

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2020 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☒ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>INTERDESIGN, INC. PROFIT SHARING PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>03/29/1977</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>03/29/1977</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>03/29/1977</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>INTERDESIGN, INC.</u> <u>30725 SOLON INDUSTRIAL PARKWAY</u> <u>SOLON, OH 44139</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>34-1145527</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>440-248-0178</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>339900</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>34-1145527</u>	2c Plan Sponsor's telephone number <u>440-248-0178</u>	2d Business code (see instructions) <u>339900</u>	
2b Employer Identification Number (EIN) <u>34-1145527</u>					
2c Plan Sponsor's telephone number <u>440-248-0178</u>					
2d Business code (see instructions) <u>339900</u>					

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2021	JAMES PACAK
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/15/2021	JAMES PACAK
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	541
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)	411
a(2) Total number of active participants at the end of the plan year		6a(2)	442
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	194
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	636
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	636
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	624
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	85
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: 3D 2E 2J 2F 2H 2T			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☒ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☒ <u>1</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE 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
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020	
A Name of plan INTERDESIGN, INC. PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 INTERDESIGN, INC.	D Employer Identification Number (EIN) 34-1145527

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.
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1 Coverage Information:

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

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
71-0294708	86509	YH5101	636	01/01/2020	12/31/2020

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

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

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

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

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

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

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

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

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

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

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
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	(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
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(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	6776227
5 Current value of plan's interest under this contract in separate accounts at year end.....	5	31080576

6 Contracts With Allocated Funds:**a** State the basis of premium rates ▶

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

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity
(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐**7** Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee
(3) ☐ guaranteed investment (4) ☒ other ▶ GROUP PENSION FUNDING

b Balance at the end of the previous year	7b	5871880
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c Additions: (1) Contributions deposited during the year	7c(1)	71742	
	7c(2)		
	7c(3)	62741	
	7c(4)	856862	
	7c(5)	288	

(2) Dividends and credits.....

(3) Interest credited during the year.....

(4) Transferred from separate account.....

(5) Other (specify below).....

▶ *

(6) Total additions	7c(6)	991633
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d Total of balance and additions (add lines 7b and 7c(6))	7d	6863513
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e Deductions:

(1) Disbursed from fund to pay benefits or purchase annuities during year

(2) Administration charge made by carrier.....

(3) Transferred to separate account.....

(4) Other (specify below).....

▶ *

7e(1)	468386
7e(2)	116
7e(3)	
7e(4)	57113

(5) Total deductions	7e(5)	525615
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f Balance at the end of the current year (subtract line 7e(5) from line 7d)	7f	6337898
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Part III Welfare Benefit Contract Information

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

8 Benefit and contract type (check all applicable boxes)

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

9 Experience-rated contracts:

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

10 Nonexperience-rated contracts:

a Total premiums or subscription charges paid to carrier	10a	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount. Specify nature of costs.	10b	

Part IV Provision of Information

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

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

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

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan INTERDESIGN, INC. PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 INTERDESIGN, INC.	D Employer Identification Number (EIN) 34-1145527	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
VOYA RETIREMENT INSURANCE & ANNUITY
71-0294708

(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)

VOYA RETIREMENT INSURANCE & ANNUITY

71-0294708

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
26	SERVICE PROVIDER	4567	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

LINCOLN FINANCIAL ADVISORS

34-1531319

(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?
99	SERVICE PROVIDER	0	Yes ☒ No ☐	Yes ☐ No ☒	47681	Yes ☐ No ☒

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
LINCOLN FINANCIAL ADVISORS	99	47681

(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.
VOYA RETIREMENT INSURANCE & ANNUITY 71-0294708	OTHER FEES

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration		DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.		OMB No. 1210-0110 2020 This Form is Open to Public Inspection.	
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020					
A Name of plan INTERDESIGN, INC. PROFIT SHARING PLAN				B Three-digit plan number (PN) ▶ 001	
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 INTERDESIGN, INC.				D Employer Identification Number (EIN) 34-1145527	
Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)					
a Name of MTIA, CCT, PSA, or 103-12 IE: VARIABLE ANNUITY ACCOUNT D					
b Name of sponsor of entity listed in (a): VOYA RETIREMENT INSURANCE & ANNUITY CO					
c EIN-PN 71-0294708-000		d Entity code P	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 31080576		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		
a Name of MTIA, CCT, PSA, or 103-12 IE:					
b Name of sponsor of entity listed in (a):					
c EIN-PN		d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)		

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Schedule D (Form 5500) 2020 v. 200204

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

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

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

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>		
A Name of plan <u>INTERDESIGN, INC. PROFIT SHARING PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>INTERDESIGN, INC.</u>	D Employer Identification Number (EIN) <u>34-1145527</u>	

Part I Asset and Liability Statement			
1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.			
Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	47626	31643
(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)	26967110	31080576
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	5871880	6337898
(15) Other.....	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(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	32886616	37450117

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness.....	1i		
j Other liabilities.....	1j		
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	32886616	37450117
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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)	880490	
(B) Participants	2a(1)(B)	1290333	
(C) Others (including rollovers).....	2a(1)(C)	78488	
(2) Noncash contributions	2a(2)		2249311
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)		
(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)	1892	
(F) Other	2b(1)(F)	62741	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		64633
(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)		
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		0
(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)		5029105
(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)		
c Other income	2c		641
d Total income. Add all income amounts in column (b) and enter total.....	2d		7343690

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	2773457	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		2773457
f Corrective distributions (see instructions)	2f		2098
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other.....	2i(4)	4634	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		4634
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		2780189

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		4563501
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

(1) ☒ DOL Regulation 2520.103-8 (2) ☒ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: RSM US LLP

(2) EIN: 42-0714325

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

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

Part IV Compliance Questions

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

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?..... ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.			

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

A Name of plan INTERDESIGN, INC. PROFIT SHARING PLAN	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 INTERDESIGN, INC.	D Employer Identification Number (EIN) 34-1145527

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 71-0294708 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.)
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4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.	
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a
b Enter the amount contributed by the employer to the plan for this plan year	6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c
If you completed line 6c, skip lines 8 and 9.	
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes ☐ No ☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes ☐ No ☐ N/A

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes ☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes ☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes ☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes ☐ No

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

Schedule R (Form 5500) 2020
v. 200204

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

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

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

14a	
14b	
14c	

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

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

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

15a	
15b	

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

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

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

16a	
16b	

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

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

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

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

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

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

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

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

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

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
☐ Yes.
☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
☐ No. Other. Provide explanation _____

InterDesign, Inc. Profit Sharing Plan

Modified Cash Basis Financial Report
December 31, 2020

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Independent Auditor's Report

Plan Administrator
InterDesign, Inc. Profit Sharing Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of InterDesign, Inc. Profit Sharing Plan (the Plan), which comprise the statements of net assets available for benefits on a modified cash basis as of December 31, 2020 and 2019, the related statements of changes in net assets available for benefits on a modified cash basis for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in Note 2; this includes determining that the modified cash basis of accounting is an acceptable basis for the presentation of the financial statements in the circumstances. Management is also responsible 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.

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Voya Institutional Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee as of December 31, 2020 and 2019, and for the years then ended, that the information provided to the Plan Administrator by the trustee is complete and accurate and was prepared in part upon contribution, compensation and participant information which was provided to the trustee by the plan sponsor.

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.

