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
SULPHUR SPRINGS BANCSHARES, INC. EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(K) PROVISIONS

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1991

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)
SULPHUR SPRINGS BANCSHARES, INC.

201 CONNALLY STREET
SULPHUR SPRINGS, TX 75482-2611

2b Employer Identification Number (EIN)
75-1983358

2c Plan Sponsor's telephone number
903-885-7523

2d Business code (see instructions)
522110

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.	10/12/2021	MICHELLE HANEY
	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**	237
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)**	215
a(2) Total number of active participants at the end of the plan year	**6a(2)**	224
b Retired or separated participants receiving benefits	**6b**	11
c Other retired or separated participants entitled to future benefits	**6c**	24
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	259
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**	**6f**	259
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	237
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

2E 2F 2G 2J 2K 2O 2Q 2R 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)	[ ]	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)	[ ]	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)	[ ]	0	**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 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	**B** Three-digit plan number (PN) ▶	
SULPHUR SPRINGS BANCSHARES, INC. EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(K) PROVISIONS		001
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
SULPHUR SPRINGS BANCSHARES, INC.	75-1983358	

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).. . . . . ☐ Yes ☒ No

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

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

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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)

BOK FINANCIAL ASSET MANAGEMENT, INC

75-2009441

(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 16 27 37 50 51 52 65 70	NONE	47700	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

CHARLES SCHWAB TRUST BANK

42-1558009

(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?
19 65	NONE	6041	Yes [X] No [ ]	Yes [X] No [ ]	145	Yes [X] No [ ]

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE 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
SULPHUR SPRINGS BANCSHARES, INC. EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(K) PROVISIONS

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
75-1983358

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	246	675
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	0	0
(2) Participant contributions	1b(2)	0	0
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	784181	1088768
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	194463	179480
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	8380914	10354738
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	**1d(1)**	17345154	15171049
	(2) Employer real property	**1d(2)**	0	0
e	Buildings and other property used in plan operation	**1e**	0	0
f	Total assets (add all amounts in lines 1a through 1e)	**1f**	26704958	26794710
	Liabilities			
g	Benefit claims payable	**1g**	0	0
h	Operating payables	**1h**	246	675
i	Acquisition indebtedness	**1i**	0	0
j	Other liabilities	**1j**	0	0
k	Total liabilities (add all amounts in lines 1g through1j)	**1k**	246	675
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	**1l**	26704712	26794035

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)**	278481	
	(B) Participants	**2a(1)(B)**	757324	
	(C) Others (including rollovers)	**2a(1)(C)**	10875	
	(2) Noncash contributions	**2a(2)**	0	
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	**2a(3)**		1046680
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	**2b(1)(A)**	32922	
	(B) U.S. Government securities	**2b(1)(B)**	0	
	(C) Corporate debt instruments	**2b(1)(C)**	0	
	(D) Loans (other than to participants)	**2b(1)(D)**	0	
	(E) Participant loans	**2b(1)(E)**	8962	
	(F) Other	**2b(1)(F)**	0	
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	**2b(1)(G)**		41884
	(2) Dividends: **(A)** Preferred stock	**2b(2)(A)**	0	
	(B) Common stock	**2b(2)(B)**	802637	
	(C) Registered investment company shares (e.g. mutual funds)	**2b(2)(C)**	0	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	**2b(2)(D)**		802637
	(3) Rents	**2b(3)**		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	**2b(4)(A)**	0	
	(B) Aggregate carrying amount (see instructions)	**2b(4)(B)**	0	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	**2b(4)(C)**		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	**2b(5)(A)**	0	
	(B) Other	**2b(5)(B)**	-1073408	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	**2b(5)(C)**		-1073408

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		1248894
c Other income	2c		0
d Total income. Add all **income** amounts in column (b) and enter total	2d		2066687
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1918344	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other	2e(3)	0	
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		1918344
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions)	2g		5279
h Interest expense	2h		0
i Administrative expenses: **(1)** Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	9803	
(3) Investment advisory and management fees	2i(3)	43938	
(4) Other	2i(4)	0	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		53741
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1977364
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		89323
l Transfers of assets:			
(1) To this plan	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: PAYNE & SMITH, LLC **(2)** EIN: 27-0316262

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		2000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**	X		
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**	X		

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

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

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

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

5c 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
SULPHUR SPRINGS BANCSHARES, INC. EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(K) PROVISIONS

