

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 1.2em; font-weight: bold;">2020</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2020 or fiscal plan year beginning <u>01/01/2020</u> and ending <u>12/31/2020</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>004</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>10/01/1985</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>004</u>	1c Effective date of plan <u>10/01/1985</u>	
1b Three-digit plan number (PN) ▶	<u>004</u>				
1c Effective date of plan <u>10/01/1985</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>T.Y. LIN INTERNATIONAL</u> <u>345 CALIFORNIA ST</u> <u>SUITE 2300</u> <u>SAN FRANCISCO, CA 94104</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>94-1598707</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>415-291-3700</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>541330</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>94-1598707</u>	2c Plan Sponsor's telephone number <u>415-291-3700</u>	2d Business code (see instructions) <u>541330</u>	
2b Employer Identification Number (EIN) <u>94-1598707</u>					
2c Plan Sponsor's telephone number <u>415-291-3700</u>					
2d Business code (see instructions) <u>541330</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	PERFECT SOO
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	1195
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)	795
a(2) Total number of active participants at the end of the plan year		6a(2)	797
b Retired or separated participants receiving benefits.....		6b	1
c Other retired or separated participants entitled to future benefits		6c	415
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	1213
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	1213
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	1091
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	18
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: 2F 2G 2J 2K 2T 3H 3D 2E			
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>0</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 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 T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN	B Three-digit plan number (PN) ▶	004
C Plan sponsor's name as shown on line 2a of Form 5500 T.Y. LIN INTERNATIONAL	D Employer Identification Number (EIN) 94-1598707	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

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

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

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

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	37836	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

KESTRA ADVISORY SERVICES, LLC

35-2552359

(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?
31	INVESTMENT ADVISOR	5500	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	2900	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PARNASSUS ENDEAVOR - PARNASSUS INV 1 MARKET STREET, SUITE 1600 SAN FRANCISCO, CA 94105	0.40%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PARNASSUS ENDEAVOR I - PARNASSUS I 1 MARKET STREET, SUITE 1600 SAN FRANCISCO, CA 94105	0.10%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	SHEA LABAGH DOBBERSTEIN	b EIN:	94-2290202
c Position:	ACCOUNTANTS		
d Address:	44 MONTGOMERY STREET SUITE 3200 SAN FRANCISCO, CA 94104	e Telephone:	415-397-4444

Explanation: NEW ADDRESS UPDATED

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2020 This Form is Open to Public Inspection
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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 <u>T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN</u>	B Three-digit plan number (PN) ► <u>004</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>T.Y. LIN INTERNATIONAL</u>	D Employer Identification Number (EIN) <u>94-1598707</u>

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	225753	145614
(2) Participant contributions.....	1b(2)	233711	510750
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	12674640	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	1216747	1175363
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	151329192	191985009
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	0	0
(15) Other	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	165680043	193816736

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f).....	1l	165680043	193816736
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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)	2222127	
(B) Participants	2a(1)(B)	8397557	
(C) Others (including rollovers).....	2a(1)(C)	2302857	
(2) Noncash contributions	2a(2)	0	12922541
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	75311	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		75311
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	9317791
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	9317791	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		9317791
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	0
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		23104052
c Other income	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		45419695

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	17258687	
(2) To insurance carriers for the provision of benefits	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		17258687
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		18815
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	5500	
(4) Other.....	2i(4)	0	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		5500
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		17283002

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		28136693
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **ARMANINO LLP**

(2) EIN: **94-6214841**

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

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

Part IV Compliance Questions

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

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)			
4a	X		7524377

	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		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		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?	X		6661
4l	X		6661
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n		X	

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

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

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

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

<div>SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation</div>	<div>Retirement Plan Information</div> <div>This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).</div> <div>▶ File as an attachment to Form 5500.</div>	<div>OMB No. 1210-0110</div> <div>2020</div> <div>This Form is Open to Public Inspection.</div>
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN		B Three-digit plan number (PN) ▶ 004
C Plan sponsor's name as shown on line 2a of Form 5500 T.Y. LIN INTERNATIONAL		D Employer Identification Number (EIN) 94-1598707
Part I	Distributions	
All references to distributions relate only to payments of benefits during the plan year.		
1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....		1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year		3
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☐ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2020 v. 200204		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

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

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

**T.Y. LIN INTERNATIONAL EMPLOYEES'
SAVINGS AND RETIREMENT PLAN**

Financial Statements

DECEMBER 31, 2020



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Independent Auditor's Report

The Participants and Benefits Administrative Committee
T.Y. Lin International Employees' Savings and Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of T.Y. Lin International Employees' Savings and Retirement Plan (the "Plan"), which comprise the statement of net assets available for benefits as of December 31, 2020, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matters described in the Basis for Disclaimer of Opinion paragraph, however, 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 C, which was certified by Fidelity Management Trust Company ("Fidelity"), the Trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan Administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the Trustee as of and for the year ended December 31, 2020, that the information provided to the Plan Administrator by the Trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the 2020 financial statements. Accordingly, we do not express an opinion on the 2020 financial statements referred to in the first paragraph.

Other Matter – Supplement Schedules

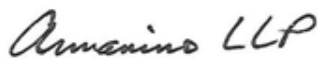
The supplemental schedule of Assets (Held at End of Year) as of December 31, 2020 and Schedule of Delinquent Participant Contributions for the year ending December 31, 2020, are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income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

Other Matter – 2019 Financial Statements

The financial statements of the Plan as of December 31, 2019, were audited by predecessor auditors. 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 ("ERISA"), the Plan Administrator instructed the predecessor auditors not to perform and they did not perform, any auditing procedures with respect to the information certified by the Trustee. Their report, dated October 14, 2020, indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an opinion and accordingly, they did not express an opinion on the financial statement and (b) the form and content of the information included in the financial statement other than that derived from the information certified by the Trustee, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Report on Form and Content in Compliance With DOL Rules and Regulations 2020

The form and content of the information included in the 2020 financial statements and supplemental schedules, other than that derived from the information certified by the Trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.



Armanino^{LLP}
St. Louis, Missouri

October 11, 2021

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Statements of Net Assets Available for Benefits

December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Assets		
Investments, at fair value	<u>\$ 191,985,009</u>	<u>\$ 164,003,832</u>
Receivables:		
Participant contributions	510,750	233,711
Employer contribution	145,614	225,753
Notes receivable from participants	<u>1,175,363</u>	<u>1,216,747</u>
Total receivables	<u>1,831,727</u>	<u>1,676,211</u>
Net assets available for benefits	<u><u>\$ 193,816,736</u></u>	<u><u>\$ 165,680,043</u></u>

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2020

	<u>2020</u>
Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 23,104,052
Interest and dividend income	<u>9,317,791</u>
Total investment income	<u>32,421,843</u>
Interest income on notes receivable from participants	<u>75,311</u>
Contributions:	
Participants	8,397,557
Employer	2,222,127
Rollovers	<u>2,302,857</u>
Total contributions	<u>12,922,541</u>
Total additions	<u>45,419,695</u>
Deductions from net assets attributed to:	
Benefits paid to participants	17,277,502
Administrative expenses	<u>5,500</u>
Total deductions	<u>17,283,002</u>
Net increase in net assets	<u>28,136,693</u>
Net assets available for benefits:	
Beginning of year	<u>165,680,043</u>
End of year	<u>\$ 193,816,736</u>

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements

December 31, 2020

Note A – Description of the Plan

The following description of the T.Y. Lin International Employees' Savings and Retirement Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General and Administration

The Plan was established on October 1, 1985, restated on November 15, 2017, to provide retirement benefits for the employees of T.Y. Lin International (the "Company"). The Plan is a voluntary defined contribution plan that covers substantially all salaried and hourly domestic employees of the Company who have met the eligibility requirements. The Plan allows the employees of the Company for immediate entry upon meeting the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and certain provisions of the Internal Revenue Code ("IRC").

