investment gains.

NOTE C - INVESTMENTS

The December 31, 2020 and 2019 Statements of Net Assets Available for Benefits were prepared in part or entirely from information certified by the Trustee in accordance with 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.

In addition to the investments shown in the Statements of Net Assets Available for Benefits, FMTC provided information regarding the change in value of those investments. The Plan's investments (including realized gains and losses on investments bought and sold), increased (decreased) during the years ended December 31, 2020 and 2019 as follows:

	<u>2020</u>	<u>2019</u>
American Funds Euro Pacific Growth Fund	\$ 137,004	\$ (80,261)
Clearbridge Small Cap Growth Fund	20,647	7,559
Delaware Small Cap Val R6	42,966	-
Eaton Vance Income Fund of Boston R6	5,634	15,176
Fidelity 500 Index Fund	254,187	(267,829)
Fidelity Contrafund	245,272	(107,377)
Fidelity Emerging Markets	26,998	18,293
Fidelity Extended Market Index Fund	92,454	(118,048)
Fidelity Freedom 2010	28,290	1,636
Fidelity Freedom 2015	32,242	22,931
Fidelity Freedom 2020	51,296	2,247
Fidelity Freedom 2025	82,089	373,457
Fidelity Freedom 2030	(161,706)	43,085
Fidelity Freedom 2035	93,020	38,345
Fidelity Freedom 2040	236,074	158,625
Fidelity Freedom 2045	104,542	(28,118)
Fidelity Freedom 2050	68,347	(75,142)
Fidelity Freedom 2055	73,648	36,837
Fidelity Freedom 2060	12,773	32,643
Fidelity Freedom Income	9,975	4,544
Fidelity High Income	-	(37,318)
Fidelity International Index Fund	(99,991)	3,327
Fidelity Low Priced Stock Fund	31,679	(184,614)
Hartford Mid Cap Fund CI 6	19,049	15,331

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE C - INVESTMENTS (continued)

	<u>2020</u>	<u>2019</u>
JPMorgan Mid Cap Value Fund CI R6	(2,195)	(7,065)
MFS Massachusetts Investors Tr CI R3	(41,935)	10,949
PIMCO Total Return Fund Admin Class	161,685	(240,805)
Putnam Stable Value	89,137	-
Victory Integrity Small Cap Value Fd R6	(39,819)	34,362
Wells Fargo Stable Value Fund CI M	(102,804)	(43,170)

NOTE D – PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts.

In 2019, the Plan experienced termination that exceeded 20% of Plan participants, resulting in a partial plan termination. As such, Participants affected by the termination became 100% vested in their accounts. No terminated participants were affected in 2019.

NOTE E - TAX STATUS

The Plan is a Fidelity Volume Submitter Plan designed in accordance with applicable sections of the Internal Revenue Code (IRC). Fidelity has received an advisory letter from the Internal Revenue Service evidencing the Plan is qualified.

NOTE F – RISKS AND UNCERTAINTIES

The Plan invests in various investment companies (mutual funds). These mutual funds are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with any mutual fund investment, it is at least reasonably possible that changes in their values will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE G – SUBSEQUENT EVENTS

The full impact of the COVID-19 outbreak continues to evolve as of the date of this report. This pandemic has adversely affected global economic activity and greatly contributed to significant deterioration and instability in financial markets. Because the values of the Plan's individual investments have and will fluctuate in response to changing market conditions, the amount of losses that will be recognized in subsequent periods, if any, and related impact on the Plan's liquidity cannot be determined at this time.

In the third quarter of 2020, the Company decided to merge the Plan with other affiliated companies into one new Plan. Effective January 1, 2021, the Plan was merged into the Constellation Affiliated Partners 401(k) Plan (CAP) and the plan-to-plan transfer of assets took place at that time.

The Company has evaluated subsequent events through October 6, 2021 which is the date the financial statements were completed.