B Three-digit plan number (PN) ▶ 001

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

D Employer Identification Number (EIN)
75-1983358

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): 94-1737782

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_____

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
WITH 401(k) PROVISIONS

Financial Statements and
Supplemental Schedule

December 31, 2020 and 2019

(With Independent Auditor's Report Thereon)

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PAYNE & SMITH, LLC
Certified Public Accountants

Independent Auditor's Report

Sulphur Springs Bancshares, Inc.
Employee Stock Ownership Plan with 401(k) Provisions
Sulphur Springs, Texas

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the Sulphur Springs Bancshares, Inc. Employee Stock Ownership Plan with 401(k) Provisions (the Plan), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by Charles Schwab Bank, the trustee of the Plan, except for comparing the information with the related information included in the financial statements and supplemental schedules. We have been informed by the plan administrator that Charles Schwab Bank holds the Plan's investment assets and executes investment transactions. The plan administrator has obtained a certification from the trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the plan administrator by the trustee is complete and accurate.

Disclaimer of Opinion

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

Other Matter – Supplemental Schedule

The supplemental schedule of Assets (Held at End of Year) as of or for the year ended December 31, 2020 is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 and is presented for the purpose of additional analysis and not a required part of the financial statements. Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we do not express an opinion on the supplemental schedule referred to above.

Report on Form and Content in Compliance with DOL Rules and Regulations

The form and content of the information included in the financial statements and supplemental schedule, other than that derived from the information certified by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

Payne & Smith, LLC

July 6, 2021

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

STATEMENTS OF NET ASSETS
AVAILABLE FOR BENEFITS

December 31, 2020 and 2019

	2020	2019
ASSETS		
Investments, at fair value:		
Money market funds	$ 1,088,768	$ 784,181
Mutual funds	10,354,738	8,380,914
Total	11,443,506	9,165,095
Sponsor company common stock	15,171,049	17,345,154
Total investments, at fair value	26,614,555	26,510,249
Notes receivable from participants	179,480	194,463
Total assets	26,794,035	26,704,712
LIABILITIES	-	-
NET ASSETS AVAILABLE FOR PLAN BENEFITS	$ 26,794,035	$ 26,704,712

The accompanying notes are an integral part of these financial statements.

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

STATEMENTS OF CHANGES IN NET ASSETS
AVAILABLE FOR BENEFITS

For the Years Ended December 31, 2020 and 2019

	2020	2019
ADDITIONS TO NET ASSETS ATTRIBUTED TO:		
Investment income:		
Net (depreciation) appreciation in fair value of investments	$ (175,493)	$ 3,758,440
Interest and dividend income on investments	1,186,538	1,123,908
less, Investment advisory fees	(43,938)	(47,825)
Total investment income	967,107	4,834,523
Interest income on notes receivable from participants	8,962	8,164
Contributions:		
Employer	278,481	261,731
Participants'	757,324	739,511
Rollovers	10,875	4,846
Total contributions	1,046,680	1,006,088
Total additions	2,022,749	5,848,775
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:		
Benefit payments to participants	1,923,623	6,107,525
Administrative fees	9,803	11,671
Total deductions	1,933,426	6,119,196
NET INCREASE (DECREASE) IN NET ASSETS AVAILABLE FOR BENEFITS	89,323	(270,421)
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	26,704,712	26,975,133
End of year	$ 26,794,035	$ 26,704,712

The accompanying notes are an integral part of these financial statements.

1. Description of the Plan

The following description of the Sulphur Springs Bancshares, Inc. Employee Stock Ownership Plan with 401(k) Provisions (the Plan) provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan. Specifically, it is an employee stock ownership plan with 401(k) provisions that is intended to invest primarily in Sulphur Springs Bancshares, Inc. (referred to as the Plan Sponsor or Company) common stock and managed investments which are funded by contributions from both the participants and the Plan Sponsor. The Plan was adopted January 1, 1991 and is subject to the requirements of the Employee Retirement Income Security Act of 1974 (ERISA).