The Plan provides for a plan administrator who is responsible for keeping accurate and complete records with regard to the Plan, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law. The Plan is administered by the Company and a Retirement Committee appointed by the Board of Directors of the Company. The assets of the Plan are held by the custodian and trustee, Fidelity Management Trust Company ("Fidelity").

Eligibility

Employees may participate in the Plan after meeting the eligibility requirements as described in the Plan document. Eligible employees include those who have attained the age of 18, hold the status of a United States resident, and are considered to be a full-time or part-time employee, excluding leased and temporary employees, with the exception that the latter completes 1,000 hours during the eligibility period. Eligible employees may become participants in the Plan for purposes of making pre-tax or Roth contributions upon hire.

Participants are eligible to receive the safe harbor employer nonelective contribution under the Plan upon hire, given the eligibility requirements noted above are met. Eligible employees may receive this nonelective contribution as of the first date of the Plan year or the first day of the seventh month of the Plan year on the date coinciding with or next following the date eligibility requirements have been satisfied.

Participant Contributions

Each year, participants may elect to contribute up to 90% of pre-tax annual compensation, as defined in the Plan agreement, either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement, not to exceed the dollar limitation contained in Section 402(g) of the Internal Revenue Code (the "IRC"). For the year ended December 31, 2020, the annual limitation was \$19,500. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions limited to \$6,500 for the year ended December 31, 2020. Participants are also allowed to roll over contributions from other qualified retirement plans, subject to approval by the plan administrator.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Employer Contributions

The Company may make discretionary matching contributions determined annually by the Company. For the year ended December 31, 2020, the discretionary employer matching contribution was equal to \$.50 for each \$1.00 of salary deferral up to the first 6% of each participant's eligible compensation. The Company may also elect to make discretionary profit-sharing contributions to the Plan. Such contributions are allocated in the ratio that each participant's eligible compensation bears to the total compensation paid to all eligible participants for the Plan year. There were no such contributions for the year ended December 31, 2020.

Participant Accounts

The Plan maintains an account for each participant which is credited with the participant's contributions, the Company's discretionary matching contributions, allocations of the Company's discretionary profit-sharing contributions, Plan investment earnings and losses, and charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant compensation or account balances, or specific participant transactions, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefits that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their salary deferral contributions and rollover contributions plus actual earnings thereon. Participants of plans that were merged prior to 2011 as a result of acquisitions should refer to the Plan agreement for more specific vesting schedules of the Company's discretionary and profit-sharing contributions. Participants in the Plan vest in the Company's discretionary matching and profit-sharing contributions according to the following schedule:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than one year	0%
1 year	50%
2 years	100%

A participant also becomes 100% vested upon disability, death or reaching normal retirement age while employed by the Company; when the Plan is terminated; or when contributions to the Plan are discontinued.

Investment Options

Upon enrollment in the Plan, a participant may direct the investment of their account balance into the various funds offered through the Plan.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Notes Receivable from Participants

Eligible participants may borrow from their vested accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The terms of loan range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest in line with prevailing interest rates charged by persons in the business of lending money under similar circumstances. Principal and interest are paid ratably through bi-weekly payroll deductions. At December 31, 2020, the interest rates on outstanding loans range from 4.25% to 7.50%, and maturity dates ranged from March 2022 to December 2030.

Participants with an outstanding loan balance upon termination of employment with the Company, the outstanding principal and accrued interest on such loan will not be immediately due and payable. The participant has the option of continuing to repay the loan through Fidelity's electronic loan payment service even after separation with the Company.

For the 2020 calendar year, as a part of the adoption of the Coronavirus Aid, Relief, and Economic Security Act ("CARES" Act), the Plan allowed for a suspension of loan payments for all eligible employees until December 31, 2020. The suspended loan payments were restarted after January 1, 2021. Suspended loans were re-amortized, with new payment amounts and payoff dates.

Benefits Paid to Participants

Participants are eligible to receive distributions from the Plan upon reaching normal or early retirement age, termination of service, disability or death, as a lump-sum distribution, a direct rollover distribution, a life annuity, or a combination of cash and a direct rollover distribution equal to the value of the participant's vested interest in his or her account. Participants may withdraw at any time their employee contributions, both pre-tax and Roth contributions, for certain financial hardships, subject to a \$500 minimum. Participants may withdraw their entire vested account balance upon attaining the age of 59 ½. Participant accounts are payable at age 65 or upon disability, death, or termination of employment with the Company. If a terminated participant, who has a vested account of less than \$1,000, has not provided distribution instructions to the Plan, the participant will automatically be paid a single lump-sum distribution. If the value of a terminated participant's account is less than \$5,000 but more than \$1,000, the balance will be automatically distributed to the Plan's designated individual retirement plan or annuity for the participant's benefit.

For the 2020 calendar year, as a part of the adoption of the CARES Act, the Plan allowed for coronavirus related distributions for eligible employees of up to \$100,000, without penalty. Eligible employees are not required to repay this distribution, but the Plan allows for them to repay their Plan account within three years of the date they received their distribution.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Forfeitures

Any portion of a terminated employee's account that is not vested is forfeited, subject to the possibility of reinstatement. Forfeitures may be used to pay any Plan administrative expenses or reduce future employer contributions. The forfeitures are held in a money market fund pending such application. Forfeited non-vested accounts amounted to \$35,483 and \$40,797 as of December 31, 2020 and 2019, respectively. Forfeitures used to reduce employer contributions during the year ended December 31, 2020 were \$40,797.

Note B – Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

The preparation of financial statements is in accordance with U.S. GAAP require the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements, accompanying notes and the supplemental schedule. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Retirement Committee determines the Plan's valuation policies utilizing information provided by investment advisors and the Trustee. Notes receivable due from participants are valued at their outstanding balances, which approximate fair value. See Note D for a discussion of the fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held, during the year.

Payment of Benefits

Benefits are recorded when paid.

Expenses

The Plan's administrative expenses including, but not limited to, trustee, custodial, audit, and legal fees are paid from the assets of the Plan. Fees related to participant-directed transactions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note B – Summary of Significant Accounting Policies (Continued)

Subsequent Events

The Plan has evaluated subsequent events through October 11, 2021, the date at which the financial statements were available to be issued and determined there are no items to disclose.

Note C – Certification of Investment Information

For the years ended December 31, 2020 and 2019, the Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator has obtained a certification from Fidelity for the years ended December 31, 2020 and 2019, that all of the investment and note receivable from participant information provided by the trustee and included in the accompanying financial statements and supplemental Schedule of Assets (Held at end of year) is complete and accurate. Information as to the investments in the accounts of Fidelity, investment income, interest, and all information appearing in the accompanying statements and schedule is presented in reliance solely upon these certifications.

