Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
INTERSTATE BATTERIES 401(K) PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 04/01/1972

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)
INTERSTATE BATTERIES, INC.

12770 MERIT DRIVE, SUITE 1000
DALLAS, TX 75251

2b Employer Identification Number (EIN) 46-2023063

2c Plan Sponsor's telephone number 972-715-6790

2d Business code (see instructions) 423100

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.	10/08/2021	WILLIAM MCDADE
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	1635
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)**	1267
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	1236
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	404
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	1640
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	8
f	Total. Add lines **6d** and **6e**	**6f**	1648
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	1609
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	215
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

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

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

9a Plan funding arrangement (check all that apply)

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

9b Plan benefit arrangement (check all that apply)

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

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

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

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

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

A Name of plan
INTERSTATE BATTERIES 401(K) PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
46-2023063

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

1 Coverage Information:

(a) Name of insurance carrier
MASS MUTUAL LIFE INSURANCE CO

(b) EIN	**(c)** NAIC code	**(d)** Contract or identification number	**(e)** Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	**(g)** To
04-1590850	65935	007195212, ETC.	9	05/01/2019	04/30/2020

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

(a) Total amount of commissions paid	**(b)** Total amount of fees paid
176	0

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

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

JERRY L FERGUSON
5080 SPECTRUM DRIVE, SUITE 902W
ADDISON, TX 75001

(b) Amount of sales and base commissions paid	Fees and other commissions paid		
	(c) Amount	**(d)** Purpose	**(e)** Organization code
138			3

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

JON ALAN HENDERSON
6 PPG PL STE 600
PITTSBURGH, PA 15222

(b) Amount of sales and base commissions paid	Fees and other commissions paid		
	(c) Amount	**(d)** Purpose	**(e)** Organization code
25			3

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

TIMOTHY C FLANAGAN
4350 CONGRESS ST STE 300
CHARLOTTE, NC 28209

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	
9			3

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

PETER S NOVAK
734 LONGMEADOW ST #312
LONGMEADOW, MA 01106

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	
3			3

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

BRENDAN C NAUGHTON
330 WHITNEY AVE STE 600
HOLYOKE, MA 01040

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	
1			3

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

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

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

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

Part II Investment and Annuity Contract Information

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

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

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	**6b**	9826
c	Premiums due but unpaid at the end of the year	**6c**	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	**6d**	

Specify nature of costs ▶

e Type of contract: (1) [X] individual policies (2) [ ] group deferred annuity

(3) [ ] other (specify) ▶

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

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

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

(3) [ ] guaranteed investment (4) [ ] other ▶

b	Balance at the end of the previous year			**7b**	0
c	Additions: (1) Contributions deposited during the year	**7c(1)**			
	(2) Dividends and credits	**7c(2)**			
	(3) Interest credited during the year	**7c(3)**			
	(4) Transferred from separate account	**7c(4)**			
	(5) Other (specify below) ▶	**7c(5)**			
	(6) Total additions			**7c(6)**	0
d	Total of balance and additions (add lines **7b** and **7c(6)**)			**7d**	0
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	**7e(1)**			
	(2) Administration charge made by carrier	**7e(2)**			
	(3) Transferred to separate account	**7e(3)**			
	(4) Other (specify below) ▶	**7e(4)**			
	(5) Total deductions			**7e(5)**	0
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			**7f**	0

Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	0
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	0
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	0
(2) Dividends or retroactive rate refunds. (These amounts were [ ] paid in cash, or [ ] credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? [ ] Yes [X] No

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

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

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

A Name of plan
INTERSTATE BATTERIES 401(K) PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
46-2023063

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

CHARLES SCHWAB & CO. INC. AND AFFIL

94-1737782

(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)

SCHWAB RETIREMENT PLAN SERVICES,INC

34-1479833

(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 26 50 64	NONE	291509	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

BDO USA, LLP

13-5381590

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	16500	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

CHARLES SCHWAB & CO., INC.

94-1737782

(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?
33 50 59 62 71	NONE	958	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] 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
CHARLES SCHWAB & CO. INC. AND AFFIL	59	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.
SEE ATTACHMENT 58-2287224	SEE ATTACHMENT

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

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

A Name of plan
INTERSTATE BATTERIES 401(K) PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
46-2023063

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	37258
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	203751	325209
(2) Participant contributions	1b(2)	60	0
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	4354349	4704587
(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)	2833205	2416505
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	97458151	108205333
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	527723	528117
(15) Other	1c(15)	4619383	6197328

			(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	109996622	122414337
	Liabilities			
g	Benefit claims payable	1g	392	0
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	392	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	109996230	122414337

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)	3177738	
	(B) Participants	2a(1)(B)	6319869	
	(C) Others (including rollovers)	2a(1)(C)	1795216	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		11292823
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	19159	
	(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)	119127	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		138286
	(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)	2110107	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		2110107
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		10234486
c Other income	2c		671779
d Total income. Add all **income** amounts in column (b) and enter total	2d		24447481
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	11713259	
(2) To insurance carriers for the provision of benefits	2e(2)	8106	
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		11721365
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)	16500	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	291509	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		308009
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		12029374
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		12418107
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) [X] 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) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: BDO USA, LLP **(2)** EIN: 13-5381590

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection.