On July 12, 2019, the Plan approved an amendment to adopt certain provisions for distributions as provided in Section E of the Adoption Agreement to change the timing and form of distributions after termination of employment for reasons other than death, and upon death of participant, effective July 1, 2019. Also, on August 15, 2019, the Plan approved and adopted a Reshuffling Policy to authorize the Plan Administrator to direct the Trustee of the Plan to reshuffle accounts of ESOP participants annually following their termination, retirement, or death. Accordingly, the Plan amended Article 4A (Special ESOP Provisions) of the Basic Plan Document by adding Section 4A.06 (Reshuffling and Rebalancing) to the Basic Plan Document, effective July 1, 2019. The Plan is overseen by the Company's Board of Directors and administered by a Plan Administrator.

As more fully discussed in the Plan amendments at Note 9, the Plan adopted certain changes pursuant to the Setting Every Community Up for Retirement Enhancement ("SECURE") Act signed into law on December 20, 2019, the Coronavirus Aid, Relief and Economic Security ("CARES") Act signed into law on March 27, 2020, and Internal Revenue Service ("IRS") regulations during 2020.

Eligibility

Eligible participants are those individuals employed by Sulphur Springs Bancshares, Inc. or any affiliate who has adopted the Plan. Certain classes of Company employees, as defined by the Plan, are excluded from participating in the Plan.

Plan eligibility is based on a two-method system: (1) For the purposes of 401(k) elective deferral and employer matching contributions, non-excluded employees are eligible to participate in the Plan immediately on the date they perform an hour of service as an eligible employee. (2) For the purposes of non-elective contributions, non-excluded employees are eligible to begin receiving non elective contributions on the first day of the first month and seventh month of the Plan Year coincident with or next following the date they first perform an hour of service as an eligible employee.

Contributions

Participants may contribute up to 100% of their compensation (as defined) on a tax-deferred basis, subject to certain maximum limitations imposed by the Internal Revenue Code. Effective January 1, 2019, the Plan adopted an automatic deferral feature whereby the Employer will withhold 6% of a participant's eligible compensation each payroll period and contribute the withheld amount to the Plan as a pre-tax 401(k) deferral for the participant, unless the Employer amends the Plan or the participant opts out.

Employer may make some or all its matching and/or discretionary contributions in the form of shares of Company common stock or cash. Company contributions made in stocks shall generally remain in the form of Company stock until liquidated upon the exercise of diversification rights or upon termination of employment or upon other occasions determined by the Plan Administrator. Company contributions made in cash may be designated by the Company for investment in Company stock. During 2020 and 2019, Employer matching contributions totaled $278,481 and $261,731, respectively.

Participants are permitted to rollover contributions representing distributions from other qualified defined benefit or defined contribution plans.

Participant Accounts

Each participant's account is credited with the participant's contribution and an allocation of the Company's discretionary matching contributions (any amount equal to $0.50 for every dollar of salary deferral made up to 6% of the participant's total compensation) and plan earnings and charged with an allocation of plan expenses. Allocations are based on participants' investment elections and earnings or account balances, as defined in the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account balance.

Investment Options

The Plan currently offers a money market fund, various mutual funds, as well as employer stock (sponsor company common stock) as investment options for participants. Participants may direct or self-direct the investment of their contributions and the Company's contributions into various investment options offered by the Plan as permitted by the Plan Administrator, except for investments in the ESOP account. At any time, participants may liquidate any mutual fund holdings and invest the funds in cash or a money market fund investment. Additionally, participants may change their investment options within mutual funds at any time. The Plan's Qualified Default Investment Alternative (QDIA) is the American Funds Target date retirement funds.

Effective August 15, 2019, the Plan was amended by revising the Plan operation provisions related to participants' self-direction of accounts to permit self-direction of investments into the: Elective Deferral Account, Matching Contribution Account, Non-Elective Contribution Account, Qualified Nonelective Contribution Account, Rollover Contribution Account, and Transfer Account. A participant who is not an active participant may self-direct the above Accounts to the extent that they are not invested in Company Stock. A Participant who is an active Participant may self-direct the above accounts if the Account is not an ESOP Account or, if the Account is an ESOP Account, to the extent that the funds in such ESOP Account are: (i) not derived from Matching Contributions or Non-Elective Contributions or dividends on Company Stock; and (ii) are not invested in Company Stock.

Vesting

Participants are immediately vested in their contributions plus actual earnings thereon. The Company's discretionary matching contributions vest to participants immediately, and discretionary profit-sharing contributions fully vest after six years of service based on a graded scale of twenty, forty, sixty, eighty and one hundred percent after one, two, three, four, and five years of service, respectively.