Note D – Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level I) and the lowest priority to unobservable inputs (Level III). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

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 asset 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 II input must be observable for substantially the full term of the asset or liability.

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

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note D – Fair Value Measurements (Continued)

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

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end securities registered with the Securities and Exchange Commission. The mutual funds held by the Plan are deemed to be actively traded.

Collective Investment Trust: The Plan's interest in the collective trust is valued based on information reported by the investment advisor using the audited financial statements of the collective trust at year-end. The unit value, or net asset value ("NAV") equivalent, as provided by the Trustee, is used as a practical expedient to estimate fair value.

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

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

Investments at Fair Value As of December 31, 2020				
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 190,395,312	\$ 190,395,312	\$ -	\$ -
Total assets in the fair value hierarchy	190,395,312	190,395,312	-	-
Investments measured at NAV (a)	1,589,697	-	-	-
Total investments	\$ 191,985,009	\$ 190,395,312	\$ -	\$ -
Investments at Fair Value As of December 31, 2019				
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 161,631,471	\$ 161,631,471	\$ -	\$ -
Total assets in the fair value hierarchy	161,631,471	161,631,471	-	-
Investments measured at NAV (a)	2,372,361	-	-	-
Total investments	\$ 164,003,832	\$ 161,631,471	\$ -	\$ -

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note D – Fair Value Measurements (Continued)

Investments Measured at Net Asset Value

The following table summarizes investments for which fair value is measured using the net asset value per share as of December 31, 2020 and 2019, respectively.

December 31, 2020

<u>Investment</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Collective investment trust	\$ 1,589,697	None	Daily	Daily

December 31, 2019

<u>Investment</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Collective investment trust	\$ 2,372,361	None	Daily	Daily

Note E – Risk and Uncertainties

The Plan provides for various investment options in any combination among the funds sponsored by the Plan. 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 investment value in the near term would materially affect participants' account balances and the amounts reported in the Statement of Net Assets Available for Benefits.

Note F – Related-Party and Party-in-Interest Transactions

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Total fees paid to Fidelity for the year ended December 31, 2020 amounted to \$5,500.

Note G – Tax Status

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. The Plan has adopted Fidelity's volume submitter plan that had received a favorable opinion letter dated March 31, 2014, stating that the volume submitter plan is designed in accordance with the applicable sections of the IRC. The Plan has not filed for a separate determination letter; however, the plan administrator believes that the Plan is intended to be designed and is currently being operated in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

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 by Federal and State taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note H – Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, no further contributions will be made to the Plan and all participants will be 100 percent vested in their account.

Note I – Delinquent Participant Contributions

The Company had late employee deferral and loan repayment contributions totaling \$6,983,854, \$526,545, and \$13,978 for the Plan years ended December 31, 2020, 2019, and 2018, respectively. As of December 31, 2020, the Company has corrected the 2019 and 2018 delinquent contributions utilizing the Department of Labor's Voluntary Fiduciary Corrections Program calculator to determine lost earnings to self-correct these delinquent contributions, and is currently in the process of correcting the 2020 delinquent contributions utilizing the same methodology.

Supplemental Schedules

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN
EIN #94-1598707 Plan Number 004

Schedule of Assets (Held at End of Year)

Form 5500 – Schedule H – Item 4i

December 31, 2020

a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of Investment	(d) Cost	(e) Current Value
*	Fidelity Investments	Fidelity Growth Co K	**	\$ 24,865,119
*	Fidelity Investments	Fidelity Contrafund K	**	24,535,099
*	Fidelity Investments	Fidelity Govt Money Market Fund	**	15,971,389
*	Fidelity Investments	Fidelity 500 Index	**	14,856,923
	Janus Henderson	J H Enterprise Is	**	13,428,722
*	Fidelity Investments	Fidelity Balanced K	**	12,138,795
	JP Morgan	JP Morgan Smart Retirement 2020	**	7,969,379
	JP Morgan	JP Morgan Smart Retirement 2025	**	7,803,617
*	Fidelity Investments	Fidelity Us Bond Index	**	6,715,457
	PIMCO	Pimco Total Return	**	6,372,696
	Hartford	Hartford International Equity	**	6,243,707
	JP Morgan	JP Morgan Smart Retirement 2030	**	5,874,001
	JP Morgan	JP Morgan Smart Retirement 2035	**	5,728,884
*	Fidelity Investments	Fidelity Low Priced Stk K	**	4,961,316
	Parnassus Investments	Parnassus Endeavor I	**	4,374,623
	JP Morgan	JP Morgan Smart Retirement 2045	**	4,072,619
	JP Morgan	JP Morgan Smart Retirement 2040	**	3,553,856
	JP Morgan	JP Morgan Smart Retirement 2050	**	3,351,128
*	Fidelity Investments	Fidelity Extended Market Index	**	2,697,601
	PIMCO	Pimco Income Inst	**	2,577,642
	T. Rowe Price	TRP Qm Us Smcp Gr I	**	2,300,995
*	Fidelity Investments	Fidelity Total Intl Index	**	2,172,663
	JP Morgan	JP Morgan Smart Retirement Inc	**	2,105,968
	JP Morgan	JP Morgan Smart Retirement 2055	**	1,977,593
	American Funds	AF Wash Mutl Inv	**	1,827,897
	Goldman Sachs	GS Sm Cap Value	**	1,589,697
	American Century	American Century Emerging Markets	**	904,947
	PIMCO	Pimco Real Return Inst	**	653,426
	JP Morgan	JP Morgan Smart Retirement 2060	**	359,250

*	Plan Participants	Total investments, at fair value	**	191,985,009
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	Notes receivable from participants	Interest rates from 4.25% to 7.50% with maturities through 2030		1,175,363
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\$ 193,160,372

* Represents Party-in-interest

** Cost information has been omitted for participant-directed investments

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN**EIN #94-1598707 Plan Number 004****Schedule of Delinquent Participant Contributions****Form 5500 – Schedule H – Item 4a**

December 31, 2020

<u>Participant Contributions Transferred Late to Plan</u>		<u>Total that Constitutes Nonexempt Prohibited Transactions</u>			<u>Total Fully Corrected Under VFCP and PTE 2002-51</u>	
<u>Check here if late participant loan repayments are included:</u>		<u>Contributions Not Corrected</u>	<u>Contributions Corrected Outside VFCP</u>	<u>Contributions Pending Correction in VFCP</u>		
2020	X	\$ 6,983,854	\$ -	\$ -	\$	-
2019	X	\$ -	\$ 526,545	\$ -	\$	-
2018	X	\$ -	\$ 13,978	\$ -	\$	-

**T.Y. LIN INTERNATIONAL EMPLOYEES'
SAVINGS AND RETIREMENT PLAN**

Financial Statements

DECEMBER 31, 2020



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Independent Auditor's Report

The Participants and Benefits Administrative Committee
T.Y. Lin International Employees' Savings and Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of T.Y. Lin International Employees' Savings and Retirement Plan (the "Plan"), which comprise the statement of net assets available for benefits as of December 31, 2020, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matters described in the Basis for Disclaimer of Opinion paragraph, however, 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 C, which was certified by Fidelity Management Trust Company ("Fidelity"), the Trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan Administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the Trustee as of and for the year ended December 31, 2020, that the information provided to the Plan Administrator by the Trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the 2020 financial statements. Accordingly, we do not express an opinion on the 2020 financial statements referred to in the first paragraph.