SUPPLEMENTARY INFORMATION

NU HOLDINGS & AFFILIATES 401(k) PLAN

EIN: 26-3314250
PLAN NUMBER: 004

SCHEDULE H, Line 4i -- SCHEDULE OF ASSETS HELD AT END OF YEAR

DECEMBER 31, 2020

(a) (b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
American Funds Euro Pacific Growth Fund	5,925.33	Shares	301,705	410,626
ClearBridge Small Cap Growth Fund	800.43	Shares	38,100	41,230
Delaware Small Cap Val R6	676.53	Shares	34,072	42,966
Eaton Vance Income Fund of Boston R6	3,729.43	Shares	20,557	20,810
Fidelity 500 Index Fund	9,626.02	Shares	945,450	1,253,019
Fidelity Contrafund	71,958.56	Shares	696,952	1,206,025
Fidelity Emerging Markets	8,548.15	Shares	86,015	108,904
Fidelity Extended Market Index Fund	4,357.76	Shares	265,441	363,786
Fidelity Freedom 2010	1,921.06	Shares	29,802	31,313
Fidelity Freedom 2015	5,038.43	Shares	63,704	67,968
Fidelity Freedom 2020	21,649.50	Shares	352,182	371,505
Fidelity Freedom 2025	56,630.22	Shares	766,831	874,937
Fidelity Freedom 2030	38,485.83	Shares	655,760	742,007
Fidelity Freedom 2035	17,507.51	Shares	227,075	290,099
Fidelity Freedom 2040	71,384.06	Shares	691,626	838,763
Fidelity Freedom 2045	22,247.57	Shares	247,786	299,230
Fidelity Freedom 2050	18,304.28	Shares	209,438	248,023
Fidelity Freedom 2055	12,539.96	Shares	158,575	195,247
Fidelity Freedom 2060	7,202.56	Shares	83,887	101,412
Fidelity Freedom Income	3,534.88	Shares	41,116	43,161
Fidelity International Index Fund	1,784.58	Shares	72,620	81,395
Fidelity Low Priced Stock Fund	6,943.36	Shares	314,146	337,656
Hartford Mid Cap Fund CI 6	798.60	Shares	30,031	34,555
JPMorgan Mid Cap Value Fund CI R6	428.51	Shares	16,524	15,821
MFS Massachusetts Investors Tr CI R3	576.87	Shares	17,358	20,421
MFS Value Fund Class R6	492.63	Shares	19,794	22,080
PIMCO Total Return Fund Admin Class	44,292.00	Shares	465,693	469,495
Putnam Stable Value	89,136.94	Shares	89,137	89,137
Wells Fargo Stable Value Fund CI M	1,440.35	Shares	70,161	76,151
			7,011,538	8,697,742
Participant Loan Receivables	Interest rates range from 4.25% to 6.5%		35,572	35,572
Net Assets Held at End of Year			<u>\$ 7,047,110</u>	<u>\$ 8,733,314</u>

See notes to Financial Statements.

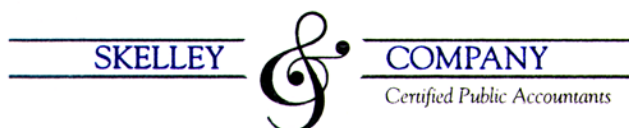


NU HOLDINGS

& AFFILIATES 401(k) PLAN

FINANCIAL STATEMENTS

YEARS ENDED DECEMBER 31, 2020 AND 2019



NU HOLDINGS & AFFILIATES 401(k) PLAN
FINANCIAL STATEMENTS
YEARS ENDED DECEMBER 31, 2020 AND 2019

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INDEPENDENT AUDITOR'S REPORT

Plan Administrators
Nu Holdings & Affiliates 401(k) Plan
Dayton, Ohio

Report on the Financial Statements

I was engaged to audit the accompanying financial statements of the Nu Holdings & Affiliates 401(k) 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

Plan 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 controls 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

My responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matters described in the Basis for Disclaimer of Opinion paragraph, however, I was 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 me not to perform, and I did not perform, any auditing procedures with respect to the information summarized in Note C, which was certified by Fidelity Management Trust Company (FMTC), the Trustee of the Plan, except for comparing the information with the related information included in the financial statements and supplementary information. The plan administrator informed me that FMTC holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from FMTC as of, and for the years ended, December 31, 2020 and 2019, that the information provided to the plan administrator by FMTC is complete and accurate.