Notes receivable from Participants

Participants may borrow from their accounts an amount not to exceed the lesser of: (a) one-half of the participant's vested account balance or (b) $50,000 reduced by the participant's greatest outstanding loan balance during the 12 months preceding the date of the loan. The loans are secured by the balance in the participant's account and bear interest at rates ranging from 3.25% to 5.50%, which are commensurate with local prevailing rates as determined by the Plan administrator at the time of loan origination. The loan must be entirely repaid within five years of the date the loan proceeds are received, unless the loan is to be used to acquire the principal residence of the participant, in which case the loan must be entirely repaid within a period not to exceed 30 years of the date the loan proceeds are received. Principal and interest are repaid ratably through payroll deductions.

During 2020, as discussed in the Plan amendments at Note 9, the Plan adopted certain financial relief measures related to participant loans pursuant to the CARES Act.

Payments of Benefits

Payments for benefits under the Plan are recorded when paid. Upon termination of service due to death, disability or retirement, participants may receive a lump sum payment equal to their vested account balance. Participants who are also active employees can request a hardship withdrawal up to their vested account balance, subject to certain conditions and restrictions.

Effective July 1, 2019, the Plan was amended by changing Plan provisions related to the timing and form of distributions after termination of employment for reasons other than death, and upon death of a participant. Distributions after termination of employment for reasons other than death shall be in the form of cash only and shall commence immediately as soon as administratively feasible with a final payment made consisting of any allocations occurring after such termination of employment. With regards to Company stock, a lump sum distribution will be made as soon as administratively feasible in the year subsequent to the termination. Distributions on account of the death of the Participant, the entire Account balance of the deceased participant shall be paid to the beneficiaries by end of fifth year in accordance with the Basic Plan Document's, Sections 7.02(c)(l)(A) and 7.02(c)(2)(A) only.

During 2020, as discussed in the Plan amendments at Note 9, the Plan adopted changes related to: the age for required minimum distributions pursuant to the SECURE Act, certain financial relief measures related to distributions pursuant to the CARES Act, and hardship distributions to comply with the SECURE Act and IRS regulations.

Forfeitures

Forfeitures represent the portion of non-vested account balances of terminated participants. Amounts forfeited from a Participant's Account shall be used to restore forfeitures, reduce Company contributions or to pay Plan expenses as provided by the Plan. At December 31, 2020 and 2019, there were no forfeited non-vested accounts.

Put Option

Under federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market or is subject to trading limitations includes a put option. The put option is a right to demand that the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the current value of the stock. The Company may pay the purchase price in a single cash payment or in substantially equal periodic payments over a period of five years.

Reshuffling

Company Stock held in a participant's ESOP account shall be transferred to other accounts of the participant as follows: (i) The transfer shall occur when the participant receives a distribution from the participant's ESOP account; (ii) The Plan shall value the Company Stock as of the most recent valuation date; (iii) The Plan shall transfer all of the Company Stock in the participant's ESOP account; and, (iv) Only participants whom the Company actively employs shall receive an allocation of the transferred Company Stock.

On August 15, 2019, the Plan was amended by adopting a Reshuffling Policy to authorize the Plan Administrator to direct the Trustee of the Plan to reshuffle accounts of ESOP participants annually following their termination, retirement, or death. Accordingly, the Plan amended Article 4A (Special ESOP Provisions) of the Basic Plan Document by adding Section 4A.06 (Reshuffling and Rebalancing) to the Basic Plan Document, effective July 1, 2019. The purpose of the Reshuffling Policy is to maintain the ESOP shares of the Company as 100% owned by the ESOP on behalf of current employees who are participants in the ESOP and to freeze the investments of former employees in Company Stock allocated to them under the terms of the ESOP in a manner that is consistent with the applicable Internal Revenue Service and Department of Labor rules and regulations. Adoption of the Reshuffling Policy has led to an increase in benefit payments to terminated participants. During 2020 and 2019, distributions to terminated participants, aggregated in the presentation of benefit payments to participants on the accompanying statements of changes in net assets available for benefits, approximated $1,918,000 and 5,864,000, respectively.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company common stock into investments which are more diversified. Participants who are at least age 55 with at least ten years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In the first five years, eligible participants may diversify up to 25 percent of their shares in the company stock (at fair market value of the employer stock based on the most recent valuation) allocated to their individual ESOP accounts. The 25 percent allocation is cumulative for all five years and is reduced in any year by any amounts previously diversified. In the sixth year, eligible participants may elect to cumulatively diversify up to 50 percent of their ESOP account.