Other Matter – Supplement Schedules

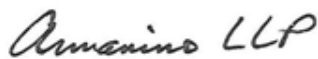
The supplemental schedule of Assets (Held at End of Year) as of December 31, 2020 and Schedule of Delinquent Participant Contributions for the year ending December 31, 2020, are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income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

Other Matter – 2019 Financial Statements

The financial statements of the Plan as of December 31, 2019, were audited by predecessor auditors. 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 ("ERISA"), the Plan Administrator instructed the predecessor auditors not to perform and they did not perform, any auditing procedures with respect to the information certified by the Trustee. Their report, dated October 14, 2020, indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an opinion and accordingly, they did not express an opinion on the financial statement and (b) the form and content of the information included in the financial statement other than that derived from the information certified by the Trustee, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Report on Form and Content in Compliance With DOL Rules and Regulations 2020

The form and content of the information included in the 2020 financial statements and supplemental schedules, other than that derived from the information certified by the Trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

A handwritten signature in dark ink that reads "Armanino LLP". The signature is fluid and cursive, with the letters "Armanino" and "LLP" clearly distinguishable.

Armanino^{LLP}
St. Louis, Missouri

October 11, 2021

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Statements of Net Assets Available for Benefits

December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Assets		
Investments, at fair value	<u>\$ 191,985,009</u>	<u>\$ 164,003,832</u>
Receivables:		
Participant contributions	510,750	233,711
Employer contribution	145,614	225,753
Notes receivable from participants	<u>1,175,363</u>	<u>1,216,747</u>
Total receivables	<u>1,831,727</u>	<u>1,676,211</u>
Net assets available for benefits	<u><u>\$ 193,816,736</u></u>	<u><u>\$ 165,680,043</u></u>

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2020

	<u>2020</u>
Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 23,104,052
Interest and dividend income	<u>9,317,791</u>
Total investment income	<u>32,421,843</u>
Interest income on notes receivable from participants	<u>75,311</u>
Contributions:	
Participants	8,397,557
Employer	2,222,127
Rollovers	<u>2,302,857</u>
Total contributions	<u>12,922,541</u>
Total additions	<u>45,419,695</u>
Deductions from net assets attributed to:	
Benefits paid to participants	17,277,502
Administrative expenses	<u>5,500</u>
Total deductions	<u>17,283,002</u>
Net increase in net assets	<u>28,136,693</u>
Net assets available for benefits:	
Beginning of year	<u>165,680,043</u>
End of year	<u>\$ 193,816,736</u>

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements

December 31, 2020

Note A – Description of the Plan

The following description of the T.Y. Lin International Employees' Savings and Retirement Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General and Administration

The Plan was established on October 1, 1985, restated on November 15, 2017, to provide retirement benefits for the employees of T.Y. Lin International (the "Company"). The Plan is a voluntary defined contribution plan that covers substantially all salaried and hourly domestic employees of the Company who have met the eligibility requirements. The Plan allows the employees of the Company for immediate entry upon meeting the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and certain provisions of the Internal Revenue Code ("IRC").

The Plan provides for a plan administrator who is responsible for keeping accurate and complete records with regard to the Plan, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law. The Plan is administered by the Company and a Retirement Committee appointed by the Board of Directors of the Company. The assets of the Plan are held by the custodian and trustee, Fidelity Management Trust Company ("Fidelity").

Eligibility

Employees may participate in the Plan after meeting the eligibility requirements as described in the Plan document. Eligible employees include those who have attained the age of 18, hold the status of a United States resident, and are considered to be a full-time or part-time employee, excluding leased and temporary employees, with the exception that the latter completes 1,000 hours during the eligibility period. Eligible employees may become participants in the Plan for purposes of making pre-tax or Roth contributions upon hire.

Participants are eligible to receive the safe harbor employer nonelective contribution under the Plan upon hire, given the eligibility requirements noted above are met. Eligible employees may receive this nonelective contribution as of the first date of the Plan year or the first day of the seventh month of the Plan year on the date coinciding with or next following the date eligibility requirements have been satisfied.

Participant Contributions

Each year, participants may elect to contribute up to 90% of pre-tax annual compensation, as defined in the Plan agreement, either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement, not to exceed the dollar limitation contained in Section 402(g) of the Internal Revenue Code (the "IRC"). For the year ended December 31, 2020, the annual limitation was \$19,500. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions limited to \$6,500 for the year ended December 31, 2020. Participants are also allowed to roll over contributions from other qualified retirement plans, subject to approval by the plan administrator.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Employer Contributions

The Company may make discretionary matching contributions determined annually by the Company. For the year ended December 31, 2020, the discretionary employer matching contribution was equal to \$.50 for each \$1.00 of salary deferral up to the first 6% of each participant's eligible compensation. The Company may also elect to make discretionary profit-sharing contributions to the Plan. Such contributions are allocated in the ratio that each participant's eligible compensation bears to the total compensation paid to all eligible participants for the Plan year. There were no such contributions for the year ended December 31, 2020.

Participant Accounts

The Plan maintains an account for each participant which is credited with the participant's contributions, the Company's discretionary matching contributions, allocations of the Company's discretionary profit-sharing contributions, Plan investment earnings and losses, and charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant compensation or account balances, or specific participant transactions, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefits that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their salary deferral contributions and rollover contributions plus actual earnings thereon. Participants of plans that were merged prior to 2011 as a result of acquisitions should refer to the Plan agreement for more specific vesting schedules of the Company's discretionary and profit-sharing contributions. Participants in the Plan vest in the Company's discretionary matching and profit-sharing contributions according to the following schedule:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than one year	0%
1 year	50%
2 years	100%

A participant also becomes 100% vested upon disability, death or reaching normal retirement age while employed by the Company; when the Plan is terminated; or when contributions to the Plan are discontinued.

Investment Options

Upon enrollment in the Plan, a participant may direct the investment of their account balance into the various funds offered through the Plan.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Notes Receivable from Participants

Eligible participants may borrow from their vested accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The terms of loan range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest in line with prevailing interest rates charged by persons in the business of lending money under similar circumstances. Principal and interest are paid ratably through bi-weekly payroll deductions. At December 31, 2020, the interest rates on outstanding loans range from 4.25% to 7.50%, and maturity dates ranged from March 2022 to December 2030.

Participants with an outstanding loan balance upon termination of employment with the Company, the outstanding principal and accrued interest on such loan will not be immediately due and payable. The participant has the option of continuing to repay the loan through Fidelity's electronic loan payment service even after separation with the Company.

For the 2020 calendar year, as a part of the adoption of the Coronavirus Aid, Relief, and Economic Security Act ("CARES" Act), the Plan allowed for a suspension of loan payments for all eligible employees until December 31, 2020. The suspended loan payments were restarted after January 1, 2021. Suspended loans were re-amortized, with new payment amounts and payoff dates.