Disclaimer of Opinion

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

Other Matter

I was engaged for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedule of assets held at end of year, which are the responsibility of plan management, are presented for the purpose of additional analysis and are not a required part of the financial statements but are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, it is inappropriate to and I do not express an opinion on the supplemental schedule referred to above.

Report of the Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements and supplementary information, other than that derived from the information certified by the Trustee, have been audited by me in accordance with auditing standards generally accepted in the United States of America and, in my 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.

A handwritten signature in cursive script that reads "Skelly & Company". The signature is written in dark ink and is positioned to the right of the printed address information.

Dayton, Ohio
October 6, 2021
EIN 31-1449760

NU HOLDINGS & AFFILIATES 401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
ASSETS		
Investments in Registered Investment Companies:		
American Funds Euro Pacific Growth Fund - 5,925.332 and 4,925.690 shares in 2020 and 2019, respectively	\$ 410,626	\$ 273,622
ClearBridge Small Cap Growth Fund - 800.429 and 539.670 shares in 2020 and 2019, respectively	41,230	20,583
Delaware Small Cap R6 - 676.529 and 0 shares in 2020 and 2019, respectively	42,966	-
Eaton Vance Income Fund of Boston R6 - 3,729.429 and 2,686.097 shares in 2020 and 2019, respectively	20,810	15,176
Fidelity 500 Index Fund - 9,626.021 and 8,916.549 shares in 2020 and 2019, respectively	1,253,019	998,832
Fidelity Contrafund - 71,958.556 and 70,076.835 shares in 2020 and 2019, respectively	1,206,025	960,753
Fidelity Emerging Markets Index Fund - 8,548.150 and 7,459.529 shares in 2020 and 2019, respectively	108,904	81,906
Fidelity Extended Market Index Fund - 4,357.759 and 4,168.563 shares in 2020 and 2019, respectively	363,786	271,332
Fidelity Freedom 2010 - 1,921.059 and 193.665 shares in 2020 and 2019, respectively	31,313	3,023
Fidelity Freedom 2015 - 5,038.431 and 2,773.724 shares in 2020 and 2019, respectively	67,968	35,726
Fidelity Freedom 2020 - 21,649.499 and 19,753.803 shares in 2020 and 2019, respectively	371,505	320,209
Fidelity Freedom 2025 - 56,630.217 and 55,366.508 shares in 2020 and 2019, respectively	874,937	792,848
Fidelity Freedom 2030 - 38,485.828 and 50,684.962 shares in 2020 and 2019, respectively	742,007	903,713
Fidelity Freedom 2035 - 17,507.510 and 13,051.570 shares in 2020 and 2019, respectively	290,099	197,079
Fidelity Freedom 2040 - 71,384.061 and 56,911.188 shares in 2020 and 2019, respectively	838,763	602,689
Fidelity Freedom 2045 - 22,247.566 and 16,170.073 shares in 2020 and 2019, respectively	299,230	194,688
Fidelity Freedom 2050 - 18,304.282 and 14,824.792 shares in 2020 and 2019, respectively	248,023	179,676
Fidelity Freedom 2055 - 12,539.955 and 8,798.759 shares in 2020 and 2019, respectively	195,247	121,599
Fidelity Freedom 2060 - 7,202.563 and 7,119.595 shares in 2020 and 2019, respectively	101,412	88,639
Fidelity Freedom Income - 3,534.877 and 2,831.597 shares in 2020 and 2019, respectively	43,161	33,186
Fidelity International Index Fund - 1,784.578 and 4,222.201 shares in 2020 and 2019, respectively	81,395	181,386
Fidelity Low Priced Stock Fund - 6,943.364 and 6,114.643 shares in 2020 and 2019, respectively	337,656	305,977
Hartford Mid Cap Fund CI 6 - 798.595 and 409.133 shares in 2020 and 2019, respectively	34,555	15,506
JPMorgan Mid Cap Value Fund Class R6 - 428.510 and 454.385 shares in 2020 and 2019, respectively	15,821	18,016
MFS Massachusetts Investors Tr CI R3 - 576.872 and 1,922.182 shares in 2020 and 2019, respectively	20,421	62,356
MFS Value Fund Class R6 - 492.625 and 703.504 shares in 2020 and 2019, respectively	22,080	31,243
PIMCO Total Return Fund Admin Class - 44,291.999 and 29,768.874 shares in 2020 and 2019, respectively	469,495	307,810
Putnam Stable Value Fund - 89,136.940 and 0 shares in 2020 and 2019, respectively	89,137	-
Victory Integrity Small Cap Value Fund Class R6 - 0 and 1,117.563 shares in 2020 and 2019, respectively	-	39,819
Wells Fargo Stable Value Fund CI M - 1,440.351 and 3,447.407 shares in 2020 and 2019, respectively	<u>76,151</u>	<u>178,955</u>
	8,697,742	7,236,347
Other assets:		
Participant Loan Receivables (Interest rates 4.25% - 6.5%)	<u>35,572</u>	<u>38,406</u>
Total assets	8,733,314	7,274,753
Total Liabilities	<u>-</u>	<u>-</u>
Net Assets Available for Benefits	<u>\$ 8,733,314</u>	<u>\$ 7,274,753</u>