Basis of Accounting

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements and supplemental schedule are prepared on a modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Spinoff of Plan Assets

As described in Note 1, on December 18, 2020, the Board of Directors of the Company ratified the spinoff of a portion of assets from the Plan to the Metro Décor LLC 401(k) Plan effective February 23, 2021. Approximately \$13,684,000 of plan assets were spun off from the Plan on February 23, 2021. Our disclaimer of opinion has not been modified with respect to this matter.

Other Matter – Supplemental Schedule

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

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

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

RSM US LLP

Cleveland, Ohio
October 13, 2021

InterDesign, Inc. Profit Sharing Plan

**Statements of Net Assets Available for Benefits
(Modified Cash Basis)**

December 31, 2020 and 2019

	2020	2019
Assets		
Investments, at fair value:		
Pooled separate accounts	\$ 31,080,576	\$ 26,967,110
Investment, at contract value:		
Guaranteed investment contract	6,337,898	5,871,880
Total investments	37,418,474	32,838,990
Notes receivable from participants	31,643	47,626
Net assets available for benefits	\$ 37,450,117	\$ 32,886,616

See notes to financial statements.

InterDesign, Inc. Profit Sharing Plan

Statements of Changes in Net Assets Available for Benefits

(Modified Cash Basis)

Years Ended December 31, 2020 and 2019

	2020	2019
Additions:		
Investment income:		
Net appreciation in fair value of investments	\$ 5,029,105	\$ 5,545,374
Interest and dividends	63,382	80,982
Total investment income	5,092,487	5,626,356
Interest income on notes receivable from participants	1,892	1,001
Contributions:		
Employer	880,490	2,096,492
Participant	1,290,333	1,174,640
Rollovers	78,488	2,930
Total contributions	2,249,311	3,274,062
Total additions	7,343,690	8,901,419
Deductions:		
Benefits paid to participants	2,775,555	4,326,817
Administrative expenses	4,634	5,670
Total deductions	2,780,189	4,332,487
Net increase	4,563,501	4,568,932
Net assets available for benefits:		
Beginning	32,886,616	28,317,684
Ending	\$ 37,450,117	\$ 32,886,616

See notes to financial statements.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 1. Description of Plan

The following description of the InterDesign, Inc. Profit Sharing Plan provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is sponsored and administered by InterDesign, Inc. (the Company) and is governed by the plan agreement. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

In March 2020, the World Health Organization categorized Coronavirus Disease (COVID-19) as a pandemic, and the President of the United States declared the COVID-19 outbreak a national emergency. The COVID-19 pandemic has led to volatility in financial markets and has affected, and may continue to affect, the Plan assets. The potential economic impact brought by, and the duration of COVID-19 is difficult to assess or predict and will depend on future developments that are highly uncertain and cannot be predicted.

The Plan has implemented certain requirements by the Coronavirus Aid, Relief, and Economic Security Act (the CARES Act) and the Setting Every Community Up for Retirement Enhancement Act of 2019 (the SERCURE Act), which laws change the Plan to, among others, allow certain eligible individuals to receive coronavirus-related distributions of up to \$100,000, allow loan repayments to be deferred up to one year and delay the commencement date for required minimum distributions. The optional features within these acts are currently being assessed but have not been implemented to date.

Written amendments to the Plan to reflect these operational changes will be adopted at a later date in accordance with applicable law and IRS guidance.

Effective May 1, 2020, Metro Décor LLC, which shares common ownership with the Company, joined the Plan as a participating employer.

On December 18, 2020, the Board of Directors of the Company ratified the spinoff of a portion of assets from the Plan to the Metro Décor LLC 401(k) Plan effective February 23, 2021. Approximately \$13,684,000 of plan assets were spun off from the Plan on February 23, 2021.

The Plan is a defined contribution plan covering all regular full-time, non-union, U.S. employees of the Company and participating employers. To be eligible to participate in the 401(k) contribution, employer safe harbor contributions and employer discretionary profit sharing contribution portion of the Plan, participants must be twenty-one or older and have completed 90 days of service with the Company or participating employers.

Contributions: Each year, participants may contribute up to the maximum percentage of pretax annual compensation, as defined by the Plan and as allowable under the Internal Revenue Code (IRC). Participants direct the investment of their contributions into various investment options offered by the Plan. Participants who attained age 50 before the end of the Plan year were eligible to contribute additional catch-up contributions, as allowable under the IRC. Participants may also contribute amounts representing distributions from other qualified plans. In addition, each company contributes a non-elective safe harbor contribution of 3% of participants' eligible compensation to the account of each eligible participant. Each company also offers an additional profit sharing contribution that may be contributed at the discretion of each company's board of directors. For the years ended December 31, 2020 and 2019, profit sharing contributions totaled approximately \$194,500 and \$1,469,000, respectively.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 1. Description of Plan (Continued)

Funding policy: The Plan's funding policy for the safe harbor contribution is to make the contributions concurrently with the employee's portion of the 401(k) contributions to the Plan. The profit sharing contributions are made to the Plan on an annual basis based on management's discretion.

Participants' accounts: Each participant's account is credited with the participant's contributions and allocations of (a) the Companies' contribution, including any additional profit sharing contribution and (b) Plan earnings and is charged with an allocation of administrative expenses, if any. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes receivable from participants: The Plan permits limited borrowings by a participant against the value of his or her account. The loan must be a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance, whichever is less. The loans are secured by the balance in the participant's account and bear interest at rates which are commensurate with local prevailing rates determined quarterly by the plan administrator. Principal and interest is paid ratably through bi-weekly payroll deductions.

Vesting: Participants immediately vest in their contributions as well as the Companies' safe harbor non-elective contributions, plus actual earnings thereon. Vesting in the Companies' profit sharing contribution is based on years of service without incurring a break in service as defined in the plan agreement in accordance with the following schedule:

<u>Years of Service</u>	<u>Vesting</u>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years	100%

Payment of benefits: Participants are entitled to receive a lump-sum amount equal to the value of their vested account balance upon termination or separation of service.

Forfeited accounts: Forfeitures of non-vested Company contributions are used to reduce employer contributions. Forfeitures of approximately \$57,300 and \$29,000 for the years ended December 31, 2020 and 2019, respectively, were used to reduce employer contributions. As of December 31, 2020 and 2019 there were approximately \$65,900 and \$59,400, respectively, of forfeited non-vested accounts.

Administrative expenses: The Plan provides that administrative expenses of the Plan are to be paid by the Plan or by the Companies, at the Companies' discretion.

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

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 2. Significant Accounting Policies

Basis of accounting: The Plan's records are kept on the modified cash basis, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Under the modified cash basis of accounting, income is recognized when cash is received, benefits are recognized when paid and investments are recorded at fair value, except the guaranteed investment contract, which is recorded at contract value due to it being fully benefit responsive.

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

Investment valuation and income recognition: 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 sale of securities are recorded on a trade-date basis. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Use of estimates: The preparation of financial statements in conformity with the modified cash basis of accounting requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits. Actual results could differ from those estimates.

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

Benefit payments: Benefits are recorded when paid.