2. Summary of Significant Accounting Policies

Date of Management's Review and Subsequent Events

The Plan has evaluated subsequent events and transactions for potential recognition or disclosure through July 6, 2021, which is the date the financial statements were available to be issued. As a result of the spread of the COVID-19 pandemic, economic uncertainties continue to present risks and uncertainty with respect to the Plan's operation, its investment performance, and its financial results. Therefore, it is at least reasonably possible for changes in the fair value of investments, that could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits and the statements of changes in net assets available for benefits, to occur in the near term. As of the date of this report, Plan Administration is unable to estimate the total impact that COVID-19 may have on the Plan.

Basis of Accounting

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

Use of Estimates

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

Investment Valuation and Income Recognition

Investments of the Plan 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 disclosure of fair value measurements.

The net (depreciation) appreciation in fair value of investments consists of the realized gains and losses from sales of investments and unrealized appreciation (depreciation) of investments. The net change in unrealized appreciation (depreciation) in the fair value of investments is determined by the change in fair value from the beginning of the year to the end of the year or change in fair value from date of the purchase to the end of the year.

Purchases and sales are recorded on a trade date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2020, and 2019, no allowance for credit losses has been recorded.

If a participant does not make loan repayments and the Plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document. The fair value disclosures for financial instruments are not required for participant loans. Also, participant loans continue to be considered as investments for Form 5500 reporting purposes.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain administrative functions are performed by officers or employees of the Company. However, such officers and employees receive no compensation from the Plan. Administrative expenses of the Plan are paid by the Company if not paid by the Plan.

Recent Accounting Pronouncement

In August 2018, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) No. 2018-13, *Fair Value Measurement (Topic 820): Disclosure Framework – Changes to the Disclosure Requirements for Fair Value Measurement*. An entity may elect to early adopt any removed or modified disclosures upon issuance of this update and delay the adoption of the additional disclosures until the effective date. The Plan adopted this ASU effective January 1, 2020. The adoption of this guidance did not have a material impact on the Plan’s financial statements.

3. Information Prepared and Certified by Plan Trustee

The following information included in the accompanying financial statements and supplemental schedule was obtained from data that has been prepared and certified to as complete and accurate by Charles Schwab Bank, the trustee of the Plan.

	2020	2019
Investments, at fair value:		
Money market funds	$ 1,088,768	$ 784,181
Mutual funds	10,354,738	8,380,914
Total	11,443,506	9,165,095
Notes receivable from Participants	179,480	194,463
Interest and dividends income**	383,901	316,795
Interest income on notes receivable from participants	8,962	8,164

**Included in the presentation of interest and dividends income is interest and dividends from the Plan's money market funds and mutual funds certified by Charles Schwab Bank, the trustee of the Plan. Excluded from the presentation of interest and dividends income above is dividend income of $802,637 and $807,113 during 2020 and 2019, respectively, related to the Plan's sponsor company common stock which is maintained outside of the Charles Schwab Bank trust and thus, excluded from the certifications prepared by Charles Schwab Bank.

4. Fair Value Measurements

ASC Topic 820, *Fair Value Measurements and Disclosures* establishes a fair value hierarchy for valuation inputs that gives the highest priority to quoted prices in active markets for identical assets or liabilities and the lowest priority to unobservable inputs. The three broad levels of the fair value hierarchy are as follows:

- Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority.
- Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1).
- Level 3 inputs consist of unobservable inputs and have the lowest priority.

The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs are not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs are not available. At December 31, 2020 and 2019, there were no plan assets requiring the use of Level 2 inputs and no transfers of plan assets into or out of Level 3 of the fair value hierarchy.

Level 1 Fair Value Measurements

Money market funds - The money market fund is valued using pricing models maximizing the use of observable inputs for similar securities. Although a money market fund seeks to preserve the value of $1 of investment at $1 per share (unit), it is possible to lose money by investing in such a fund.

Mutual funds - The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual funds held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded.

Level 3 Fair Value Measurements

Sponsor company common stock - The fair value of sponsor company common stock is measured at estimated fair value based on the evaluation of an independent third-party valuation specialist. The fair value is determined using the Combined Valuation approach which is the cumulative sum of the products of the weighted value per share determined using the income approach and the market approach (Guideline and Prior transactions method) adjusted year to year for changing conditions affecting the Company.