Benefits Paid to Participants

Participants are eligible to receive distributions from the Plan upon reaching normal or early retirement age, termination of service, disability or death, as a lump-sum distribution, a direct rollover distribution, a life annuity, or a combination of cash and a direct rollover distribution equal to the value of the participant's vested interest in his or her account. Participants may withdraw at any time their employee contributions, both pre-tax and Roth contributions, for certain financial hardships, subject to a \$500 minimum. Participants may withdraw their entire vested account balance upon attaining the age of 59 ½. Participant accounts are payable at age 65 or upon disability, death, or termination of employment with the Company. If a terminated participant, who has a vested account of less than \$1,000, has not provided distribution instructions to the Plan, the participant will automatically be paid a single lump-sum distribution. If the value of a terminated participant's account is less than \$5,000 but more than \$1,000, the balance will be automatically distributed to the Plan's designated individual retirement plan or annuity for the participant's benefit.

For the 2020 calendar year, as a part of the adoption of the CARES Act, the Plan allowed for coronavirus related distributions for eligible employees of up to \$100,000, without penalty. Eligible employees are not required to repay this distribution, but the Plan allows for them to repay their Plan account within three years of the date they received their distribution.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Forfeitures

Any portion of a terminated employee's account that is not vested is forfeited, subject to the possibility of reinstatement. Forfeitures may be used to pay any Plan administrative expenses or reduce future employer contributions. The forfeitures are held in a money market fund pending such application. Forfeited non-vested accounts amounted to \$35,483 and \$40,797 as of December 31, 2020 and 2019, respectively. Forfeitures used to reduce employer contributions during the year ended December 31, 2020 were \$40,797.

Note B – Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

The preparation of financial statements is in accordance with U.S. GAAP require the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements, accompanying notes and the supplemental schedule. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Retirement Committee determines the Plan's valuation policies utilizing information provided by investment advisors and the Trustee. Notes receivable due from participants are valued at their outstanding balances, which approximate fair value. See Note D for a discussion of the fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held, during the year.

Payment of Benefits

Benefits are recorded when paid.

Expenses

The Plan's administrative expenses including, but not limited to, trustee, custodial, audit, and legal fees are paid from the assets of the Plan. Fees related to participant-directed transactions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note B – Summary of Significant Accounting Policies (Continued)

Subsequent Events

The Plan has evaluated subsequent events through October 11, 2021, the date at which the financial statements were available to be issued and determined there are no items to disclose.

Note C – Certification of Investment Information

For the years ended December 31, 2020 and 2019, the Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator has obtained a certification from Fidelity for the years ended December 31, 2020 and 2019, that all of the investment and note receivable from participant information provided by the trustee and included in the accompanying financial statements and supplemental Schedule of Assets (Held at end of year) is complete and accurate. Information as to the investments in the accounts of Fidelity, investment income, interest, and all information appearing in the accompanying statements and schedule is presented in reliance solely upon these certifications.

Note D – Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level I) and the lowest priority to unobservable inputs (Level III). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

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 asset 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 II input must be observable for substantially the full term of the asset or liability.

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

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note D – Fair Value Measurements (Continued)

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

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end securities registered with the Securities and Exchange Commission. The mutual funds held by the Plan are deemed to be actively traded.

Collective Investment Trust: The Plan's interest in the collective trust is valued based on information reported by the investment advisor using the audited financial statements of the collective trust at year-end. The unit value, or net asset value ("NAV") equivalent, as provided by the Trustee, is used as a practical expedient to estimate fair value.

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

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

Investments at Fair Value As of December 31, 2020				
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 190,395,312	\$ 190,395,312	\$ -	\$ -
Total assets in the fair value hierarchy	190,395,312	190,395,312	-	-
Investments measured at NAV (a)	1,589,697	-	-	-
Total investments	\$ 191,985,009	\$ 190,395,312	\$ -	\$ -
Investments at Fair Value As of December 31, 2019				
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 161,631,471	\$ 161,631,471	\$ -	\$ -
Total assets in the fair value hierarchy	161,631,471	161,631,471	-	-
Investments measured at NAV (a)	2,372,361	-	-	-
Total investments	\$ 164,003,832	\$ 161,631,471	\$ -	\$ -

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note D – Fair Value Measurements (Continued)

Investments Measured at Net Asset Value

The following table summarizes investments for which fair value is measured using the net asset value per share as of December 31, 2020 and 2019, respectively.

December 31, 2020

<u>Investment</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Collective investment trust	\$ 1,589,697	None	Daily	Daily

December 31, 2019

<u>Investment</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Collective investment trust	\$ 2,372,361	None	Daily	Daily

Note E – Risk and Uncertainties

The Plan provides for various investment options in any combination among the funds sponsored by the Plan. 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 investment value in the near term would materially affect participants' account balances and the amounts reported in the Statement of Net Assets Available for Benefits.

Note F – Related-Party and Party-in-Interest Transactions

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Total fees paid to Fidelity for the year ended December 31, 2020 amounted to \$5,500.

Note G – Tax Status

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. The Plan has adopted Fidelity's volume submitter plan that had received a favorable opinion letter dated March 31, 2014, stating that the volume submitter plan is designed in accordance with the applicable sections of the IRC. The Plan has not filed for a separate determination letter; however, the plan administrator believes that the Plan is intended to be designed and is currently being operated in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

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 by Federal and State taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note H – Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, no further contributions will be made to the Plan and all participants will be 100 percent vested in their account.

Note I – Delinquent Participant Contributions

The Company had late employee deferral and loan repayment contributions totaling \$6,983,854, \$526,545, and \$13,978 for the Plan years ended December 31, 2020, 2019, and 2018, respectively. As of December 31, 2020, the Company has corrected the 2019 and 2018 delinquent contributions utilizing the Department of Labor's Voluntary Fiduciary Corrections Program calculator to determine lost earnings to self-correct these delinquent contributions, and is currently in the process of correcting the 2020 delinquent contributions utilizing the same methodology.

Supplemental Schedules

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN
EIN #94-1598707 Plan Number 004

Schedule of Assets (Held at End of Year)

Form 5500 – Schedule H – Item 4i

December 31, 2020

a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of Investment	(d) Cost	(e) Current Value
*	Fidelity Investments	Fidelity Growth Co K	**	\$ 24,865,119
*	Fidelity Investments	Fidelity Contrafund K	**	24,535,099
*	Fidelity Investments	Fidelity Govt Money Market Fund	**	15,971,389
*	Fidelity Investments	Fidelity 500 Index	**	14,856,923
	Janus Henderson	J H Enterprise Is	**	13,428,722
*	Fidelity Investments	Fidelity Balanced K	**	12,138,795
	JP Morgan	JP Morgan Smart Retirement 2020	**	7,969,379
	JP Morgan	JP Morgan Smart Retirement 2025	**	7,803,617
*	Fidelity Investments	Fidelity Us Bond Index	**	6,715,457
	PIMCO	Pimco Total Return	**	6,372,696
	Hartford	Hartford International Equity	**	6,243,707
	JP Morgan	JP Morgan Smart Retirement 2030	**	5,874,001
	JP Morgan	JP Morgan Smart Retirement 2035	**	5,728,884
*	Fidelity Investments	Fidelity Low Priced Stk K	**	4,961,316
	Parnassus Investments	Parnassus Endeavor I	**	4,374,623
	JP Morgan	JP Morgan Smart Retirement 2045	**	4,072,619
	JP Morgan	JP Morgan Smart Retirement 2040	**	3,553,856
	JP Morgan	JP Morgan Smart Retirement 2050	**	3,351,128
*	Fidelity Investments	Fidelity Extended Market Index	**	2,697,601
	PIMCO	Pimco Income Inst	**	2,577,642
	T. Rowe Price	TRP Qm Us Smcp Gr I	**	2,300,995
*	Fidelity Investments	Fidelity Total Intl Index	**	2,172,663
	JP Morgan	JP Morgan Smart Retirement Inc	**	2,105,968
	JP Morgan	JP Morgan Smart Retirement 2055	**	1,977,593
	American Funds	AF Wash Mutl Inv	**	1,827,897
	Goldman Sachs	GS Sm Cap Value	**	1,589,697
	American Century	American Century Emerging Markets	**	904,947
	PIMCO	Pimco Real Return Inst	**	653,426
	JP Morgan	JP Morgan Smart Retirement 2060	**	359,250