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

A Name of plan
INTERSTATE BATTERIES 401(K) PLAN

B Three-digit plan number (PN) ▶ 002

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

D Employer Identification Number (EIN)
46-2023063

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): 82-3967259

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year **3**

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☐ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 a Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

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

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

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

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

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

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

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

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

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

a Enter the percentage of plan assets held as:
Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation_____

Interstate Batteries
401(k) Plan

Financial Statements and Supplemental Schedule

As of December 31, 2020 and 2019
and for the year ended December 31, 2020

The report accompanying these financial statements was issued by **BDO USA, LLP,** a Delaware limited liability partnership and the U.S. member of BDO International Limited, a UK company limited by guarantee.

Interstate Batteries 401(k) Plan

Financial Statements and
Supplemental Schedule
As of December 31, 2020 and 2019
and for the year ended December 31, 2020

Interstate Batteries 401(k) Plan

Contents

Independent Auditor's Report 3

Financial Statements

Statements of Net Assets Available for Benefits - as of December 31, 2020 and 2019 7

Statement of Changes in Net Assets Available for Benefits - for the year ended December 31, 2020 8

Notes to Financial Statements 9

Supplemental Schedule for Form 5500

Schedule H, Line 4i - Schedule of Assets (Held at End of Year) – as of December 31, 2020 21

Tel: 214-969-7007
Fax: 214-953-0722
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600 North Pearl, Suite 1700
Dallas, TX 75201

Independent Auditor's Report

To the Plan Administrator and the Participants of the
Interstate Batteries 401(k) Plan
Dallas, Texas

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2020 Financial Statements

We have performed an audit of the financial statements of the Interstate Batteries 401(k) Plan (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C), which comprise the statement of net assets available for benefits as of December 31, 2020, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements (2020 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2020 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA (ERISA Section 103(a)(3)(C) audit). As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency (qualified institution), provided that the investment information is prepared and certified to by the qualified institution in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Management has obtained a certification from a qualified institution as of December 31, 2020, and for the year then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion on the 2020 Financial Statements

In our opinion, based on our audit and the procedures performed as described in the *Auditor's Responsibilities for the Audit of the 2020 Financial Statements* section of our report

- the amounts and disclosures in the accompanying 2020 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP); and

- the certified investment information in the accompanying 2020 financial statements agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

BDO USA, LLP, a Delaware limited liability partnership, is the U.S. member of BDO International Limited, a UK company limited by guarantee, and forms part of the international BDO network of independent member firms.

BDO is the brand name for the BDO network and for each of the BDO Member Firms.



Basis for Opinion on the 2020 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the 2020 Financial Statements* section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP, and for 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. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is responsible for maintaining a current plan instrument, including all plan amendments. Management is also responsible for administering the Plan and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2020 Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2020 Financial Statements* section of our report, our objectives are to obtain reasonable assurance about whether the 2020 financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2020 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the 2020 financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter — 2020 Supplemental Schedule Required by ERISA

The 2020 supplemental schedule, Schedule H, line 4i – Schedule of Assets (Held at End of Year), is presented for purposes of additional analysis and is not a required part of the 2020 financial statements but is supplementary information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the 2020 financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the 2020 financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the 2020 financial statements or to the 2020 financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion

- the form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

- the certified investment information in the supplemental schedule agrees to, or is derived from, in all material respects, the information prepared and certified by a qualified institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Other Matter — Report on the 2019 Financial Statements

We were engaged to audit the statement of net assets available for benefits of the Plan as of December 31, 2019. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by the qualified institution. Our audit report, dated September 30, 2020, indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an opinion and accordingly, we did not express an opinion on the 2019 financial statements, and (b) the form and content of the information included in the 2019 financial statements other than that derived from the information certified by the qualified institution were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

BDO USA LLP

September 30, 2021
Dallas, Texas

Interstate Batteries 401(k) Plan

Statements of Net Assets Available for Benefits

December 31,	**2020**	2019
Assets		
Cash	**$ 37,258**	$ 34,881
Investments, at fair value:		
Savings account	**4,704,587**	4,319,468
Exchange traded funds	**108,205,333**	97,458,151
Self-directed brokerage accounts	**6,197,328**	4,619,383
Cash surrender value of life insurance	**528,117**	527,723
Total investments, at fair value	**119,635,365**	106,924,725
Receivables:		
Contributions receivable from employer	**325,209**	203,751
Contributions receivable from participants	**-**	60
Notes receivable from participants	**2,416,505**	2,833,205
Total receivables	**2,741,714**	3,037,016
Total assets	**122,414,337**	109,996,622
Liabilities		
Benefits payable	**-**	392
Total liabilities	**-**	392
Net assets available for benefits	**$ 122,414,337**	$ 109,996,230

See accompanying notes to financial statements.