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

	Fair Value Measurements Using:		
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Unobservable Inputs (Level 3)	Fair Value
December 31, 2020:			
Money market funds	$ 1,088,768	$ -	$ 1,088,768
Mutual funds	10,354,738	-	10,354,738
Sponsor company common stock	-	15,171,049	15,171,049
Total investments, at fair value	$ 11,443,506	$ 15,171,049	$ 26,614,555
December 31, 2019:			
Money market funds	$ 784,181	$ -	$ 784,181
Mutual funds	8,380,914	-	8,380,914
Sponsor company common stock	-	17,345,154	17,345,154
Total investments, at fair value	$ 9,165,095	$ 17,345,154	$ 26,510,249

The sponsor company common stock presented in the above table represents 60,442 shares and 65,207 shares of the Company's common stock held by the Plan at December 31, 2020 and 2019, respectively, and recorded at estimated fair value of $251 and $266 per share, respectively. During 2020, the Plan purchased no shares of company common stock, and sold 4,765 shares of company common stock for aggregate cash proceeds totaling $1,100,697. During 2019, the Plan purchased 1,398 shares of company common stock for aggregate cash totaling $272,000, and sold 9,274 shares of company common stock for aggregate cash proceeds totaling $2,364,979. See Note 5 for disclosure of related-party transactions in sponsor company common stock.

Gains and losses included in changes in net assets available for benefits for the years ended December 31, 2020 and 2019 are presented in net (depreciation) appreciation in fair value of investments.

5. Party-in-Interest and Related Party Transactions

Certain plan investments are shares of mutual funds and money market funds managed by Charles Schwab Bank (Schwab). Schwab is the trustee as defined by the Plan. Therefore, Schwab is a party-in-interest under ERISA and transactions with Schwab qualify as party-in-interest transactions. During 2020 and 2019, the Plan paid $6,041 and $6,280, respectively, in trustee fees to Schwab. These fees have been aggregated in the presentation of administrative fees on the accompanying statements of changes in net assets available for benefits.

Bank of Oklahoma Financial Asset Management ("BOKF") is the plan's investments manager and investments adviser, and the Plan's record keeper as defined by the Plan. Therefore, transactions with BOKF qualify as party-in-interest transactions. During 2020 and 2019, the Plan paid $43,938 and $47,825, respectively, in investment management and advisory fees, to BOKF. These fees are presented as a reduction of investment income on the accompanying statements of changes in net assets available for benefits. During 2020 and 2019, the Plan paid approximated $3,762 and $5,391 in record keeping fees, respectively, to BOKF. These fees have been aggregated in the presentation of administrative fees on the accompanying statements of changes in net assets available for benefits.

Certain Plan's assets are investments in the common stock of Sulphur Springs Bancshares, Inc. Sulphur Springs Bancshares, Inc., is the Plan sponsor as defined by the Plan. Therefore, transactions with the Plan involving the common stock of Sulphur Springs Bancshares, Inc. (Sponsor company common stock) qualify as party-in-interest transactions. During 2020 and 2019, the Plan received cash and stock dividends on Sponsor company common stock in the amounts of $802,637 and $807,113, respectively. These Sponsor company common stock dividends have been aggregated in the presentation of interest and dividend income on investments on the accompanying statements of changes in net assets available for benefits.

On June 5, 2020, the Plan, in accordance with terms of the Stock Repurchase Agreement, sold approximately 4,765 shares of Sponsor company common stock to the Plan Sponsor at an approximate price of $231 per share (based on an independent stock appraisal as of April 30, 2020) for cash proceeds totaling $1,100,697 to facilitate payment of distributions to terminated employees in accordance with the Reshuffling Policy discussed at Note 1. On August 21, 2019, the Plan, in accordance with terms of the Stock Repurchase Agreement, sold approximately 9,274 shares of Sponsor company common stock to the Plan Sponsor at an approximate price of $255 per share (based on an independent stock appraisal as of June 30, 2019) for cash proceeds totaling $2,364,979 to facilitate payment of distributions to terminated employees in accordance with the Reshuffling Policy. See Note 4 for additional disclosures of Sponsor company common stock.

