

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

Part II	Basic Plan Information—enter all requested information		
1a	Name of plan <u>ACSYS, INC. D/B/A PRIMACY 401(K) PLAN</u>	1b	Three-digit plan number (PN) ▶ <u>001</u>
		1c	Effective date of plan <u>01/01/1999</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>ACSYS, INC.</u> <u>D/B/A PRIMACY</u> <u>525 SOUTH FLAGLER DRIVE #300</u> <u>WEST PALM BEACH, FL 33401</u>	2b	Employer Identification Number (EIN) <u>06-1387631</u>
		2c	Plan Sponsor's telephone number <u>561-354-1300</u>
		2d	Business code (see instructions) <u>541519</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.	<u>10/15/2021</u>	<u>ALI SWEENEY</u>
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	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 ACSYS, INC. D/B/A PRIMACY 525 SOUTH FLAGLER DRIVE #300 WEST PALM BEACH, FL 33401		3b Administrator's EIN 06-1387361
		3c Administrator's telephone number 860-404-3384
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 ACSYS, INC. D/B/A PRIMACY c Plan Name PRIMACY 401(K) PLAN		4b EIN 06-1387631 4d PN 001
5 Total number of participants at the beginning of the plan year		5 172
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) 113
a(2) Total number of active participants at the end of the plan year		6a(2) 120
b Retired or separated participants receiving benefits.....		6b 8
c Other retired or separated participants entitled to future benefits		6c 45
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 173
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 0
f Total. Add lines 6d and 6e		6f 173
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g 172
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h 7
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) ☐ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <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 H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
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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>ACSYS, INC. D/B/A PRIMACY 401(K) PLAN</u>	B Three-digit plan number (PN) ► <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ACSYS, INC.</u>	D Employer Identification Number (EIN) <u>06-1387631</u>

Part I	Asset and Liability Statement		(a) Beginning of Year	(b) End of Year
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	Total noninterest-bearing cash.....	1a	0	0
b	Receivables (less allowance for doubtful accounts):			
	(1) Employer contributions	1b(1)	364054	389039
	(2) Participant contributions.....	1b(2)	34652	29090
	(3) Other	1b(3)	0	243
c	General investments:			
	(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	855437	897797
	(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)	173204	297784
	(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)	16802835	21136751
	(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	18230182	22750704

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	18230182	22750704
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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)	396423	
(B) Participants	2a(1)(B)	942629	
(C) Others (including rollovers).....	2a(1)(C)	188654	
(2) Noncash contributions	2a(2)	0	1527706
(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)	2354	
(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)	10579	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		12933
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	1100428
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	1100428	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1100428
(3) Rents	2b(3)		
(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)		2970548
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		5611615

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

(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	1090568	
(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)		1090568
f Corrective distributions (see instructions)	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		0
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees	2i(1)	0	
(2) Contract administrator fees	2i(2)	0	
(3) Investment advisory and management fees	2i(3)	525	
(4) Other.....	2i(4)	0	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		525
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1091093

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		4520522
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: **CALER, DONTEN, LEVINE, COHEN, PORTE**

(2) EIN: **59-2831281**

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

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

Part IV Compliance Questions

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

During the plan year:

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

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		600000
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?		X	
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?		X	
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.)		X	
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?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

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

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

**Audited Financial Statements
and Supplementary Information**

**ACSYS, INC
d/b/a Primacy
401(k) Plan**

December 31, 2020 and 2019



**CALER, DONTEN, LEVINE,
COHEN, PORTER & VEIL, P.A.**

CERTIFIED PUBLIC ACCOUNTANTS

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

AUDITED FINANCIAL STATEMENTS
AND SUPPLEMENTARY INFORMATION

DECEMBER 31, 2020 AND 2019

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AUDITED FINANCIAL STATEMENTS

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CALER, DONTEN, LEVINE, COHEN, PORTER & VEIL, P.A.