Interstate Batteries 401(k) Plan

Statement of Changes in Net Assets Available for Benefits

Year ended December 31,		**2020**
Additions		
Investment income (loss):		
Net appreciation (depreciation) in fair value of mutual funds	**$**	**12,344,593**
Net appreciation (depreciation) in fair value of self-directed brokerage accounts		**643,231**
Interest income		**19,159**
Increase (decrease) in cash surrender value of insurance		**28,548**
Total investment income (loss)		**13,035,531**
Other income (loss):		
Interest income from notes receivable from participants		**119,127**
Total other income (loss)		**119,127**
Contributions:		
Participating employers' 401(k) contributions		**3,177,738**
Participants' 401(k) contributions		**6,319,869**
Participants' rollover contributions		**1,795,216**
Total contributions		**11,292,823**
Total additions		**24,447,481**
Deductions		
Benefits paid to participants		**11,713,259**
Administrative expenses		**308,009**
Life insurance premium expense		**8,106**
Total deductions		**12,029,374**
Net increase (decrease)		**12,418,107**
Net assets available for benefits, beginning of year		**109,996,230**
Net assets available for benefits, end of year	**$**	**122,414,337**

See accompanying notes to financial statements.

1. Plan Description

The following description of the Interstate Batteries 401(k) Plan ("Plan"), sponsored by Interstate Batteries, Inc. ("Company"), provides only general information. Participants should refer to the Plan Agreement or Summary Plan Description for a more complete description of the Plan's provisions.

General

The Plan, adopted on April 1, 1972, allows eligible employees of the various participating employers to make 401(k) contributions to their accounts that are matched dollar-for-dollar up to 5% of the eligible compensation for the allocation period by the various participating employers, who can also make discretionary profit sharing contributions. The participating employers include the following companies: Interstate Batteries, Inc., Interstate Batteries Recycling, LLC, Distributor Operations, Inc., Interstate Battery System of Hawaii, Inc., All Battery Centers, Inc., and Retail Acquisition & Development, Inc. (collectively, the "Participating Employers"). The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Administration

The Company is the Plan Administrator ("Plan Administrator") and has several employees, who receive no compensation from the Plan, as authorized administrators with the responsibility for the administration and operation of the Plan. Charles Schwab Trust Bank ("Trustee"), a qualified institution, is responsible for the custody and transaction processing of the Plan's assets. Schwab Retirement Plan Services, Inc. ("Recordkeeper") provides recordkeeping services for the Plan and has been authorized by the Plan Administrator to administer certain features of the Plan including loans and distributions.

Eligibility

Employees are eligible to participate in the Plan after one month of service. Employees not eligible to participate in the Plan include employees covered by collective bargaining agreements, leased employees, independent contractors, and non-resident aliens with no U.S. earned income. Active participation in the Plan shall cease upon termination of the participant's employment.

Contributions

Participants may contribute up to 50% of their eligible annual compensation to the Plan, subject to certain limitations as either pre-tax contributions (that are taxable, as are the earnings, when withdrawn from the Plan) or after-tax Roth contributions (that are intended to be nontaxable, along with the associated earnings, when withdrawn from the Plan). Participant contributions are withheld from the participants' payroll by the Company and remitted directly to the Trustee. Beginning May 1, 2016 and prior to January 1, 2019, unless they elected a deferral percentage or opt out, newly hired and rehired employees were automatically enrolled at 1% thirty (30) days after their date of participation and was increased 1% each subsequent January 1st until the rate reaches 4%. Beginning January 1, 2019, unless they elect a deferral percentage or opt out, newly hired and rehired employees are automatically enrolled at 2% thirty (30) days after their date of participation and will increase 1% each subsequent January 1st until the rate reaches 5%. In addition, any employees that were previously auto-enrolled and have not subsequently elected a deferral rate will have their rate increased 1% each January 1st until the rate reaches 5%.