As of December 31, 2020, Hillworth Bank Partners ("HBP") is the Plan's independent third-party valuation specialist for Sponsor company common stock as defined by the Plan. As of the year ended December 31, 2019, Southard Financial, LLC (Southard) was the Plan's independent third-party valuation specialist. Therefore, HBP and Southard are parties-in-interest under ERISA and transactions with HBP and Southard qualify as party-in-interest transactions. Fees incurred by the Plan for valuation services provided by HBP and Southard are absorbed fully by the Company and are therefore, neither disclosed nor included or accrued on the accompanying statements of net assets available for benefits and statement of changes in net assets available for benefits.

Payne & Smith, LLC is the Plan's independent public accountant (IQPA) as defined by the Plan. Therefore, the IPA is a party-in-interest under ERISA and transactions with the IPA qualify as party-in-interest transactions. Fees incurred by the Plan for audit and nonattest services provided by the IQPA are absorbed fully by the Company and are therefore, neither disclosed nor included or accrued on the accompanying statements of net assets available for benefits and statement of changes in net assets available for benefits.

These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

6. Tax Status

The Plan obtained its latest determination letter on November 21, 2014, in which the Internal Revenue Service stated that the Plan was in compliance with the applicable requirements of the Internal Revenue Code. The Plan Sponsor believes that no events, circumstances, or amendments have changed since the date of the most recent determination letter that would result in non-compliance with the applicable requirements of the Internal Revenue Code. Accordingly, no provision for income taxes has been included in the accompanying Plan financial statements.

Accounting principles generally accepted in the United States of America require Plan administrators to evaluate tax positions taken by the Plan and recognize a tax liability for uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax period in progress.

7. Plan Termination

While there is no intention to do so, the Company reserves the right to terminate the Plan. In the event of termination of the Plan, the participants become fully vested in their employer contribution balances, and the net assets of the Plan will be distributed to the participants of the Plan in accordance with the provisions of ERISA.

8. Risks and Uncertainties

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

The following table presents concentrations of investments that represented 5% or more of the Plan's net assets at December 31, 2020 and 2019:

	2020	2019
Mutual funds:		
Vanguard Life Strategy Moderate Growth Fund I	$ 2,017,499	$ 1,642,645
Sponsor company common stock-		
Sulphur Springs Bancshares, Inc. - Common Stock	15,171,049	17,345,154

See Date of Management's Review and Subsequent Events caption at Note 2 for additional disclosure of risks and uncertainty presented by the spread of the Covid-19 pandemic.

9. Plan Amendments

Effective January 1, 2020, certain provisions of the Plan were amended to adopt changes pursuant to the Setting Every Community Up for Retirement Enhancement Act (SECURE Act) enacted on December 20, 2019. Accordingly, the Plan has increased the age for RMDs from age 70½ to 72 for all participants who had not turned 72 years as of the effective date of the adoption. The Plan was also amended to comply with the SECURE Act and IRS regulations regarding hardship distributions.

In April 2020, the Plan adopted the following rule changes to the Plan pursuant to the Coronavirus Aid, Relief and Economic Security Act of 2020 (CARES Act) enacted into law on March 27, 2020:

(a) For distributions made between January 1, 2020 and December 31, 2020, the Plan allowed impacted plan participants to take distributions up to $100,000 from their vested account balances free of the mandatory 20% withholding and the 10% early distribution tax normally applied to payments made prior to age 59½. The income taxes due on the distribution may be repaid to the Plan, an eligible retirement plan or IRA within three years of taking the distribution.

(b) As mandated by the CARES Act, the Plan temporarily waived required minimum distribution (RMD) rules in 2020 and extended the RMD waiver eligibility to participants who turned age 70½ in 2019 who had not yet received their 2019 distributions.

(c) Effective March 27, 2020, the Plan temporarily increased the maximum loan amount that impacted participants could borrow from their vested accounts in the Plan from 50% to 100% of their total vested balance, up to $100,000 (from $50,000 pre-CARES Act). Impacted participants could also have their loan repayments suspended for up to 12 months for repayment due dates between March 27, 2020 through December 31, 2020.

The CARES Act permitted retirement plans to adopt these rules immediately provided the Plan is amended on or before the last day of the first Plan year beginning on or after January 1, 2022, or later if prescribed by the US Secretary of the Treasury. Plan Administration is in the process of formally amending the Plan document.