See notes to Financial Statements.

NU HOLDINGS & AFFILIATES 401(k) PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

YEARS ENDED DECEMBER 31, 2020 AND 2019

	<u>2020</u>	<u>2019</u>
ADDITIONS TO NET ASSETS:		
Investment income:		
Net investment gain	\$ 415,733	\$ 753,408
Unrealized appreciation		
in fair value of investments	<u>945,333</u>	<u>913,509</u>
	<u>1,361,076</u>	<u>1,666,917</u>
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Employer Contributions	<u>236,399</u>	<u>157,769</u>
	<u>727,988</u>	<u>597,636</u>
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DEDUCTIONS FROM NET ASSETS:		
Benefits paid to participants	610,485	2,609,099
Administrative expenses	<u>20,018</u>	<u>23,918</u>
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 NET INCREASE/DECREASE	 1,458,561	 (368,464)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	<u>7,274,753</u>	<u>7,643,217</u>
End of year	<u>\$ 8,733,314</u>	<u>\$ 7,274,753</u>

See notes to financial statements.

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

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The following description of the Nu Holdings & Affiliates ("Company") 401(k) Plan ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

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Contributions – Participants may elect to defer a maximum of 90% of their wages up to the maximum allowed by law. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan. In 2014, the Company reinstated its match program and matched each participant's contribution up to 3% of the employee's compensation.

The Plan is a Safe Harbor Plan, which requires the Company to match 100% of the first 3% of compensation the employee contributes and 50% of the next 2% of compensation contributed. The Company made matching contributions of \$236,399 and \$157,769 in 2020 and 2019, respectively.

Participant Accounts – Each participant's account is credited with the participant's contribution, the Company's contribution and an allocation of Plan earnings. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. All participant accounts are self-directed.

Participant Loans – Participants may borrow from their account a minimum of \$1,000 up to the lesser of the maximum of \$50,000 or 50% of their vested account balance. The loans are secured by the balance in the participant's account and bear interest at rates prime plus 1% as published in the Wall Street Journal on the date the loan is processed, which is commensurate with current interest rates charged for loans made under similar circumstances by persons in the business of lending money.

Effective March 2020 through December 31, 2020, Congress passed the CARES act in response to the COVID-19 pandemic. The bill was created to provide financial aid for individuals affected by the pandemic and included provisions allowing access to retirement savings. The SRSP adopted the provisions for coronavirus-related distributions and allowed for in-service withdrawals, increased maximum loan limits from \$50,000 or 50% of the vested account balance to \$100,000 or 100% of the vested account balance, and increased the loan repayment schedule.

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE A - DESCRIPTION OF PLAN (continued)

Vesting – Participants are immediately vested in their contributions plus earnings. Prior to 2016, vesting in the Company's contribution portion of their accounts plus earnings on their portion is based on years of continuous service. A participant is 100% vested after five years of credited service. With the adoption of the Safe Harbor Plan, the participant is 100% vested immediately in the Company's contribution and earnings after January 1, 2016.

Payment of Benefits – On termination of service due to death, disability or retirement, a participant may receive a lump-sum or installment payments on a monthly or other periodic basis. If a participant dies before receiving all payments, their balance of the account will be paid to their beneficiary.