Effective January 1, 2017, the Participating Employers began making safe harbor pre-tax 401(k) matching contributions equal to 100% of each Participant's 401(k) contributions, up to 5% of eligible compensation limited to the annual IRS compensation limits, with such contributions remitted directly to the Trustee. Due to COVID-19, the safe harbor pre-tax 401(k) matching contributions were suspended beginning June 1, 2020. The Participating Employers began making non-safe harbor pre-tax 401(k) matching contributions for payroll periods ending on or after September 1, 2020 using the safe-harbor formula of dollar-for-dollar up to 5% of eligible compensation limited to the annual IRS compensation limits. The Participating Employers have also elected to make discretionary true-up contributions to ensure Participant's total matching amounts during the year equal 100% of the Participant's contribution, up to 5% of their eligible compensation limited to the annual IRS compensation limits.

Participating Employers may also make discretionary profit sharing contributions, which are determined annually by management. Prior to January 1, 2016, different profit sharing formulas were used by the current Participating Employers including:

- All Battery Centers, Inc. and Retail Acquisition, Inc. each had their own separate profit sharing formula;
- Distributor Operations, Inc. and Interstate Battery System of Hawaii, Inc. had a combined group profit sharing formula; and
- the remaining Participating Employers had their own combined group profit sharing formula.

After December 31, 2015, a single profit sharing formula is utilized by all Participating Employers.

Participating Employers allocate their annual profit sharing contribution, if any, to participants eligible on April 30th, the Participating Employers' fiscal year end. Profit sharing contributions are allocated among eligible participants in the same proportion that their gross compensation bears to total gross compensation of all eligible participants and invested as directed by the participants. Profit sharing contributions are funded at management's discretion.

Vesting

If participants terminate employment prior to normal retirement age for any reason other than death or total and permanent disability, the participants' profit sharing contributions and any earnings thereon are subject to vesting requirements based upon years of service using the elapsed time method. Participants vest according to the following schedule for purposes of their profit sharing account balance, if any:

Years of Service	Vested Percentage
0	0%
1	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

Upon death, total and permanent disability, or reaching age 65 prior to termination, participants also become 100% vested in their profit sharing account balance, if any.

Participants are always 100% vested in:

a. their 401(k) contributions and any earnings thereon;

b. Participating Employer's 401(k) matching contributions and any earnings thereon; and

c. any rollover contributions to the Plan and any earnings thereon.

Participant Accounts

Each participant's account is credited with the participant's investment earnings or losses, pre-tax or Roth 401(k) contributions, Participating Employers 401(k) matching contributions, administrative and investment advisory expenses, transaction-based fees for participant loans and qualified domestic relations orders ("QDRO"), and, if any, allocations of (a) the Participating Employers' profit sharing contribution and (b) forfeitures. Allocations are based on participant earnings or account balances, as defined.

Participants may direct the investment of their account balances into various investment options offered by the Plan. The Plan offers the Schwab Index Advantage ("SIA") and Personal Choice Retirement Account ("PCRA") options as part of Schwab Retirement Planner ("SRP"). Participants, who (a) affirmatively elect SRP, or (b) default into SRP by failing to make an election, agree to utilize an independent third-party investment manager for a fee. The third-party investment manager is Morningstar Investment Management, LLC ("Morningstar") with fees ranging from 0.30% to 0.40% based on the participant's account balance. Morningstar (a) allocates the participant's plan assets based on the SIA funds available in the Plan and each participant's personal circumstances; (b) diversifies their Plan investments; (c) reviews their investment allocation quarterly, including fine-tuning if needed; and (d) realigns their portfolio at least annually. In addition, SRP helps participants create a plan and stay on track with (a) savings recommendations; (b) automatic savings increases; and (c) ongoing access to live assistance when needed. SIA consists of 13 low-cost index exchange traded funds including 3 large cap funds, 3 mid cap funds, 3 small cap funds, 2 international funds, 1 real estate fund, 1 bond fund, and a savings account offering daily liquidity for capital preservation purposes with Federal Deposit Insurance Corporation insurance at the participant level up to $250,000.

Participants with the time, interest, and knowledge to manage the investments in their retirement account can elect to opt out of SRP and either invest in the available SIA funds on their own, by opening a PCRA account, or both. PCRA provides participants with (a) premium research and tools; and (b) access to a large selection of stocks, exchange traded funds, taxable and tax-exempt fixed income securities, and taxable and tax-exempt mutual funds including a large selection of no-load, no-transaction-fee mutual funds. Investing in publicly traded partnerships, foreign securities, and options is prohibited by the Company.

Only participants who had elected to invest in life insurance policies prior to June 1, 2005, can continue to invest in their policies that existed as of that date. Prior to June 1, 2005, participants were allowed to invest in cash value life insurance policies funded with proceeds from their profit sharing account. The Plan is the owner and beneficiary of the policies insuring the lives of the participants. Charles Schwab Trust Bank is the trustee of the policies. The participants' accounts are charged the premiums and adjusted to reflect the policy's cash surrender value, the value the participants will receive if they surrender their policy.