CERTIFIED PUBLIC ACCOUNTANTS

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MEMBERS
AMERICAN INSTITUTE OF
CERTIFIED PUBLIC ACCOUNTANTS

FLORIDA INSTITUTE OF
CERTIFIED PUBLIC ACCOUNTANTS

Independent Auditor's Report

To the Plan Administrator
ACSYS, INC d/b/a Primacy 401(k) Plan
West Palm Beach, Florida

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of ACSYS, INC d/b/a Primacy 401(k) Plan (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with U.S. generally accepted accounting principles; 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 audits in accordance with U.S. generally accepted auditing standards. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note C, which was certified by Fidelity Management Trust Company, 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 years ended December 31, 2020 and 2019, that the information provided to the Plan administrator by the trustee is complete and accurate.

Disclaimer of Opinion

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

Other Matter

The supplemental schedules of assets (held at end of year) and assets (acquired and disposed of within year), as of and for the year ended 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.

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

The form and content of the information included in the financial statements and supplemental schedules, other than that derived from the information certified by the trustee, have been audited by us in accordance with U.S. generally accepted auditing standards 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.

*Caleb, Denton, Levine
Cohen, Porter & Veil, P.A.*

West Palm Beach, Florida
October 15, 2021

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
ASSETS		
Investments		
Mutual fund investments	\$ 22,034,548	\$ 17,658,272
Receivables		
Employer contributions	389,039	364,054
Other employer contributions	243	0
Participant contributions	29,090	34,652
Notes receivable from participants	<u>297,784</u>	<u>173,204</u>
	<u>716,156</u>	<u>571,910</u>
TOTAL ASSETS	22,750,704	18,230,182
LIABILITY	<u>0</u>	<u>0</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 22,750,704</u></u>	<u><u>\$ 18,230,182</u></u>

See notes to financial statements.

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

STATEMENTS OF CHANGES IN NET
ASSETS AVAILABLE FOR BENEFITS

Years Ended December 31, 2020 and 2019

	2020	2019
ADDITIONS		
Investment earnings		
Net appreciation in fair value	\$ 2,970,548	\$ 2,619,232
Dividends and interest	1,102,782	796,514
	<u>4,073,330</u>	<u>3,415,746</u>
Interest income on notes receivable from participants	10,579	10,478
Contributions		
Participants'	942,629	1,018,203
Employer	389,039	364,054
Other employer	7,384	19
Rollovers	188,654	347,458
	<u>1,527,706</u>	<u>1,729,734</u>
TOTAL ADDITIONS	5,611,615	5,155,958
DEDUCTIONS		
Benefits paid to participants	1,090,568	728,772
Administrative expenses	525	849
	<u>1,091,093</u>	<u>729,621</u>
TOTAL DEDUCTIONS	1,091,093	729,621
NET INCREASE	4,520,522	4,426,337
Net assets available for benefits, beginning of year	<u>18,230,182</u>	<u>13,803,845</u>
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	<u><u>\$ 22,750,704</u></u>	<u><u>\$ 18,230,182</u></u>

See notes to financial statements.

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

NOTE A – PLAN DESCRIPTION

The ACSYS, INC d/b/a Primacy 401(k) Plan (the “Plan”) was established effective January 1, 1999 for eligible employees of ACSYS, Inc. d/b/a Primacy (the “Company”) and is intended to comply with the Employee Retirement Income Security Act of 1974 (“ERISA”) and Sections 401(a) and 501(a) of the Internal Revenue Code, as amended. Effective December 15, 2020 the name of the Plan changed from the Primacy 401(k) Plan to ACSYS, INC d/b/a Primacy 401(k) Plan. Effective June 25, 2018 the plan was amended to include eligible employees of Mediatly, LLC and MIG Support Services, LLC. The following description of the Plan provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan’s provisions.