If a participant's vested interest is \$5,000 or less, it may be paid out by a rollover into an individual retirement account. Vested interests of \$1,000 or less may be paid to the participant in one lump sum.

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Forfeited Accounts – Forfeited nonvested accounts will be used to reduce future employer contributions. If an employee returns to work before five consecutive one-year breaks in service, the participant may restore the forfeited portion of their account by repaying any payment received at termination. The balance in the forfeiture account was \$28,141 and \$25,895 at December 31, 2020 and 2019, respectively.

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- *Level 1* – Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities;
- *Level 2* – Quoted prices in markets that are not active, or inputs which are observable, either directly or indirectly, for substantially the full term of the assets or liability; and
- *Level 3* – Prices or valuation techniques that require inputs that are both significant to the fair value measurement and unobservable.

Estimates – The preparation of financial statements requires the plan administrator to make estimates and assumptions that affect certain reported amounts and disclosures. Accordingly, actual results may differ from those estimates.

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE B – SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES (continued)

Investment Valuation and Income Recognition – The Plan's investments (Level 1) are stated at fair value. Quoted market prices are used to value investments. Shares of mutual funds are valued at quoted market prices, which represent the net asset value of shares held by the Plan at yearend.

Purchases and sales of securities are recorded on a trade-date basis. Interest and dividends are recognized when received and included in the investment gains.

NOTE C - INVESTMENTS

The December 31, 2020 and 2019 Statements of Net Assets Available for Benefits were prepared in part or entirely from information certified by the Trustee in accordance with 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.

In addition to the investments shown in the Statements of Net Assets Available for Benefits, FMTC provided information regarding the change in value of those investments. The Plan's investments (including realized gains and losses on investments bought and sold), increased (decreased) during the years ended December 31, 2020 and 2019 as follows:

	<u>2020</u>	<u>2019</u>
American Funds Euro Pacific Growth Fund	\$ 137,004	\$ (80,261)
Clearbridge Small Cap Growth Fund	20,647	7,559
Delaware Small Cap Val R6	42,966	-
Eaton Vance Income Fund of Boston R6	5,634	15,176
Fidelity 500 Index Fund	254,187	(267,829)
Fidelity Contrafund	245,272	(107,377)
Fidelity Emerging Markets	26,998	18,293
Fidelity Extended Market Index Fund	92,454	(118,048)
Fidelity Freedom 2010	28,290	1,636
Fidelity Freedom 2015	32,242	22,931
Fidelity Freedom 2020	51,296	2,247
Fidelity Freedom 2025	82,089	373,457
Fidelity Freedom 2030	(161,706)	43,085
Fidelity Freedom 2035	93,020	38,345
Fidelity Freedom 2040	236,074	158,625
Fidelity Freedom 2045	104,542	(28,118)
Fidelity Freedom 2050	68,347	(75,142)
Fidelity Freedom 2055	73,648	36,837
Fidelity Freedom 2060	12,773	32,643
Fidelity Freedom Income	9,975	4,544
Fidelity High Income	-	(37,318)
Fidelity International Index Fund	(99,991)	3,327
Fidelity Low Priced Stock Fund	31,679	(184,614)
Hartford Mid Cap Fund CI 6	19,049	15,331

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE C - INVESTMENTS (continued)

	<u>2020</u>	<u>2019</u>
JPMorgan Mid Cap Value Fund CI R6	(2,195)	(7,065)
MFS Massachusetts Investors Tr CI R3	(41,935)	10,949
PIMCO Total Return Fund Admin Class	161,685	(240,805)
Putnam Stable Value	89,137	-
Victory Integrity Small Cap Value Fd R6	(39,819)	34,362
Wells Fargo Stable Value Fund CI M	(102,804)	(43,170)

NOTE D – PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts.

In 2019, the Plan experienced termination that exceeded 20% of Plan participants, resulting in a partial plan termination. As such, Participants affected by the termination became 100% vested in their accounts. No terminated participants were affected in 2019.

NOTE E - TAX STATUS

The Plan is a Fidelity Volume Submitter Plan designed in accordance with applicable sections of the Internal Revenue Code (IRC). Fidelity has received an advisory letter from the Internal Revenue Service evidencing the Plan is qualified.