*	Plan Participants	Total investments, at fair value	**	191,985,009
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	Notes receivable from participants	Interest rates from 4.25% to 7.50% with maturities through 2030		1,175,363
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\$ 193,160,372

* Represents Party-in-interest

** Cost information has been omitted for participant-directed investments

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN**EIN #94-1598707 Plan Number 004****Schedule of Delinquent Participant Contributions****Form 5500 – Schedule H – Item 4a**

December 31, 2020

<u>Participant Contributions Transferred Late to Plan</u>		<u>Total that Constitutes Nonexempt Prohibited Transactions</u>			<u>Total Fully Corrected Under VFCP and PTE 2002-51</u>	
<u>Check here if late participant loan repayments are included:</u>		<u>Contributions Not Corrected</u>	<u>Contributions Corrected Outside VFCP</u>	<u>Contributions Pending Correction in VFCP</u>		
2020	X	\$ 6,983,854	\$ -	\$ -	\$	-
2019	X	\$ -	\$ 526,545	\$ -	\$	-
2018	X	\$ -	\$ 13,978	\$ -	\$	-

**T.Y. LIN INTERNATIONAL EMPLOYEES'
SAVINGS AND RETIREMENT PLAN**

Financial Statements

DECEMBER 31, 2020



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Independent Auditor's Report

The Participants and Benefits Administrative Committee
T.Y. Lin International Employees' Savings and Retirement Plan

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of T.Y. Lin International Employees' Savings and Retirement Plan (the "Plan"), which comprise the statement of net assets available for benefits as of December 31, 2020, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matters described in the Basis for Disclaimer of Opinion paragraph, however, 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 C, which was certified by Fidelity Management Trust Company ("Fidelity"), the Trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan Administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the Trustee as of and for the year ended December 31, 2020, that the information provided to the Plan Administrator by the Trustee is complete and accurate.

Disclaimer of Opinion

Because of the significance of the matter described in the Basis for Disclaimer of Opinion paragraph, we have not been able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion on the 2020 financial statements. Accordingly, we do not express an opinion on the 2020 financial statements referred to in the first paragraph.

Other Matter – Supplement Schedules

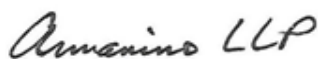
The supplemental schedule of Assets (Held at End of Year) as of December 31, 2020 and Schedule of Delinquent Participant Contributions for the year ending December 31, 2020, are required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income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

Other Matter – 2019 Financial Statements

The financial statements of the Plan as of December 31, 2019, were audited by predecessor auditors. 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 ("ERISA"), the Plan Administrator instructed the predecessor auditors not to perform and they did not perform, any auditing procedures with respect to the information certified by the Trustee. Their report, dated October 14, 2020, indicated that (a) because of the significance of the information that they did not audit, they were not able to obtain sufficient appropriate audit evidence to provide a basis for an opinion and accordingly, they did not express an opinion on the financial statement and (b) the form and content of the information included in the financial statement other than that derived from the information certified by the Trustee, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

Report on Form and Content in Compliance With DOL Rules and Regulations 2020

The form and content of the information included in the 2020 financial statements and supplemental schedules, other than that derived from the information certified by the Trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.



Armanino^{LLP}
St. Louis, Missouri

October 11, 2021

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Statements of Net Assets Available for Benefits

December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
Assets		
Investments, at fair value	<u>\$ 191,985,009</u>	<u>\$ 164,003,832</u>
Receivables:		
Participant contributions	510,750	233,711
Employer contribution	145,614	225,753
Notes receivable from participants	<u>1,175,363</u>	<u>1,216,747</u>
Total receivables	<u>1,831,727</u>	<u>1,676,211</u>
Net assets available for benefits	<u><u>\$ 193,816,736</u></u>	<u><u>\$ 165,680,043</u></u>

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Statement of Changes in Net Assets Available for Benefits

For the Year Ended December 31, 2020

	<u>2020</u>
Additions to net assets attributed to:	
Investment income:	
Net appreciation in fair value of investments	\$ 23,104,052
Interest and dividend income	<u>9,317,791</u>
Total investment income	<u>32,421,843</u>
Interest income on notes receivable from participants	<u>75,311</u>
Contributions:	
Participants	8,397,557
Employer	2,222,127
Rollovers	<u>2,302,857</u>
Total contributions	<u>12,922,541</u>
Total additions	<u>45,419,695</u>
Deductions from net assets attributed to:	
Benefits paid to participants	17,277,502
Administrative expenses	<u>5,500</u>
Total deductions	<u>17,283,002</u>
Net increase in net assets	<u>28,136,693</u>
Net assets available for benefits:	
Beginning of year	<u>165,680,043</u>
End of year	<u>\$ 193,816,736</u>

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements

December 31, 2020

Note A – Description of the Plan

The following description of the T.Y. Lin International Employees' Savings and Retirement Plan (the "Plan") provides only general information. Participants should refer to the Plan document for a more complete description of the Plan's provisions.

General and Administration

The Plan was established on October 1, 1985, restated on November 15, 2017, to provide retirement benefits for the employees of T.Y. Lin International (the "Company"). The Plan is a voluntary defined contribution plan that covers substantially all salaried and hourly domestic employees of the Company who have met the eligibility requirements. The Plan allows the employees of the Company for immediate entry upon meeting the eligibility requirements. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA") and certain provisions of the Internal Revenue Code ("IRC").

The Plan provides for a plan administrator who is responsible for keeping accurate and complete records with regard to the Plan, informing participants of changes or amendments to the Plan, ensuring that the Plan conforms to the law and to government regulations, and providing participants with any reports and documents required by law. The Plan is administered by the Company and a Retirement Committee appointed by the Board of Directors of the Company. The assets of the Plan are held by the custodian and trustee, Fidelity Management Trust Company ("Fidelity").

Eligibility

Employees may participate in the Plan after meeting the eligibility requirements as described in the Plan document. Eligible employees include those who have attained the age of 18, hold the status of a United States resident, and are considered to be a full-time or part-time employee, excluding leased and temporary employees, with the exception that the latter completes 1,000 hours during the eligibility period. Eligible employees may become participants in the Plan for purposes of making pre-tax or Roth contributions upon hire.