Subsequent events: The Plan has evaluated subsequent events for potential recognition and/or disclosure through October 13, 2021, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Voya Institutional Trust Company

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

	2020	2019
Pooled separate accounts	\$ 31,080,576	\$ 26,967,110
Guaranteed investment contract	\$ 6,337,898	\$ 5,871,880

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 3. Information Certified and Provided by Voya Institutional Trust Company (Continued)

The trustee also certified to the completeness and accuracy of net appreciation in the fair value of the investments and interest and dividends for the years ended December 31:

	2020	2019
Net appreciation in fair value of investments	\$ 5,029,105	\$ 5,545,374
Interest and dividends	\$ 63,382	\$ 80,982

Note 4. Fair Value Measurements

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

An asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. At December 31, 2020 and 2019, there were no assets or liabilities measured within the fair value hierarchy. There were also no transfers in or out of Level 3.

The following tables summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2020 and 2019. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 4. Fair Value Measurements (Continued)

Investment	2020			
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts				
Large-cap US equity ⁽¹⁾	\$ 18,535,902	None	Daily	None
Mid-cap US equity ⁽²⁾	2,222,667	None	Daily	None
Small-cap US equity ⁽³⁾	2,066,607	None	Daily	None
International equity ⁽⁴⁾	1,953,168	None	Daily	None
Fixed income ⁽⁵⁾	2,008,784	None	Daily	None
Balanced/asset allocation ⁽⁶⁾	4,293,448	None	Daily	None
	<u>\$ 31,080,576</u>			
Investment	2019			
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts				
Large-cap US equity ⁽¹⁾	\$ 16,497,807	None	Daily	None
Mid-cap US equity ⁽²⁾	2,065,516	None	Daily	None
Small-cap US equity ⁽³⁾	1,779,246	None	Daily	None
International equity ⁽⁴⁾	1,816,805	None	Daily	None
Fixed income ⁽⁵⁾	1,553,343	None	Daily	None
Balanced/asset allocation ⁽⁶⁾	3,254,393	None	Daily	None
	<u>\$ 26,967,110</u>			

(1) This category includes investments whose objective is to either seek substantial dividend income as well as long-term growth of capital or provide an investment return matching the return of the S&P 500 index. Typically these funds invest primarily in stocks of companies similar in size to those in the S&P 500 index.

(2) This category's investment objective is to seek long-term capital appreciation. The funds may invest in domestic equity securities with growth potential and/or companies within the range of the market capitalization of the Russell Midcap Value index.

(3) Investments in this category seek capital appreciation by investing in either growth or value stocks issued by companies with small-sized market capitalization believed to be undervalued in the marketplace or possess above average potential.

(4) The pooled separate accounts in this category primarily invest at least 80% of assets in equity and debt securities of issuers from Europe and developing market countries.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 4. Fair Value Measurements (Continued)

- (5) The investment option invests primarily in intermediate-term, fixed-income investments such as public and private corporate bonds, commercial and residential mortgages, asset-backed securities, and United States government and agency-backed securities. The fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in a diversified portfolio of fixed-income instruments of varying maturities, represented by forwards or derivatives such as options, futures contracts, or swap agreements, at the time of each purchase. It invests in securities denominated in foreign currencies and in securities of foreign issuers, including securities tied to emerging market countries.
- (6) The pooled separate accounts in this category primarily seek a total return consisting of long-term growth of capital and current income. The fund operates as a “target date fund.” It invests primarily in underlying Voya Investments funds, domestic and foreign equity, real asset and alternative investments, and fixed-income funds according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in the fund’s name.

Note 5. Guaranteed Investment Contract with Insurance Company

The Plan entered into a traditional investment contract with Voya Retirement Insurance and Annuity Company (Voya), an affiliate of Voya Institutional Trust Company. The contract met the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses. The contract value of the traditional investment contract at December 31, 2020 and 2019 was \$6,337,898 and \$5,871,880, respectively.

The traditional investment contract held by the Plan during the year is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting interest rate is based on a formula agreed upon with the issuer, but it may not be less than 1.05%. Such interest rates are reviewed on a quarterly basis for resetting. The contract permits the insurance company to terminate the agreement prior to the scheduled maturity date.

The Plan’s ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuer’s ability to meet its financial obligations. The issuer’s ability to meet its contractual obligations may be affected by future economic and regulatory developments. Certain events limit the ability of the Plan to transact at contract value with the issuer. Examples of such events include the following:

1. The Plan’s failure to qualify under Section 401(a) of the Internal Revenue Code or the failure of the trust to be tax-exempt under Section 501(a) of the Internal Revenue Code;
2. Premature termination of the contract;
3. Plan termination or merger;
4. Changes to the Plan’s prohibition on competing investment; and
5. Bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures of spin-offs of a subsidiary) that significantly affect the Plan’s normal operations.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 5. Guaranteed Investment Contract with Insurance Company (Continued)

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuer and that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Examples of such events include the following:

1. An uncured violation of the Plan's investment guidelines;
2. A breach of material obligation under the contract;
3. A material misrepresentation; and
4. A material amendment to the agreements without the consent of the issuer.

Note 6. Related Party Transactions

The Plan invests in various pooled separate accounts and guaranteed investment contracts managed by an affiliate of Voya Institutional Trust Company (Voya). Voya is the trustee of the Plan; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Voya amounted to \$4,633 and \$5,670 for the years ended December 31, 2020 and 2019, respectively.

Note 7. Tax Status

Effective January 1, 2015, the Plan adopted a non-standardized form of a prototype plan sponsored by Voya Retirement Insurance and Annuity Company. The prototype plan has obtained a favorable opinion letter dated September 1, 2014 from the Internal Revenue Service as to the prototype plan's qualified status. The Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable provisions of the Internal Revenue Code.

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

Note 8. Risks and uncertainties

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

Four pooled separate accounts comprise approximately 49% and 50% of the Plan's total investments at December 31, 2020 and 2019, respectively. In addition, the Plan's guaranteed investment contract accounts for approximately 17% and 18% of the Plan's total investments at December 31, 2020 and 2019, respectively.

Supplemental Schedule

InterDesign, Inc. Profit Sharing Plan

Employer No. 34-1145527

Plan No. 001

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

(Modified Cash Basis)

December 31, 2020

(a)	(b)	(c)	(e)
	Identity of Party, Issuer, Borrower, Lessor or Similar	Description of Investments, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Current Value
		Registered investment companies:	
*	Voya Investors Trust	VY T. Rowe Price Capital Appreciation Portfolio	\$ 6,714,866
	JPMorgan	JPMorgan Large Cap Growth Fund	5,118,780
	The Vanguard Group	Vanguard 500 Index Fund	3,665,105
	The Vanguard Group	Vanguard Value Index Fund	2,895,184
	Pacific Investment Management Company	PIMCO Income Fund	1,300,447
	American Funds	American Funds EuroPacific	1,222,310
	The Vanguard Group	Vanguard Small Cap Index Fund	981,053
	The Vanguard Group	Vanguard Target Retirement 2045 Fund	903,098
	The Vanguard Group	Vanguard Target Retirement 2055 Fund	775,684
	The Vanguard Group	Vanguard Mid Cap Growth Index Fund	771,803
	Victory Capital	Victory Sycamore Established Value Fund	755,142
	American Funds	American Funds New World	730,858
	Janus Henderson Investors	Janus Triton Fund	663,130
	The Vanguard Group	Vanguard Target Retirement 2035 Fund	578,289
	The Vanguard Group	Vanguard Target Retirement 2060 Fund	527,114
	The Vanguard Group	Vanguard Target Retirement 2025 Fund	489,551
	American Funds	American Funds Capital Income Builder	485,832
	The Vanguard Group	Vanguard Mid Cap Index Fund	453,286
	The Vanguard Group	Vanguard Target Retirement 2050 Fund	431,981
	The Vanguard Group	Vanguard Small Cap Value Index Fund	422,424
	The Vanguard Group	Vanguard Target Retirement 2030 Fund	274,255
	Dimensional Fund Advisors LP	DFA Real Estate Securities Portfolio	242,436
	The Vanguard Group	Vanguard Target Retirement 2040 Fund	208,174
	Franklin Templeton Investments	Franklin Utilities Fund	141,967
	Alliance Bernstein Investments Inc.	AB Global Bond Fund	115,912
	The Vanguard Group	Vanguard High-Yield Corporate Fund	106,593
	The Vanguard Group	Vanguard Target Retirement Income Fund	66,490
	The Vanguard Group	Vanguard Target Retirement 2065 Fund	15,695
	The Vanguard Group	Vanguard Target Retirement 2015 Fund	12,648
	The Vanguard Group	Vanguard Target Retirement 2020 Fund	10,469
			<u>31,080,576</u>
		Guaranteed investment contract:	
*	Voya Retirement Insurance and Annuity Company	Voya Fixed Account	<u>6,337,898</u>
		Participant loans bearing interest at 6.75% - 7.50%, maturing through 2024	
*	Participants		<u>31,643</u>
			<u>\$ 37,450,117</u>
*	Represents party-in-interest		