Payment of Benefits

Upon termination of service due to death, total and permanent disability, retirement or separation, a participant may elect to receive their vested account balance in a lump-sum distribution or direct rollover into another qualified plan, individual retirement account ("IRA"), or Roth IRA. If their vested account balance is greater than $5,000, the participant may elect to defer payment to a later date but not beyond age 72 (70 ½ years for participants who were 70 ½ before January 1, 2020). Participants with a vested account balance of $5,000 or less are notified that they must either receive a lump-sum distribution or rollover their vested account balance to another qualified plan or IRA. Participants with vested account balances greater than $1,000 but not greater than $5,000, who fail to timely respond to such notifications, will be forced out and their vested account balance will be rolled over to a Charles Schwab IRA. Participants with vested account balances of $1,000 or less, who fail to timely respond to such notifications, will be forced-out and paid their vested account balance less the applicable taxes.

In the event of a financial hardship, as defined in the Plan agreement, or where a participant has attained sixty years of age, a participant may elect, while still in the employment of a Participating Employer, to withdraw all or part of their vested account balance. Beginning January 1, 2019 as permitted by the Bipartisan Budget Act of 2018, the Plan no longer requires a participant to obtain any loan before receiving a hardship withdrawal. Cases of financial hardship are reviewed and approved by the Recordkeeper in accordance with the safe harbor provisions contained in Treasury Regulations Section 1.401(k)-1(d)(3)(iii)(B).

A participant may elect at any time to withdraw part or all of the amount that they contributed to the Plan as a rollover contribution, including any earnings thereon.

Between January 1, 2020 and December 31, 2020, the Coronavirus Aid, Relief and Economic Security ("CARES") Act permitted participants negatively affected by COVID-19 to withdraw up to $100,000 across all eligible retirement plans (including this Plan) and individual retirement accounts (IRAs).

Forfeitures

Forfeited invested accounts totaled $69,999 and $180,620 at December 31, 2020 and 2019, respectively. While the Plan may occasionally use forfeitures to pay Plan expenses, the Plan reallocates the remaining forfeitures as an additional profit sharing contribution among eligible participants in the same manner as their profit sharing contribution, if any, and it is invested as directed by the participants.

During 2020, the Participating Employers reallocated $256,173 of forfeitures to eligible participants' accounts as an additional profit sharing contribution.

Notes Receivable from Participants

Generally, participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Loan transactions are treated as a transfer to (from) the respective investment fund from (to) the Participant Loan Fund. The maximum loan term is 5 years for general purpose loans and 15 years for mortgage loans to acquire the participant's principal residence. The loans are secured by the balance in the participant's account and bear interest at prime with rates ranging from 3.25% to 5.50% at December 31, 2020

and 2019. Prime is the prime rate as set by the Federal Reserve Board that is in effect on the day a participant requests their loan. The loan principal and interest are repaid ratably through bi-weekly payroll deductions. A participant may have up to two general loans or one general loan and one mortgage loan at any time. Loan balances due from terminated participants may be deemed distributed to the participant at the time their balance is liquidated or the participant fails to timely repay their loan before their balance is liquidated.

The CARES Act permitted participants to borrow from their accounts between March 27, 2020 and September 22, 2020 the lesser of $100,000 or 100% of the participants vested account balance. Schwab suspended loan origination and administration fees beginning April 15, 2020 through December 31, 2020. The CARES Act also permitted participants with an outstanding loan in the Plan the option to delay their scheduled loan repayments from March 27, 2020 through December 31, 2020. Any suspended loan repayments continued to accrue interest and the term of the loan was extended by the length of the suspension period.

CARES Act

On March 27, 2020, the CARES Act was enacted and signed into law. The CARES Act, among other things, includes several relief provisions available to tax-qualified retirement plans and their participants. Plan management has evaluated the relief provisions available to plan participants under the CARES Act and has implemented the following provisions:

- Special coronavirus distributions up to $100,000
- Increase in the available loan amount as described in Note 1 to the lesser of $100,000 or 100% of the participant's vested account balance
- Extended the period for loan repayments, if applicable, up to one year
- Suspended required minimum distributions for 2020

2. Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements have been prepared under the accrual method of accounting.

Management Estimates

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

Contributions Receivable

Contributions receivable are obligations arising from amounts owed to the Plan from participants or the Participating Employers that have not been included in the Plan's investments at year end. Contributions receivable are recorded at cost, which approximates their fair value. Contributions

receivable from employer consists entirely of the annual safe harbor pre-tax 401(k) matching true up contributions payable by the Participating Employers after the Plan's year-end.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance. Delinquent participant loans are recorded as distributions based on the terms of the Participant Loan Program adopted by the Plan Administrator. There was no allowance at December 31, 2020 or 2019 as the loans are fully collateralized by the participants' accounts.