Participants are eligible to receive the safe harbor employer nonelective contribution under the Plan upon hire, given the eligibility requirements noted above are met. Eligible employees may receive this nonelective contribution as of the first date of the Plan year or the first day of the seventh month of the Plan year on the date coinciding with or next following the date eligibility requirements have been satisfied.

Participant Contributions

Each year, participants may elect to contribute up to 90% of pre-tax annual compensation, as defined in the Plan agreement, either a percentage or set dollar amount of annual eligible compensation, as defined by the Plan agreement, not to exceed the dollar limitation contained in Section 402(g) of the Internal Revenue Code (the "IRC"). For the year ended December 31, 2020, the annual limitation was \$19,500. Participants who reached at least 50 years of age by the end of the Plan year are permitted to make additional catch-up contributions limited to \$6,500 for the year ended December 31, 2020. Participants are also allowed to roll over contributions from other qualified retirement plans, subject to approval by the plan administrator.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Employer Contributions

The Company may make discretionary matching contributions determined annually by the Company. For the year ended December 31, 2020, the discretionary employer matching contribution was equal to \$.50 for each \$1.00 of salary deferral up to the first 6% of each participant's eligible compensation. The Company may also elect to make discretionary profit-sharing contributions to the Plan. Such contributions are allocated in the ratio that each participant's eligible compensation bears to the total compensation paid to all eligible participants for the Plan year. There were no such contributions for the year ended December 31, 2020.

Participant Accounts

The Plan maintains an account for each participant which is credited with the participant's contributions, the Company's discretionary matching contributions, allocations of the Company's discretionary profit-sharing contributions, Plan investment earnings and losses, and charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant compensation or account balances, or specific participant transactions, as defined by the Plan agreement. The benefit to which a participant is entitled is the benefits that can be provided from the participant's vested account.

Vesting

Participants are immediately vested in their salary deferral contributions and rollover contributions plus actual earnings thereon. Participants of plans that were merged prior to 2011 as a result of acquisitions should refer to the Plan agreement for more specific vesting schedules of the Company's discretionary and profit-sharing contributions. Participants in the Plan vest in the Company's discretionary matching and profit-sharing contributions according to the following schedule:

<u>Years of Service</u>	<u>Vested Percentage</u>
Less than one year	0%
1 year	50%
2 years	100%

A participant also becomes 100% vested upon disability, death or reaching normal retirement age while employed by the Company; when the Plan is terminated; or when contributions to the Plan are discontinued.

Investment Options

Upon enrollment in the Plan, a participant may direct the investment of their account balance into the various funds offered through the Plan.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Notes Receivable from Participants

Eligible participants may borrow from their vested accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance. The terms of loan range from one to five years or up to ten years for the purchase of a primary residence. The loans are secured by the balance in the participant's account and bear interest in line with prevailing interest rates charged by persons in the business of lending money under similar circumstances. Principal and interest are paid ratably through bi-weekly payroll deductions. At December 31, 2020, the interest rates on outstanding loans range from 4.25% to 7.50%, and maturity dates ranged from March 2022 to December 2030.

Participants with an outstanding loan balance upon termination of employment with the Company, the outstanding principal and accrued interest on such loan will not be immediately due and payable. The participant has the option of continuing to repay the loan through Fidelity's electronic loan payment service even after separation with the Company.

For the 2020 calendar year, as a part of the adoption of the Coronavirus Aid, Relief, and Economic Security Act ("CARES" Act), the Plan allowed for a suspension of loan payments for all eligible employees until December 31, 2020. The suspended loan payments were restarted after January 1, 2021. Suspended loans were re-amortized, with new payment amounts and payoff dates.

Benefits Paid to Participants

Participants are eligible to receive distributions from the Plan upon reaching normal or early retirement age, termination of service, disability or death, as a lump-sum distribution, a direct rollover distribution, a life annuity, or a combination of cash and a direct rollover distribution equal to the value of the participant's vested interest in his or her account. Participants may withdraw at any time their employee contributions, both pre-tax and Roth contributions, for certain financial hardships, subject to a \$500 minimum. Participants may withdraw their entire vested account balance upon attaining the age of 59 $\frac{1}{2}$. Participant accounts are payable at age 65 or upon disability, death, or termination of employment with the Company. If a terminated participant, who has a vested account of less than \$1,000, has not provided distribution instructions to the Plan, the participant will automatically be paid a single lump-sum distribution. If the value of a terminated participant's account is less than \$5,000 but more than \$1,000, the balance will be automatically distributed to the Plan's designated individual retirement plan or annuity for the participant's benefit.

For the 2020 calendar year, as a part of the adoption of the CARES Act, the Plan allowed for coronavirus related distributions for eligible employees of up to \$100,000, without penalty. Eligible employees are not required to repay this distribution, but the Plan allows for them to repay their Plan account within three years of the date they received their distribution.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note A – Description of the Plan (Continued)

Forfeitures

Any portion of a terminated employee's account that is not vested is forfeited, subject to the possibility of reinstatement. Forfeitures may be used to pay any Plan administrative expenses or reduce future employer contributions. The forfeitures are held in a money market fund pending such application. Forfeited non-vested accounts amounted to \$35,483 and \$40,797 as of December 31, 2020 and 2019, respectively. Forfeitures used to reduce employer contributions during the year ended December 31, 2020 were \$40,797.

Note B – Summary of Significant Accounting Policies

Basis of Accounting

The accompanying financial statements are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America ("U.S. GAAP").

Use of Estimates

The preparation of financial statements is in accordance with U.S. GAAP require the Plan's management to make estimates and assumptions that affect the amounts reported in the financial statements, accompanying notes and the supplemental schedule. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's Retirement Committee determines the Plan's valuation policies utilizing information provided by investment advisors and the Trustee. Notes receivable due from participants are valued at their outstanding balances, which approximate fair value. See Note D for a discussion of the fair value measurements.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation includes the Plan's gains and losses on investments bought and sold, as well as held, during the year.

Payment of Benefits

Benefits are recorded when paid.

Expenses

The Plan's administrative expenses including, but not limited to, trustee, custodial, audit, and legal fees are paid from the assets of the Plan. Fees related to participant-directed transactions are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation in fair value of investments.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note B – Summary of Significant Accounting Policies (Continued)

Subsequent Events

The Plan has evaluated subsequent events through October 11, 2021, the date at which the financial statements were available to be issued and determined there are no items to disclose.

Note C – Certification of Investment Information

For the years ended December 31, 2020 and 2019, the Plan Administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator has obtained a certification from Fidelity for the years ended December 31, 2020 and 2019, that all of the investment and note receivable from participant information provided by the trustee and included in the accompanying financial statements and supplemental Schedule of Assets (Held at end of year) is complete and accurate. Information as to the investments in the accounts of Fidelity, investment income, interest, and all information appearing in the accompanying statements and schedule is presented in reliance solely upon these certifications.

Note D – Fair Value Measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level I) and the lowest priority to unobservable inputs (Level III). The three levels of the fair value hierarchy under FASB ASC 820 are described as follows:

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

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 asset 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 II input must be observable for substantially the full term of the asset or liability.