Note: The above information, except for participant loans, has been certified as complete and accurate by Voya Institutional Trust Company, the trustee of the Plan. Column (d) Cost has been omitted as it is not required under ERISA.

InterDesign, Inc. Profit Sharing Plan

Modified Cash Basis Financial Report
December 31, 2020

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Independent Auditor's Report

Plan Administrator
InterDesign, Inc. Profit Sharing Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of InterDesign, Inc. Profit Sharing Plan (the Plan), which comprise the statements of net assets available for benefits on a modified cash basis as of December 31, 2020 and 2019, the related statements of changes in net assets available for benefits on a modified cash basis for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in Note 2; this includes determining that the modified cash basis of accounting is an acceptable basis for the presentation of the financial statements in the circumstances. Management is also responsible 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.

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Voya Institutional Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee as of December 31, 2020 and 2019, and for the years then ended, that the information provided to the Plan Administrator by the trustee is complete and accurate and was prepared in part upon contribution, compensation and participant information which was provided to the trustee by the plan sponsor.

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.

Basis of Accounting

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements and supplemental schedule are prepared on a modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Spinoff of Plan Assets

As described in Note 1, on December 18, 2020, the Board of Directors of the Company ratified the spinoff of a portion of assets from the Plan to the Metro Décor LLC 401(k) Plan effective February 23, 2021. Approximately \$13,684,000 of plan assets were spun off from the Plan on February 23, 2021. Our disclaimer of opinion has not been modified with respect to this matter.

Other Matter – Supplemental Schedule

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

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

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

RSM US LLP

Cleveland, Ohio
October 13, 2021

InterDesign, Inc. Profit Sharing Plan

**Statements of Net Assets Available for Benefits
(Modified Cash Basis)**

December 31, 2020 and 2019

	2020	2019
Assets		
Investments, at fair value:		
Pooled separate accounts	\$ 31,080,576	\$ 26,967,110
Investment, at contract value:		
Guaranteed investment contract	6,337,898	5,871,880
Total investments	37,418,474	32,838,990
Notes receivable from participants	31,643	47,626
Net assets available for benefits	\$ 37,450,117	\$ 32,886,616

See notes to financial statements.

InterDesign, Inc. Profit Sharing Plan

Statements of Changes in Net Assets Available for Benefits

(Modified Cash Basis)

Years Ended December 31, 2020 and 2019

	2020	2019
Additions:		
Investment income:		
Net appreciation in fair value of investments	\$ 5,029,105	\$ 5,545,374
Interest and dividends	63,382	80,982
Total investment income	5,092,487	5,626,356
Interest income on notes receivable from participants	1,892	1,001
Contributions:		
Employer	880,490	2,096,492
Participant	1,290,333	1,174,640
Rollovers	78,488	2,930
Total contributions	2,249,311	3,274,062
Total additions	7,343,690	8,901,419
Deductions:		
Benefits paid to participants	2,775,555	4,326,817
Administrative expenses	4,634	5,670
Total deductions	2,780,189	4,332,487
Net increase	4,563,501	4,568,932
Net assets available for benefits:		
Beginning	32,886,616	28,317,684
Ending	\$ 37,450,117	\$ 32,886,616

See notes to financial statements.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 1. Description of Plan

The following description of the InterDesign, Inc. Profit Sharing Plan provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is sponsored and administered by InterDesign, Inc. (the Company) and is governed by the plan agreement. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

In March 2020, the World Health Organization categorized Coronavirus Disease (COVID-19) as a pandemic, and the President of the United States declared the COVID-19 outbreak a national emergency. The COVID-19 pandemic has led to volatility in financial markets and has affected, and may continue to affect, the Plan assets. The potential economic impact brought by, and the duration of COVID-19 is difficult to assess or predict and will depend on future developments that are highly uncertain and cannot be predicted.

The Plan has implemented certain requirements by the Coronavirus Aid, Relief, and Economic Security Act (the CARES Act) and the Setting Every Community Up for Retirement Enhancement Act of 2019 (the SERCURE Act), which laws change the Plan to, among others, allow certain eligible individuals to receive coronavirus-related distributions of up to \$100,000, allow loan repayments to be deferred up to one year and delay the commencement date for required minimum distributions. The optional features within these acts are currently being assessed but have not been implemented to date.

Written amendments to the Plan to reflect these operational changes will be adopted at a later date in accordance with applicable law and IRS guidance.

Effective May 1, 2020, Metro Décor LLC, which shares common ownership with the Company, joined the Plan as a participating employer.

On December 18, 2020, the Board of Directors of the Company ratified the spinoff of a portion of assets from the Plan to the Metro Décor LLC 401(k) Plan effective February 23, 2021. Approximately \$13,684,000 of plan assets were spun off from the Plan on February 23, 2021.

The Plan is a defined contribution plan covering all regular full-time, non-union, U.S. employees of the Company and participating employers. To be eligible to participate in the 401(k) contribution, employer safe harbor contributions and employer discretionary profit sharing contribution portion of the Plan, participants must be twenty-one or older and have completed 90 days of service with the Company or participating employers.

Contributions: Each year, participants may contribute up to the maximum percentage of pretax annual compensation, as defined by the Plan and as allowable under the Internal Revenue Code (IRC). Participants direct the investment of their contributions into various investment options offered by the Plan. Participants who attained age 50 before the end of the Plan year were eligible to contribute additional catch-up contributions, as allowable under the IRC. Participants may also contribute amounts representing distributions from other qualified plans. In addition, each company contributes a non-elective safe harbor contribution of 3% of participants' eligible compensation to the account of each eligible participant. Each company also offers an additional profit sharing contribution that may be contributed at the discretion of each company's board of directors. For the years ended December 31, 2020 and 2019, profit sharing contributions totaled approximately \$194,500 and \$1,469,000, respectively.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 1. Description of Plan (Continued)

Funding policy: The Plan's funding policy for the safe harbor contribution is to make the contributions concurrently with the employee's portion of the 401(k) contributions to the Plan. The profit sharing contributions are made to the Plan on an annual basis based on management's discretion.