Investment Valuation and Income Recognition

The Plan's investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for discussion of fair value measurements. Purchases and sales of investments are recorded on a trade date basis with interest income recorded on the accrual basis and dividends on the ex-dividend date.

Net Appreciation (Depreciation) in Fair Market Value of Investments

The Plan presents in the Statement of Changes in Net Assets Available for Benefits the net appreciation (depreciation) in fair market value of investments, which consists of the net realized gains or losses and the unrealized appreciation and depreciation of investments.

Administrative Expenses

Administrative fees, if any, are generally charged to each participant's account on a pro rata basis and thus are a component of the statement of changes in net assets available for benefits. Loan, QDRO, and SRP fees are charged to the accounts of the participant that utilize these services and thus are a component of the statement of changes in net assets available for benefits. The Company paid Plan administrative expenses of $5,246, which are not a component of the statement of changes in net assets available for benefits and are not required to be reimbursed by the Plan.

Additionally, self-directed brokerage account fees, including commissions, are charged to participants who elect to invest in PCRA.

Payment of Benefits

Benefits are recorded when due and payable.

3. Investments

The exchange traded fund (ETF) core fund lineup has no trading restrictions.

4. Fair Value Measurements

ASC 820 establishes 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 measurements) and the lowest priority to

unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy under ASC 820 are as follows:

Level 1: Quoted prices in active markets for identical assets or liabilities.

Level 2: Quoted prices for similar assets and liabilities in active markets or inputs that are observable; or

Quoted prices for identical or similar assets and liabilities in markets that are not active; or

Valuation models whose inputs are observable, directly or indirectly, for substantially the full term of the asset or liability.

Level 3: Inputs that are unobservable (for example cash flow modeling inputs based on assumptions).

The following is a description of the valuation methodologies used for assets measured at fair value:

Savings account: The Charles Schwab Trust Bank Savings account, an interest-bearing money market deposit account, consists solely of United States currency (cash), which the Trustee reports daily based on the amount of cash on deposit.

Exchange traded funds: Investments in shares of exchange traded funds (ETFs) are stated at fair value based upon quoted market prices.

Mutual funds: Investments in shares of registered investment companies (mutual funds) are stated at fair value based upon quoted market prices reflecting the fund's net asset value ("NAV"), as determined by their respective trustee. NAV is determined by subtracting expenses, charges, or other liabilities incurred or accrued by the funds from the value of the assets and dividing the result by the number of outstanding shares.

Self-directed brokerage accounts: The self-directed brokerage accounts include investments in (a) the Charles Schwab Trust Bank savings account, (b) shares of common stock, preferred stock, and exchange traded funds stated at fair value based upon quoted market prices and (c) units of mutual funds stated at fair value based on quoted market prices reflecting the fund's NAV as determined by their respective trustee. NAV is determined by subtracting expenses, charges, or other liabilities incurred or accrued by the mutual funds from the value of the assets and dividing the result by the number of outstanding shares.

Life insurance: Life insurance investments are valued by the life insurance company at cash surrender value, the guaranteed value to be received by the Plan upon surrender of the policy, which approximates fair value. The cash surrender value for the 8 and 9 whole-life policies at December 31, 2020 and 2019, respectively, consists of the guaranteed policy value, earned premium, dividend accumulations, and the value of paid-up additions. Policy loans are not permitted and therefore have no effect on fair value of either the whole life policies or the variable life policy.

There have been no changes in methodologies used at December 31, 2020 and 2019.

The inputs or methodologies used for valuing securities are not necessarily an indication of the risk associated with investing in those securities.

The following tables summarize investment assets measured at fair value at December 31, 2020 and 2019:

December 31, 2020

	Investment Assets at Fair Value			
	Level 1	**Level 2**	**Level 3**	**Total**
Schwab savings account (cash)	**$ 4,704,587**	**$ -**	**$ -**	**$ 4,704,587**
Exchange traded funds	**108,205,333**	**-**	**-**	**108,205,333**
Self-directed brokerage accounts	**6,197,328**	**-**	**-**	**6,197,328**
Life insurance	**-**	**528,117**	**-**	**528,117**
Total investments at fair value	**$ 119,107,248**	**$ 528,117**	**$ -**	**$ 119,635,365**

December 31, 2019

	Investment Assets at Fair Value			
	Level 1	**Level 2**	**Level 3**	**Total**
Schwab savings account (cash)	$ 4,319,468	$ -	$ -	$ 4,319,468
Exchange traded funds	97,458,151	-	-	97,458,151
Self-directed brokerage accts	4,619,383	-	-	4,619,383
Life insurance	-	527,723	-	527,723
Total investments at fair value	$ 106,397,002	$ 527,723	$ -	$ 106,924,725

5. Information Certified by the Plan's Trustee (unaudited)

The Trustee has certified that the data in the tables below and included in the accompanying financial statements and supplemental schedule is complete and accurate. The Plan Administrator has elected the method of annual reporting compliance permitted by ERISA Section 103(a)(3)(c) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

As permitted by 29 CFR 2520.103-8, the Plan's independent accountants did not perform any auditing procedures with respect to the information below that is denoted with an asterisk (*) and only compared the information to the related information included in the financial statements and supplemental schedule.