NOTE F – RISKS AND UNCERTAINTIES

The Plan invests in various investment companies (mutual funds). These mutual funds are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with any mutual fund investment, it is at least reasonably possible that changes in their values will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits.

NU HOLDINGS & AFFILIATES 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE G – SUBSEQUENT EVENTS

The full impact of the COVID-19 outbreak continues to evolve as of the date of this report. This pandemic has adversely affected global economic activity and greatly contributed to significant deterioration and instability in financial markets. Because the values of the Plan's individual investments have and will fluctuate in response to changing market conditions, the amount of losses that will be recognized in subsequent periods, if any, and related impact on the Plan's liquidity cannot be determined at this time.

In the third quarter of 2020, the Company decided to merge the Plan with other affiliated companies into one new Plan. Effective January 1, 2021, the Plan was merged into the Constellation Affiliated Partners 401(k) Plan (CAP) and the plan-to-plan transfer of assets took place at that time.

The Company has evaluated subsequent events through October 6, 2021 which is the date the financial statements were completed.

SUPPLEMENTARY INFORMATION

NU HOLDINGS & AFFILIATES 401(k) PLAN

EIN: 26-3314250
PLAN NUMBER: 004

SCHEDULE H, Line 4i -- SCHEDULE OF ASSETS HELD AT END OF YEAR

DECEMBER 31, 2020

(a) (b) Identity of issue, borrower, lessor, or similar party		(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
American Funds Euro Pacific Growth Fund		5,925.33	Shares	301,705	410,626
ClearBridge Small Cap Growth Fund		800.43	Shares	38,100	41,230
Delaware Small Cap Val R6		676.53	Shares	34,072	42,966
Eaton Vance Income Fund of Boston R6		3,729.43	Shares	20,557	20,810
Fidelity 500 Index Fund		9,626.02	Shares	945,450	1,253,019
Fidelity Contrafund		71,958.56	Shares	696,952	1,206,025
Fidelity Emerging Markets		8,548.15	Shares	86,015	108,904
Fidelity Extended Market Index Fund		4,357.76	Shares	265,441	363,786
Fidelity Freedom 2010		1,921.06	Shares	29,802	31,313
Fidelity Freedom 2015		5,038.43	Shares	63,704	67,968
Fidelity Freedom 2020		21,649.50	Shares	352,182	371,505
Fidelity Freedom 2025		56,630.22	Shares	766,831	874,937
Fidelity Freedom 2030		38,485.83	Shares	655,760	742,007
Fidelity Freedom 2035		17,507.51	Shares	227,075	290,099
Fidelity Freedom 2040		71,384.06	Shares	691,626	838,763
Fidelity Freedom 2045		22,247.57	Shares	247,786	299,230
Fidelity Freedom 2050		18,304.28	Shares	209,438	248,023
Fidelity Freedom 2055		12,539.96	Shares	158,575	195,247
Fidelity Freedom 2060		7,202.56	Shares	83,887	101,412
Fidelity Freedom Income		3,534.88	Shares	41,116	43,161
Fidelity International Index Fund		1,784.58	Shares	72,620	81,395
Fidelity Low Priced Stock Fund		6,943.36	Shares	314,146	337,656
Hartford Mid Cap Fund CI 6		798.60	Shares	30,031	34,555
JPMorgan Mid Cap Value Fund CI R6		428.51	Shares	16,524	15,821
MFS Massachusetts Investors Tr CI R3		576.87	Shares	17,358	20,421
MFS Value Fund Class R6		492.63	Shares	19,794	22,080
PIMCO Total Return Fund Admin Class		44,292.00	Shares	465,693	469,495
Putnam Stable Value		89,136.94	Shares	89,137	89,137
Wells Fargo Stable Value Fund CI M		1,440.35	Shares	70,161	76,151
				7,011,538	8,697,742
Participant Loan Receivables	Interest rates range from 4.25% to 6.5%			35,572	35,572
Net Assets Held at End of Year				<u>\$ 7,047,110</u>	<u>\$ 8,733,314</u>

See notes to Financial Statements.