Participants' accounts: Each participant's account is credited with the participant's contributions and allocations of (a) the Companies' contribution, including any additional profit sharing contribution and (b) Plan earnings and is charged with an allocation of administrative expenses, if any. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes receivable from participants: The Plan permits limited borrowings by a participant against the value of his or her account. The loan must be a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance, whichever is less. The loans are secured by the balance in the participant's account and bear interest at rates which are commensurate with local prevailing rates determined quarterly by the plan administrator. Principal and interest is paid ratably through bi-weekly payroll deductions.

Vesting: Participants immediately vest in their contributions as well as the Companies' safe harbor non-elective contributions, plus actual earnings thereon. Vesting in the Companies' profit sharing contribution is based on years of service without incurring a break in service as defined in the plan agreement in accordance with the following schedule:

<u>Years of Service</u>	<u>Vesting</u>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years	100%

Payment of benefits: Participants are entitled to receive a lump-sum amount equal to the value of their vested account balance upon termination or separation of service.

Forfeited accounts: Forfeitures of non-vested Company contributions are used to reduce employer contributions. Forfeitures of approximately \$57,300 and \$29,000 for the years ended December 31, 2020 and 2019, respectively, were used to reduce employer contributions. As of December 31, 2020 and 2019 there were approximately \$65,900 and \$59,400, respectively, of forfeited non-vested accounts.

Administrative expenses: The Plan provides that administrative expenses of the Plan are to be paid by the Plan or by the Companies, at the Companies' discretion.

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

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 2. Significant Accounting Policies

Basis of accounting: The Plan's records are kept on the modified cash basis, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Under the modified cash basis of accounting, income is recognized when cash is received, benefits are recognized when paid and investments are recorded at fair value, except the guaranteed investment contract, which is recorded at contract value due to it being fully benefit responsive.

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

Investment valuation and income recognition: 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 sale of securities are recorded on a trade-date basis. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Use of estimates: The preparation of financial statements in conformity with the modified cash basis of accounting requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits. Actual results could differ from those estimates.

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

Benefit payments: Benefits are recorded when paid.

Subsequent events: The Plan has evaluated subsequent events for potential recognition and/or disclosure through October 13, 2021, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Voya Institutional Trust Company

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

	2020	2019
Pooled separate accounts	\$ 31,080,576	\$ 26,967,110
Guaranteed investment contract	\$ 6,337,898	\$ 5,871,880

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 3. Information Certified and Provided by Voya Institutional Trust Company (Continued)

The trustee also certified to the completeness and accuracy of net appreciation in the fair value of the investments and interest and dividends for the years ended December 31:

	2020	2019
Net appreciation in fair value of investments	\$ 5,029,105	\$ 5,545,374
Interest and dividends	\$ 63,382	\$ 80,982

Note 4. Fair Value Measurements

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

An asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. At December 31, 2020 and 2019, there were no assets or liabilities measured within the fair value hierarchy. There were also no transfers in or out of Level 3.

The following tables summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2020 and 2019. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 4. Fair Value Measurements (Continued)

Investment	2020			
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts				
Large-cap US equity ⁽¹⁾	\$ 18,535,902	None	Daily	None
Mid-cap US equity ⁽²⁾	2,222,667	None	Daily	None
Small-cap US equity ⁽³⁾	2,066,607	None	Daily	None
International equity ⁽⁴⁾	1,953,168	None	Daily	None
Fixed income ⁽⁵⁾	2,008,784	None	Daily	None
Balanced/asset allocation ⁽⁶⁾	4,293,448	None	Daily	None
	<u>\$ 31,080,576</u>			
Investment	2019			
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts				
Large-cap US equity ⁽¹⁾	\$ 16,497,807	None	Daily	None
Mid-cap US equity ⁽²⁾	2,065,516	None	Daily	None
Small-cap US equity ⁽³⁾	1,779,246	None	Daily	None
International equity ⁽⁴⁾	1,816,805	None	Daily	None
Fixed income ⁽⁵⁾	1,553,343	None	Daily	None
Balanced/asset allocation ⁽⁶⁾	3,254,393	None	Daily	None
	<u>\$ 26,967,110</u>			

(1) This category includes investments whose objective is to either seek substantial dividend income as well as long-term growth of capital or provide an investment return matching the return of the S&P 500 index. Typically these funds invest primarily in stocks of companies similar in size to those in the S&P 500 index.

(2) This category's investment objective is to seek long-term capital appreciation. The funds may invest in domestic equity securities with growth potential and/or companies within the range of the market capitalization of the Russell Midcap Value index.

(3) Investments in this category seek capital appreciation by investing in either growth or value stocks issued by companies with small-sized market capitalization believed to be undervalued in the marketplace or possess above average potential.

(4) The pooled separate accounts in this category primarily invest at least 80% of assets in equity and debt securities of issuers from Europe and developing market countries.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 4. Fair Value Measurements (Continued)

- (5) The investment option invests primarily in intermediate-term, fixed-income investments such as public and private corporate bonds, commercial and residential mortgages, asset-backed securities, and United States government and agency-backed securities. The fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in a diversified portfolio of fixed-income instruments of varying maturities, represented by forwards or derivatives such as options, futures contracts, or swap agreements, at the time of each purchase. It invests in securities denominated in foreign currencies and in securities of foreign issuers, including securities tied to emerging market countries.
- (6) The pooled separate accounts in this category primarily seek a total return consisting of long-term growth of capital and current income. The fund operates as a “target date fund.” It invests primarily in underlying Voya Investments funds, domestic and foreign equity, real asset and alternative investments, and fixed-income funds according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in the fund’s name.

Note 5. Guaranteed Investment Contract with Insurance Company

The Plan entered into a traditional investment contract with Voya Retirement Insurance and Annuity Company (Voya), an affiliate of Voya Institutional Trust Company. The contract met the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses. The contract value of the traditional investment contract at December 31, 2020 and 2019 was \$6,337,898 and \$5,871,880, respectively.

The traditional investment contract held by the Plan during the year is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting interest rate is based on a formula agreed upon with the issuer, but it may not be less than 1.05%. Such interest rates are reviewed on a quarterly basis for resetting. The contract permits the insurance company to terminate the agreement prior to the scheduled maturity date.

The Plan’s ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuer’s ability to meet its financial obligations. The issuer’s ability to meet its contractual obligations may be affected by future economic and regulatory developments. Certain events limit the ability of the Plan to transact at contract value with the issuer. Examples of such events include the following:

1. The Plan’s failure to qualify under Section 401(a) of the Internal Revenue Code or the failure of the trust to be tax-exempt under Section 501(a) of the Internal Revenue Code;
2. Premature termination of the contract;
3. Plan termination or merger;
4. Changes to the Plan’s prohibition on competing investment; and
5. Bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures of spin-offs of a subsidiary) that significantly affect the Plan’s normal operations.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 5. Guaranteed Investment Contract with Insurance Company (Continued)

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuer and that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Examples of such events include the following:

1. An uncured violation of the Plan's investment guidelines;
2. A breach of material obligation under the contract;
3. A material misrepresentation; and
4. A material amendment to the agreements without the consent of the issuer.