December 31,	**2020**	2019
Cash in transit (*)	**$ 24,817**	$ 34,881
Bank savings account (*)	**4,703,495**	4,319,468
Exchange traded funds (*)	**108,205,333**	97,458,151
Self-directed brokerage accounts (*)	**6,197,328**	4,619,383
Life insurance (*)	**528,117**	525,403
Notes receivable from participants (*)	**2,416,505**	2,833,205
Total certified assets	**$ 122,075,595**	$ 109,790,491

Year ended December 31,	**2020**
Participating employers' 401(k) employer matching contributions	**$ 3,056,280**
Participants' 401(k) and rollover contributions	**8,102,704**
Investment gains (losses) (*)	**12,363,752**
Self-directed brokerage accounts (*)	**643,231**
Cash surrender value increase (*)	**30,868**
Participant loan interest income (*)	**119,127**
Benefit distributions	**(11,713,651)**
Administrative fees	**(27,606)**
Investment advisory fees	**(280,403)**
Life insurance premiums (*)	**(8,106)**
Miscellaneous expense (*)	**(1,092)**
Total certified net income (loss)	**$ 12,285,104**

6. Related Party Transactions

The Trustee is a party-in-interest as defined by ERISA. The Trustee receives both the Company's and participants' contributions, invests the contributions pursuant to the participants' investment elections, and distributes monies in accordance with the trust and service agreements. Shares of exchange traded funds are managed by an affiliate of the Trustee while the Trustee manages the Charles Schwab Trust Bank Savings account. These investment transactions qualify as exempt party-in-interest transactions.

7. Plan Termination

Although the Company 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' accounts will become fully vested and non-forfeitable.

8. Income Tax Status

On November 16, 2016, the Company adopted the Schwab Retirement Plan Services, Inc. (SRPS) Profit Sharing / 401(k) Non-Standardized Adoption Agreement #001 For Use with Defined Contribution Prototype Basic Plan #03 effective January 1, 2017 ("2017 Restated Plan Document"), which included a Section 401(k)(12) Safe Harbor employer matching contribution and true-up contribution. Prior to its adoption by the Plan, the prototype plan documents had been reviewed and approved by the IRS on June 19, 2014 allowing plans that adopt the documents to qualify under Internal Revenue Code ("IRC") Section 401(a) and therefore exempt from Federal income tax under IRC Section 501(a). On April 24, 2020, the Company amended and restated the Schwab Retirement Plan Services, Inc. (SRPS) Profit Sharing / 401(k) Non-Standardized Adoption Agreement #001 For Use with Defined Contribution Prototype Basic Plan #03 effective June 1, 2020 ("2020 Restated Plan Document") when the safe harbor pre-tax 401(k) matching contributions ceased. The Plan Administrator believes that both the 2020 Restated Plan Document is, and the 2017 Restated Plan Document was being operated in compliance with the applicable provisions of the IRC.

GAAP requires plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the organization has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan, and have concluded that as of December 31, 2020 and 2019, there are no uncertain tax positions taken or expected to be taken that would require recognition of the liability (or asset) or disclosure in the financial statements.

9. Risks and Uncertainties

The Plan at the direction of its participants or Morningstar, as the participant's third-party investment manager, invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities may 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 and Statement of Changes in Net Assets Available for Benefits.

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

The full impact of the COVID-19 outbreak continues to evolve as of the date of this report. This pandemic has affected global economic activity and the financial markets. Because the values of the Plan's 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.

10. Reconciliation of Financial Statements to the Form 5500

The Plan has no reconciling items between the financial statements and the Form 5500 as of and for the years ended December 31, 2020 and 2019.

11. Subsequent Events

The Plan had the following subsequent events, which were evaluated through September 30, 2021, the date the financial statements were available for issuance:

Effective April 30, 2021, the 2020 Restated Plan Document was amended to change the profit sharing graded vesting schedule based on years of service to 100% for all participants active on or after April 30, 2021. Participants, who terminated prior to April 30, 2021, remain subject to the graded vested schedule as listed under "Vesting" in Note 1.