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

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note D – Fair Value Measurements (Continued)

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

Mutual Funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end securities registered with the Securities and Exchange Commission. The mutual funds held by the Plan are deemed to be actively traded.

Collective Investment Trust: The Plan's interest in the collective trust is valued based on information reported by the investment advisor using the audited financial statements of the collective trust at year-end. The unit value, or net asset value ("NAV") equivalent, as provided by the Trustee, is used as a practical expedient to estimate fair value.

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

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

Investments at Fair Value As of December 31, 2020				
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 190,395,312	\$ 190,395,312	\$ -	\$ -
Total assets in the fair value hierarchy	190,395,312	190,395,312	-	-
Investments measured at NAV (a)	1,589,697	-	-	-
Total investments	\$ 191,985,009	\$ 190,395,312	\$ -	\$ -
Investments at Fair Value As of December 31, 2019				
	Total	Level 1	Level 2	Level 3
Mutual funds	\$ 161,631,471	\$ 161,631,471	\$ -	\$ -
Total assets in the fair value hierarchy	161,631,471	161,631,471	-	-
Investments measured at NAV (a)	2,372,361	-	-	-
Total investments	\$ 164,003,832	\$ 161,631,471	\$ -	\$ -

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

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note D – Fair Value Measurements (Continued)

Investments Measured at Net Asset Value

The following table summarizes investments for which fair value is measured using the net asset value per share as of December 31, 2020 and 2019, respectively.

December 31, 2020

<u>Investment</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Collective investment trust	\$ 1,589,697	None	Daily	Daily

December 31, 2019

<u>Investment</u>	<u>Fair Value</u>	<u>Unfunded Commitments</u>	<u>Redemption Frequency</u>	<u>Redemption Notice Period</u>
Collective investment trust	\$ 2,372,361	None	Daily	Daily

Note E – Risk and Uncertainties

The Plan provides for various investment options in any combination among the funds sponsored by the Plan. 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 investment value in the near term would materially affect participants' account balances and the amounts reported in the Statement of Net Assets Available for Benefits.

Note F – Related-Party and Party-in-Interest Transactions

Certain Plan investments are shares of mutual funds managed by Fidelity. Fidelity is the trustee as defined by the Plan and, therefore, these transactions qualify as party-in-interest transactions. Total fees paid to Fidelity for the year ended December 31, 2020 amounted to \$5,500.

Note G – Tax Status

The Plan is a defined contribution plan designed to qualify as a tax-exempt plan under the IRC. The Plan has adopted Fidelity's volume submitter plan that had received a favorable opinion letter dated March 31, 2014, stating that the volume submitter plan is designed in accordance with the applicable sections of the IRC. The Plan has not filed for a separate determination letter; however, the plan administrator believes that the Plan is intended to be designed and is currently being operated in compliance with the applicable requirements of the IRC, and, therefore, believes that the Plan is qualified, and the related trust is tax-exempt.

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 by Federal and State taxing authorities. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN

Notes to Financial Statements - Continued

December 31, 2020

Note H – Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, no further contributions will be made to the Plan and all participants will be 100 percent vested in their account.

Note I – Delinquent Participant Contributions

The Company had late employee deferral and loan repayment contributions totaling \$6,983,854, \$526,545, and \$13,978 for the Plan years ended December 31, 2020, 2019, and 2018, respectively. As of December 31, 2020, the Company has corrected the 2019 and 2018 delinquent contributions utilizing the Department of Labor's Voluntary Fiduciary Corrections Program calculator to determine lost earnings to self-correct these delinquent contributions, and is currently in the process of correcting the 2020 delinquent contributions utilizing the same methodology.

Supplemental Schedules

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN
EIN #94-1598707 Plan Number 004

Schedule of Assets (Held at End of Year)

Form 5500 – Schedule H – Item 4i

December 31, 2020

a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description of Investment	(d) Cost	(e) Current Value
*	Fidelity Investments	Fidelity Growth Co K	**	\$ 24,865,119
*	Fidelity Investments	Fidelity Contrafund K	**	24,535,099
*	Fidelity Investments	Fidelity Govt Money Market Fund	**	15,971,389
*	Fidelity Investments	Fidelity 500 Index	**	14,856,923
	Janus Henderson	J H Enterprise Is	**	13,428,722
*	Fidelity Investments	Fidelity Balanced K	**	12,138,795
	JP Morgan	JP Morgan Smart Retirement 2020	**	7,969,379
	JP Morgan	JP Morgan Smart Retirement 2025	**	7,803,617
*	Fidelity Investments	Fidelity Us Bond Index	**	6,715,457
	PIMCO	Pimco Total Return	**	6,372,696
	Hartford	Hartford International Equity	**	6,243,707
	JP Morgan	JP Morgan Smart Retirement 2030	**	5,874,001
	JP Morgan	JP Morgan Smart Retirement 2035	**	5,728,884
*	Fidelity Investments	Fidelity Low Priced Stk K	**	4,961,316
	Parnassus Investments	Parnassus Endeavor I	**	4,374,623
	JP Morgan	JP Morgan Smart Retirement 2045	**	4,072,619
	JP Morgan	JP Morgan Smart Retirement 2040	**	3,553,856
	JP Morgan	JP Morgan Smart Retirement 2050	**	3,351,128
*	Fidelity Investments	Fidelity Extended Market Index	**	2,697,601
	PIMCO	Pimco Income Inst	**	2,577,642
	T. Rowe Price	TRP Qm Us Smcp Gr I	**	2,300,995
*	Fidelity Investments	Fidelity Total Intl Index	**	2,172,663
	JP Morgan	JP Morgan Smart Retirement Inc	**	2,105,968
	JP Morgan	JP Morgan Smart Retirement 2055	**	1,977,593
	American Funds	AF Wash Mutl Inv	**	1,827,897
	Goldman Sachs	GS Sm Cap Value	**	1,589,697
	American Century	American Century Emerging Markets	**	904,947
	PIMCO	Pimco Real Return Inst	**	653,426
	JP Morgan	JP Morgan Smart Retirement 2060	**	359,250
				<hr/>
*	Plan Participants	Total investments, at fair value	**	191,985,009
				<hr/>
	Notes receivable from participants	Interest rates from 4.25% to 7.50% with maturities through 2030		1,175,363
				<hr/>
				<u><u>\$ 193,160,372</u></u>

* Represents Party-in-interest

** Cost information has been omitted for participant-directed investments

T.Y. LIN INTERNATIONAL EMPLOYEES' SAVINGS AND RETIREMENT PLAN**EIN #94-1598707 Plan Number 004****Schedule of Delinquent Participant Contributions****Form 5500 – Schedule H – Item 4a**

December 31, 2020

<u>Participant Contributions Transferred Late to Plan</u>		<u>Total that Constitutes Nonexempt Prohibited Transactions</u>			<u>Total Fully Corrected Under VFCP and PTE 2002-51</u>	
<u>Check here if late participant loan repayments are included:</u>		<u>Contributions Not Corrected</u>	<u>Contributions Corrected Outside VFCP</u>	<u>Contributions Pending Correction in VFCP</u>		
2020	X	\$ 6,983,854	\$ -	\$ -	\$	-
2019	X	\$ -	\$ 526,545	\$ -	\$	-
2018	X	\$ -	\$ 13,978	\$ -	\$	-