Note 6. Related Party Transactions

The Plan invests in various pooled separate accounts and guaranteed investment contracts managed by an affiliate of Voya Institutional Trust Company (Voya). Voya is the trustee of the Plan; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Voya amounted to \$4,633 and \$5,670 for the years ended December 31, 2020 and 2019, respectively.

Note 7. Tax Status

Effective January 1, 2015, the Plan adopted a non-standardized form of a prototype plan sponsored by Voya Retirement Insurance and Annuity Company. The prototype plan has obtained a favorable opinion letter dated September 1, 2014 from the Internal Revenue Service as to the prototype plan's qualified status. The Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable provisions of the Internal Revenue Code.

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

Note 8. Risks and uncertainties

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

Four pooled separate accounts comprise approximately 49% and 50% of the Plan's total investments at December 31, 2020 and 2019, respectively. In addition, the Plan's guaranteed investment contract accounts for approximately 17% and 18% of the Plan's total investments at December 31, 2020 and 2019, respectively.

Supplemental Schedule

InterDesign, Inc. Profit Sharing Plan

Employer No. 34-1145527

Plan No. 001

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

(Modified Cash Basis)

December 31, 2020

(a)	(b)	(c)	(e)
	Identity of Party, Issuer, Borrower, Lessor or Similar	Description of Investments, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Current Value
		Registered investment companies:	
*	Voya Investors Trust	VY T. Rowe Price Capital Appreciation Portfolio	\$ 6,714,866
	JPMorgan	JPMorgan Large Cap Growth Fund	5,118,780
	The Vanguard Group	Vanguard 500 Index Fund	3,665,105
	The Vanguard Group	Vanguard Value Index Fund	2,895,184
	Pacific Investment Management Company	PIMCO Income Fund	1,300,447
	American Funds	American Funds EuroPacific	1,222,310
	The Vanguard Group	Vanguard Small Cap Index Fund	981,053
	The Vanguard Group	Vanguard Target Retirement 2045 Fund	903,098
	The Vanguard Group	Vanguard Target Retirement 2055 Fund	775,684
	The Vanguard Group	Vanguard Mid Cap Growth Index Fund	771,803
	Victory Capital	Victory Sycamore Established Value Fund	755,142
	American Funds	American Funds New World	730,858
	Janus Henderson Investors	Janus Triton Fund	663,130
	The Vanguard Group	Vanguard Target Retirement 2035 Fund	578,289
	The Vanguard Group	Vanguard Target Retirement 2060 Fund	527,114
	The Vanguard Group	Vanguard Target Retirement 2025 Fund	489,551
	American Funds	American Funds Capital Income Builder	485,832
	The Vanguard Group	Vanguard Mid Cap Index Fund	453,286
	The Vanguard Group	Vanguard Target Retirement 2050 Fund	431,981
	The Vanguard Group	Vanguard Small Cap Value Index Fund	422,424
	The Vanguard Group	Vanguard Target Retirement 2030 Fund	274,255
	Dimensional Fund Advisors LP	DFA Real Estate Securities Portfolio	242,436
	The Vanguard Group	Vanguard Target Retirement 2040 Fund	208,174
	Franklin Templeton Investments	Franklin Utilities Fund	141,967
	Alliance Bernstein Investments Inc.	AB Global Bond Fund	115,912
	The Vanguard Group	Vanguard High-Yield Corporate Fund	106,593
	The Vanguard Group	Vanguard Target Retirement Income Fund	66,490
	The Vanguard Group	Vanguard Target Retirement 2065 Fund	15,695
	The Vanguard Group	Vanguard Target Retirement 2015 Fund	12,648
	The Vanguard Group	Vanguard Target Retirement 2020 Fund	10,469
			<u>31,080,576</u>
		Guaranteed investment contract:	
*	Voya Retirement Insurance and Annuity Company	Voya Fixed Account	<u>6,337,898</u>
		Participant loans bearing interest at 6.75% - 7.50%, maturing through 2024	
*	Participants		<u>31,643</u>
			<u>\$ 37,450,117</u>
*	Represents party-in-interest		

Note: The above information, except for participant loans, has been certified as complete and accurate by Voya Institutional Trust Company, the trustee of the Plan. Column (d) Cost has been omitted as it is not required under ERISA.

InterDesign, Inc. Profit Sharing Plan

Modified Cash Basis Financial Report
December 31, 2020

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Independent Auditor's Report

Plan Administrator
InterDesign, Inc. Profit Sharing Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of InterDesign, Inc. Profit Sharing Plan (the Plan), which comprise the statements of net assets available for benefits on a modified cash basis as of December 31, 2020 and 2019, the related statements of changes in net assets available for benefits on a modified cash basis for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with the modified cash basis of accounting described in Note 2; this includes determining that the modified cash basis of accounting is an acceptable basis for the presentation of the financial statements in the circumstances. Management is also responsible 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.

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Voya Institutional Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee as of December 31, 2020 and 2019, and for the years then ended, that the information provided to the Plan Administrator by the trustee is complete and accurate and was prepared in part upon contribution, compensation and participant information which was provided to the trustee by the plan sponsor.

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.

Basis of Accounting

We draw attention to Note 2 to the financial statements, which describes the basis of accounting. The financial statements and supplemental schedule are prepared on a modified cash basis of accounting, which is a basis of accounting other than accounting principles generally accepted in the United States of America.

Spinoff of Plan Assets

As described in Note 1, on December 18, 2020, the Board of Directors of the Company ratified the spinoff of a portion of assets from the Plan to the Metro Décor LLC 401(k) Plan effective February 23, 2021. Approximately \$13,684,000 of plan assets were spun off from the Plan on February 23, 2021. Our disclaimer of opinion has not been modified with respect to this matter.

Other Matter – Supplemental Schedule

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

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

RSM US LLP

Cleveland, Ohio
October 13, 2021

InterDesign, Inc. Profit Sharing Plan

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(Modified Cash Basis)**

December 31, 2020 and 2019

	2020	2019
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InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 1. Description of Plan

The following description of the InterDesign, Inc. Profit Sharing Plan provides only general information. Participants should refer to the plan agreement for a more complete description of the Plan's provisions.

General: The Plan is sponsored and administered by InterDesign, Inc. (the Company) and is governed by the plan agreement. The Plan is subject to provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

In March 2020, the World Health Organization categorized Coronavirus Disease (COVID-19) as a pandemic, and the President of the United States declared the COVID-19 outbreak a national emergency. The COVID-19 pandemic has led to volatility in financial markets and has affected, and may continue to affect, the Plan assets. The potential economic impact brought by, and the duration of COVID-19 is difficult to assess or predict and will depend on future developments that are highly uncertain and cannot be predicted.

The Plan has implemented certain requirements by the Coronavirus Aid, Relief, and Economic Security Act (the CARES Act) and the Setting Every Community Up for Retirement Enhancement Act of 2019 (the SERCURE Act), which laws change the Plan to, among others, allow certain eligible individuals to receive coronavirus-related distributions of up to \$100,000, allow loan repayments to be deferred up to one year and delay the commencement date for required minimum distributions. The optional features within these acts are currently being assessed but have not been implemented to date.

Written amendments to the Plan to reflect these operational changes will be adopted at a later date in accordance with applicable law and IRS guidance.

Effective May 1, 2020, Metro Décor LLC, which shares common ownership with the Company, joined the Plan as a participating employer.

On December 18, 2020, the Board of Directors of the Company ratified the spinoff of a portion of assets from the Plan to the Metro Décor LLC 401(k) Plan effective February 23, 2021. Approximately \$13,684,000 of plan assets were spun off from the Plan on February 23, 2021.