As periodically required by the IRS for tax law compliance, the Plan Sponsor is expected to adopt on October 6, 2021 the Schwab Retirement Plan Service, Inc.'s Pre-Approved Defined Contribution Plan Adoption Agreement #001 for use with Basic Plan Document #13 ("2022 Restated Plan Document") to be effective January 1, 2022. The 2022 Restated Plan Document retains the same features as the 2020 Restated Plan Document while (a) increasing the participant's maximum 401(k) contribution rate from 50% to 75%, (b) permitting pre-tax sources (pre-tax 401(k) contributions, profit sharing contributions, and pre-tax rollovers) to be converted to equivalent after-tax Roth sources, and (c) convert the profit sharing program from a fiscal year (May to the following April) to a calendar year resulting in a short year for the period May 1, 2021 to December 31, 2021.

Interstate Batteries 401(k) Plan
Schedule C, Part I, Line 3 - Service Provider Indirect Compensation Information
December 31, 2020

EIN: 46-2023063
Plan Number: 002

Received By Charles Schwab & Co., Inc. (EIN: 94-1737782)

Fund Family/Provider	EIN	Formula
Invesco	58-2287224	Rate of 0.50% of average daily balance of asset(s)
Lazard	Not Available	Rate of 0.40% of average daily balance of asset(s)
Schwab Funds	94-3106735	Range of 0.13 - 0.25% of average daily balance of assets

FORM 5500
SCHEDULE A, LINE 6b
SCHEDULE H, LINE 2e(2)

RECONCILIATION OF INSURANCE EXPENSE TO INSURANCE PREMIUMS REPORTED BY CARRIER

STATEMENT 1

			Form 5500, Line 2e(2) and Schedules A Line 6b Reconciliation					
Description	Carrier	Payment Date	Expense Per Form 5500 Sch H, Part II, Line 2e(2)	Tentative Cash Payments Reported on Schedules A, Line 6b	Dividend Payments Applied to Premiums Reported on Schedules A, Line 6b	Surrendered Policy(ies)	Total Payments Per Schedules A, Line 6b	Difference
			(a)	(b)	(c)	(d)	(e)=(b)+(c)-(d)	(a) - (e)
Insurance Premium Due 07/2019	Mass Mutual	06/28/2019		8,405			8,405	(8,405)
Insurance Premium Due 12/2019	Mass Mutual	11/20/2019		238	1,183		1,421	(1,421)
Insurance Premium Due 07/2020	Mass Mutual	09/18/2020	7,808					7,808
Insurance Premium Due 11/2020	Mass Mutual	11/12/2020	17					17
Insurance Premium Due 12/2020	Mass Mutual	11/16/2020	281					281
Total			8,106	8,643	1,183	0	9,826	(1,720)
			(*)				(**)	

(*) Includes premiums paid and accrued during the plan year (01/01/2020 - 12/31/2020)

(**) Includes premiums paid during the policy year (05/01/2019 - 04/30/2020) that ended within the plan year (01/01/2020 - 12/31/2020)

Interstate Batteries 401(k) Plan

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

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(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
*	Charles Schwab Trust Bank	Savings Account	***	$ 4,704,587
*	Charles Schwab Trust Bank	Self-Directed Brokerage Accts	***	6,197,328
*	Schwab U.S. Small Cap	Exchange Traded Fund **	***	2,383,765
*	Schwab International Equity	Exchange Traded Fund **	***	14,378,598
*	Schwab U.S. Large Cap Growth	Exchange Traded Fund **	***	3,841,539
*	Schwab U.S. Large Cap Value	Exchange Traded Fund **	***	6,528,589
*	Schwab U.S. Large Cap	Exchange Traded Fund **	***	20,978,118
*	Schwab U.S. Aggregate Bond	Exchange Traded Fund **	***	32,942,742
	Vanguard Small Cap Growth	Exchange Traded Fund **	***	5,569,558
	Vanguard Small Cap Value	Exchange Traded Fund **	***	2,740,018
	Vanguard REIT Index	Exchange Traded Fund **	***	3,125,797
	Vanguard Mid Cap	Exchange Traded Fund **	***	8,274,982
	Vanguard Mid Cap Value	Exchange Traded Fund **	***	930,756
	Vanguard Mid Cap Growth	Exchange Traded Fund **	***	1,242,677
	Vanguard Emerging Markets Stock Index	Exchange Traded Fund **	***	5,268,194
	Total Exchange Traded Funds			108,205,333
	Mass Mutual Life Insurance Company	Life insurance contracts	***	528,117
	Total Investments			119,635,365
*	Notes Receivable from Participants	Notes receivable with interest rates ranging from 3.25% to 5.50% with varying maturities through 2033	***	2,416,505
Total Investments and Notes Receivable from Participants				$ 122,051,870

* Represents a party-in-interest to the Plan.
** Mutual fund issued by a registered investment company.
*** The cost of participant directed investments are not required to be disclosed.

The above information has been certified by Charles Schwab Trust Bank, the Trustee, as being complete and accurate.