SUPPLEMENTAL SCHEDULE

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

SCHEDULE H, PART IV, LINE 4 (i) – SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2020

EIN: 75-1983358

PN: 001

(a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of investment	Units (Shares)	(d) Cost	(e) Current Value
*	Schwab Value Advantage Money	Money market fund	1,088,767.640	**	$ 1,088,768
		Total money market funds			1,088,768
	American FD 2015 Target Date Ret R6	Mutual Fund	1.422	**	18
	American FD 2020 Target Date Ret R6	Mutual Fund	8,936.873	**	123,329
	American FD 2025 Target Date Ret R6	Mutual Fund	51,276.425	**	792,734
	American FD 2030 Target Date Ret R6	Mutual Fund	31,333.784	**	528,288
	American FD 2035 Target Date Ret R6	Mutual Fund	15,284.319	**	273,895
	American FD 2040 Target Date Ret R6	Mutual Fund	5,872.478	**	109,580
	American FD 2045 Target Date Ret R6	Mutual Fund	8,027.828	**	153,332
	American FD 2050 Target Date Ret R6	Mutual Fund	4,209.663	**	79,184
	American FD 2055 Target Date Ret R6	Mutual Fund	4,360.141	**	103,205
	American FD 2060 Target Date Ret R6	Mutual Fund	2,822.270	**	44,677
	American FD Europacific Growth	Mutual Fund	628.508	**	43,555
	Artisan International Small Cap Fund Inst	Mutual Fund	1,180.687	**	24,251
	Dodge & Cox Income Fund	Mutual Fund	8,234.806	**	120,640
	Dodge & Cox Stock Fund	Mutual Fund	554.376	**	106,751
	Fidelity Contra Fund	Mutual Fund	40,662.437	**	681,502
	First Eagle Sogen Global Fund CL I	Mutual Fund	401.295	**	24,708
	Lord Abbett Short Duration Income I	Mutual Fund	137,282.046	**	577,957
	Mass Mutual Select Midcap Growth Equity II	Mutual Fund	3,512.075	**	99,216
	Oppenheimer Developing Markets Fund CL I	Mutual Fund	645.667	**	34,511
	PIMCO Diversified Income CL I	Mutual Fund	8,121.643	**	92,749
	PIMCO Short Asset Investment	Mutual Fund	66,424.360	**	664,908
	T Rowe Price New Horizon Fund I	Mutual Fund	5,191.562	**	428,563
	Vanguard 500 Index Fund Admiral Shares	Mutual Fund	1,207.561	**	418,504
	Vanguard Life Strategy Conservative Growth Fund I	Mutual Fund	43,851.714	**	994,118
	Vanguard Life Strategy Growth Fund I	Mutual Fund	31,545.658	**	1,269,397
	Vanguard Life Strategy Income Fund I	Mutual Fund	12,132.974	**	209,900
	Vanguard Life Strategy Moderate Growth Fund I	Mutual Fund	63,744.039	**	2,017,499
	Vanguard Midcap Index Fund Admiral	Mutual Fund	1,123.996	**	288,193
	Vanguard Total International Stock Index Fund Inv	Mutual Fund	802.182	**	26,039
	Virtus Duff Phelps Real Estate Securities Fund I	Mutual Fund	1,169.754	**	23,535
		Total mutual funds			10,354,738
*	Sulphur Springs Bancshares, Inc.	Common stock	60,442.000	**	15,171,049
	Participant loans	Interest rates ranging from 3.25% to 5.50% various maturity dates through September 2025			179,480
		TOTAL ASSETS AT DECEMBER 31, 2020			$ 26,794,035

* Denotes party-in-interest to the Plan.

** Cost is not required for participant-directed investments.

See accompanying independent auditor's report and notes thereto.

SULPHUR SPRINGS BANCSHARES, INC.
EMPLOYEE STOCK OWNERSHIP PLAN WITH 401(k) PROVISIONS

SCHEDULE H, PART IV, LINE 4 (i) – SCHEDULE OF ASSETS
(HELD AT END OF YEAR)

December 31, 2020

EIN: 75-1983358

PN: 001

(a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of investment	Units (Shares)	(d) Cost	(e) Current Value
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		Total money market funds			1,088,768
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* Denotes party-in-interest to the Plan.

** Cost is not required for participant-directed investments.

See accompanying independent auditor's report and notes thereto.