The Plan is a defined contribution plan covering all regular full-time, non-union, U.S. employees of the Company and participating employers. To be eligible to participate in the 401(k) contribution, employer safe harbor contributions and employer discretionary profit sharing contribution portion of the Plan, participants must be twenty-one or older and have completed 90 days of service with the Company or participating employers.

Contributions: Each year, participants may contribute up to the maximum percentage of pretax annual compensation, as defined by the Plan and as allowable under the Internal Revenue Code (IRC). Participants direct the investment of their contributions into various investment options offered by the Plan. Participants who attained age 50 before the end of the Plan year were eligible to contribute additional catch-up contributions, as allowable under the IRC. Participants may also contribute amounts representing distributions from other qualified plans. In addition, each company contributes a non-elective safe harbor contribution of 3% of participants' eligible compensation to the account of each eligible participant. Each company also offers an additional profit sharing contribution that may be contributed at the discretion of each company's board of directors. For the years ended December 31, 2020 and 2019, profit sharing contributions totaled approximately \$194,500 and \$1,469,000, respectively.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 1. Description of Plan (Continued)

Funding policy: The Plan's funding policy for the safe harbor contribution is to make the contributions concurrently with the employee's portion of the 401(k) contributions to the Plan. The profit sharing contributions are made to the Plan on an annual basis based on management's discretion.

Participants' accounts: Each participant's account is credited with the participant's contributions and allocations of (a) the Companies' contribution, including any additional profit sharing contribution and (b) Plan earnings and is charged with an allocation of administrative expenses, if any. Allocations are based on participant compensation or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes receivable from participants: The Plan permits limited borrowings by a participant against the value of his or her account. The loan must be a minimum of \$1,000 and up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance, whichever is less. The loans are secured by the balance in the participant's account and bear interest at rates which are commensurate with local prevailing rates determined quarterly by the plan administrator. Principal and interest is paid ratably through bi-weekly payroll deductions.

Vesting: Participants immediately vest in their contributions as well as the Companies' safe harbor non-elective contributions, plus actual earnings thereon. Vesting in the Companies' profit sharing contribution is based on years of service without incurring a break in service as defined in the plan agreement in accordance with the following schedule:

<u>Years of Service</u>	<u>Vesting</u>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years	100%

Payment of benefits: Participants are entitled to receive a lump-sum amount equal to the value of their vested account balance upon termination or separation of service.

Forfeited accounts: Forfeitures of non-vested Company contributions are used to reduce employer contributions. Forfeitures of approximately \$57,300 and \$29,000 for the years ended December 31, 2020 and 2019, respectively, were used to reduce employer contributions. As of December 31, 2020 and 2019 there were approximately \$65,900 and \$59,400, respectively, of forfeited non-vested accounts.

Administrative expenses: The Plan provides that administrative expenses of the Plan are to be paid by the Plan or by the Companies, at the Companies' discretion.

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

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 2. Significant Accounting Policies

Basis of accounting: The Plan's records are kept on the modified cash basis, which is a comprehensive basis of accounting other than accounting principles generally accepted in the United States of America. Under the modified cash basis of accounting, income is recognized when cash is received, benefits are recognized when paid and investments are recorded at fair value, except the guaranteed investment contract, which is recorded at contract value due to it being fully benefit responsive.

Investments held by a defined contribution plan are required to be reported at fair value, except for fully benefit-responsive investment contracts. Contract value is the relevant measure for the portion of the net assets available for benefits of a defined contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the terms of the Plan.

Investment valuation and income recognition: 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 sale of securities are recorded on a trade-date basis. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Use of estimates: The preparation of financial statements in conformity with the modified cash basis of accounting requires management to make estimates and assumptions that affect the reported amounts of net assets available for benefits. Actual results could differ from those estimates.

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

Benefit payments: Benefits are recorded when paid.

Subsequent events: The Plan has evaluated subsequent events for potential recognition and/or disclosure through October 13, 2021, the date the financial statements were available to be issued.

Note 3. Information Certified and Provided by Voya Institutional Trust Company

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

	2020	2019
Pooled separate accounts	\$ 31,080,576	\$ 26,967,110
Guaranteed investment contract	\$ 6,337,898	\$ 5,871,880

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 3. Information Certified and Provided by Voya Institutional Trust Company (Continued)

The trustee also certified to the completeness and accuracy of net appreciation in the fair value of the investments and interest and dividends for the years ended December 31:

	2020	2019
Net appreciation in fair value of investments	\$ 5,029,105	\$ 5,545,374
Interest and dividends	\$ 63,382	\$ 80,982

Note 4. Fair Value Measurements

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

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

Level 2: Inputs to the valuation methodology include:

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

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

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

An asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs. At December 31, 2020 and 2019, there were no assets or liabilities measured within the fair value hierarchy. There were also no transfers in or out of Level 3.

The following tables summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2020 and 2019. There are no participant redemption restrictions for these investments; the redemption notice period is applicable only to the Plan.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 4. Fair Value Measurements (Continued)

Investment	2020			
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts				
Large-cap US equity ⁽¹⁾	\$ 18,535,902	None	Daily	None
Mid-cap US equity ⁽²⁾	2,222,667	None	Daily	None
Small-cap US equity ⁽³⁾	2,066,607	None	Daily	None
International equity ⁽⁴⁾	1,953,168	None	Daily	None
Fixed income ⁽⁵⁾	2,008,784	None	Daily	None
Balanced/asset allocation ⁽⁶⁾	4,293,448	None	Daily	None
	<u>\$ 31,080,576</u>			
Investment	2019			
	Fair Value	Unfunded Commitment	Redemption Frequency	Redemption Notice Period
Pooled separate accounts				
Large-cap US equity ⁽¹⁾	\$ 16,497,807	None	Daily	None
Mid-cap US equity ⁽²⁾	2,065,516	None	Daily	None
Small-cap US equity ⁽³⁾	1,779,246	None	Daily	None
International equity ⁽⁴⁾	1,816,805	None	Daily	None
Fixed income ⁽⁵⁾	1,553,343	None	Daily	None
Balanced/asset allocation ⁽⁶⁾	3,254,393	None	Daily	None
	<u>\$ 26,967,110</u>			

(1) This category includes investments whose objective is to either seek substantial dividend income as well as long-term growth of capital or provide an investment return matching the return of the S&P 500 index. Typically these funds invest primarily in stocks of companies similar in size to those in the S&P 500 index.

(2) This category's investment objective is to seek long-term capital appreciation. The funds may invest in domestic equity securities with growth potential and/or companies within the range of the market capitalization of the Russell Midcap Value index.

(3) Investments in this category seek capital appreciation by investing in either growth or value stocks issued by companies with small-sized market capitalization believed to be undervalued in the marketplace or possess above average potential.

(4) The pooled separate accounts in this category primarily invest at least 80% of assets in equity and debt securities of issuers from Europe and developing market countries.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 4. Fair Value Measurements (Continued)

- (5) The investment option invests primarily in intermediate-term, fixed-income investments such as public and private corporate bonds, commercial and residential mortgages, asset-backed securities, and United States government and agency-backed securities. The fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in a diversified portfolio of fixed-income instruments of varying maturities, represented by forwards or derivatives such as options, futures contracts, or swap agreements, at the time of each purchase. It invests in securities denominated in foreign currencies and in securities of foreign issuers, including securities tied to emerging market countries.
- (6) The pooled separate accounts in this category primarily seek a total return consisting of long-term growth of capital and current income. The fund operates as a “target date fund.” It invests primarily in underlying Voya Investments funds, domestic and foreign equity, real asset and alternative investments, and fixed-income funds according to an asset allocation strategy designed for investors having a retirement investment goal close to the year in the fund’s name.

Note 5. Guaranteed Investment Contract with Insurance Company

The Plan entered into a traditional investment contract with Voya Retirement Insurance and Annuity Company (Voya), an affiliate of Voya Institutional Trust Company. The contract met the fully benefit-responsive investment contract criteria and therefore is reported at contract value. Contract value is the relevant measure for fully benefit-responsive investment contracts because this is the amount received by participants if they were to initiate permitted transactions under the terms of the Plan. Contract value represents contributions made under each contract, plus earnings, less participant withdrawals, and administrative expenses. The contract value of the traditional investment contract at December 31, 2020 and 2019 was \$6,337,898 and \$5,871,880, respectively.

The traditional investment contract held by the Plan during the year is a guaranteed investment contract. The contract issuer is contractually obligated to repay the principal and a specified interest rate that is guaranteed to the Plan. The crediting interest rate is based on a formula agreed upon with the issuer, but it may not be less than 1.05%. Such interest rates are reviewed on a quarterly basis for resetting. The contract permits the insurance company to terminate the agreement prior to the scheduled maturity date.

The Plan’s ability to receive amounts due in accordance with fully benefit-responsive investment contracts is dependent on the third-party issuer’s ability to meet its financial obligations. The issuer’s ability to meet its contractual obligations may be affected by future economic and regulatory developments. Certain events limit the ability of the Plan to transact at contract value with the issuer. Examples of such events include the following:

1. The Plan’s failure to qualify under Section 401(a) of the Internal Revenue Code or the failure of the trust to be tax-exempt under Section 501(a) of the Internal Revenue Code;
2. Premature termination of the contract;
3. Plan termination or merger;
4. Changes to the Plan’s prohibition on competing investment; and
5. Bankruptcy of the plan sponsor or other plan sponsor events (for example, divestitures of spin-offs of a subsidiary) that significantly affect the Plan’s normal operations.

InterDesign, Inc. Profit Sharing Plan

Notes to Financial Statements (Modified Cash Basis)

Note 5. Guaranteed Investment Contract with Insurance Company (Continued)

No events are probable of occurring that might limit the ability of the Plan to transact at contract value with the contract issuer and that also would limit the ability of the Plan to transact at contract value with the participants.

In addition, certain events allow the issuer to terminate the contract with the Plan and settle at an amount different from contract value. Examples of such events include the following:

1. An uncured violation of the Plan's investment guidelines;
2. A breach of material obligation under the contract;
3. A material misrepresentation; and
4. A material amendment to the agreements without the consent of the issuer.

Note 6. Related Party Transactions

The Plan invests in various pooled separate accounts and guaranteed investment contracts managed by an affiliate of Voya Institutional Trust Company (Voya). Voya is the trustee of the Plan; therefore, these transactions qualify as party-in-interest transactions. Fees paid by the Plan to Voya amounted to \$4,633 and \$5,670 for the years ended December 31, 2020 and 2019, respectively.

Note 7. Tax Status

Effective January 1, 2015, the Plan adopted a non-standardized form of a prototype plan sponsored by Voya Retirement Insurance and Annuity Company. The prototype plan has obtained a favorable opinion letter dated September 1, 2014 from the Internal Revenue Service as to the prototype plan's qualified status. The Plan Administrator believes the Plan is designed and is being operated in compliance with the applicable provisions of the Internal Revenue Code.

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

Note 8. Risks and uncertainties

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

Four pooled separate accounts comprise approximately 49% and 50% of the Plan's total investments at December 31, 2020 and 2019, respectively. In addition, the Plan's guaranteed investment contract accounts for approximately 17% and 18% of the Plan's total investments at December 31, 2020 and 2019, respectively.

Supplemental Schedule

InterDesign, Inc. Profit Sharing Plan

Employer No. 34-1145527

Plan No. 001

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

(Modified Cash Basis)

December 31, 2020

(a)	(b)	(c)	(e)
	Identity of Party, Issuer, Borrower, Lessor or Similar	Description of Investments, Including Maturity Date, Rate of Interest, Collateral, Par, or Maturity Value	Current Value
		Registered investment companies:	
*	Voya Investors Trust	VY T. Rowe Price Capital Appreciation Portfolio	\$ 6,714,866
	JPMorgan	JPMorgan Large Cap Growth Fund	5,118,780
	The Vanguard Group	Vanguard 500 Index Fund	3,665,105
	The Vanguard Group	Vanguard Value Index Fund	2,895,184
	Pacific Investment Management Company	PIMCO Income Fund	1,300,447
	American Funds	American Funds EuroPacific	1,222,310
	The Vanguard Group	Vanguard Small Cap Index Fund	981,053
	The Vanguard Group	Vanguard Target Retirement 2045 Fund	903,098
	The Vanguard Group	Vanguard Target Retirement 2055 Fund	775,684
	The Vanguard Group	Vanguard Mid Cap Growth Index Fund	771,803
	Victory Capital	Victory Sycamore Established Value Fund	755,142
	American Funds	American Funds New World	730,858
	Janus Henderson Investors	Janus Triton Fund	663,130
	The Vanguard Group	Vanguard Target Retirement 2035 Fund	578,289
	The Vanguard Group	Vanguard Target Retirement 2060 Fund	527,114
	The Vanguard Group	Vanguard Target Retirement 2025 Fund	489,551
	American Funds	American Funds Capital Income Builder	485,832
	The Vanguard Group	Vanguard Mid Cap Index Fund	453,286
	The Vanguard Group	Vanguard Target Retirement 2050 Fund	431,981
	The Vanguard Group	Vanguard Small Cap Value Index Fund	422,424
	The Vanguard Group	Vanguard Target Retirement 2030 Fund	274,255
	Dimensional Fund Advisors LP	DFA Real Estate Securities Portfolio	242,436
	The Vanguard Group	Vanguard Target Retirement 2040 Fund	208,174
	Franklin Templeton Investments	Franklin Utilities Fund	141,967
	Alliance Bernstein Investments Inc.	AB Global Bond Fund	115,912
	The Vanguard Group	Vanguard High-Yield Corporate Fund	106,593
	The Vanguard Group	Vanguard Target Retirement Income Fund	66,490
	The Vanguard Group	Vanguard Target Retirement 2065 Fund	15,695
	The Vanguard Group	Vanguard Target Retirement 2015 Fund	12,648
	The Vanguard Group	Vanguard Target Retirement 2020 Fund	10,469
			<u>31,080,576</u>
		Guaranteed investment contract:	
*	Voya Retirement Insurance and Annuity Company	Voya Fixed Account	<u>6,337,898</u>
		Participant loans bearing interest at 6.75% - 7.50%, maturing through 2024	
*	Participants		<u>31,643</u>
			<u>\$ 37,450,117</u>
*	Represents party-in-interest		

Note: The above information, except for participant loans, has been certified as complete and accurate by Voya Institutional Trust Company, the trustee of the Plan. Column (d) Cost has been omitted as it is not required under ERISA.