General: The Plan is a defined contribution plan covering all employees of the Company. It is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Eligible participants include all employees of the Company with the exception of residents of Puerto Rico, employees covered under a collective bargaining agreement, leased employees, nonresident aliens with no income from a U.S. source, and interns who have completed less than a thousand hours during the Plan year. Employees become eligible to participate in the Plan immediately upon being hired as long as they have reached the age of 21.

Contributions: Each year, employees participating in the Plan may contribute up to 60% of their compensation to the Plan, subject to the limits set forth by the Internal Revenue Service. Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified pension plans. Participants direct the investment of their contributions into various investment options offered by the Plan. Participant contributions include excess contributions, which will be refunded to participants subsequent to year-end if the contributions were determined to be in excess of their maximum allowed contribution levels. There were no refunded excess contributions for the years ended December 31, 2020 and 2019.

The Company makes a safe harbor non-elective contribution to the Plan equal to 3% of participants’ eligible compensation. In addition, the Company may elect to contribute a discretionary employer contribution. To be eligible to receive the discretionary employer contribution from the Company in any given year, a participant must be employed by the Company on the last day of the Plan year, and must have worked a minimum of 501 hours during such year. Other employer contributions consist of a qualified non-elective contribution made to a participant’s account for a missed deferral opportunity in 2020 and lost earnings in 2019. Other employer contributions receivable represent the calculated lost earnings due to the participant with the missed deferral opportunity. Company contributions are credited to individual participants’ accounts at the time the contribution is made and are allocated to participants’ accounts based on participants’ elections. The Company’s contributions totaled \$396,423 and \$364,073 for the years ended December 31, 2020 and 2019, respectively.

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

NOTE A - PLAN DESCRIPTION (Continued)

Participant Accounts: Individual accounts are maintained for each Plan participant. Each participant's account is credited with the participant's contributions, allocations of safe harbor non-elective employer contributions and discretionary employer non-elective contributions and investment earnings, and charged with withdrawals, an allocation of investment losses and administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting: Participants are immediately vested in their contributions and their safe harbor non-elective employer contributions plus actual earnings thereon. Vesting in the Company's discretionary employer non-elective contributions portion of participants' accounts plus earnings thereon is based on years of continuous service, as follows: less than 1 year, 0%; 1 year, 25%; 2 years, 50%; 3 years, 75%; and, 4 or more years, 100%.

Payment of Benefits: The entire vested balance of a participant's account may be distributed at the date of the participant's retirement from the Company, termination from service from the Company, death or permanent disability. Participants may request a withdrawal of their accounts in case of financial hardship. Normal retirement age, as defined by the Plan, is age 65. In-service distributions are permitted from a participant's vested account balance, provided the participant has attained the age of 59½. On termination of service, benefits may be paid as a lump-sum distribution.

Forfeited Accounts: Forfeitures of non-vested accounts are used to offset the employer contribution obligation or may be applied to payment of the Plan's administrative expenses. Forfeited amounts totaled \$10,491 and \$50,595 at December 31, 2020 and 2019, respectively. Employer matching contributions were offset with forfeitures totaling \$24,671 and \$67,156 for the years ended December 31, 2020 and 2019, respectively. No forfeitures were applied to administrative expenses for the years ended December 31, 2020 and 2019.

Notes Receivable from Participants: Participants may borrow from their investment fund accounts a minimum of \$1,000 up to a maximum equal to the lesser of \$50,000 or 50% of their vested account balance (see also Note K). Loan transactions are treated as a transfer to (from) the investment fund and from (to) the participant notes receivable fund. The loans are secured by the balance in the participant's account and bear interest at a fixed rate commensurate with local prevailing rates at the time of the loan as established by the Plan agreement. Principal and interest is paid through employee payroll deductions. Interest income is recorded on the accrual basis. The interest rates on existing participant loans ranged from 5.25% to 7.50% for the years ended December 31, 2020 and 2019.

Investment Options: Upon enrollment in the Plan, a participant may direct contributions into any of the various investment options offered by the Plan. Participants may change their investment options and allocations daily. The Plan offered participants investments in a variety of mutual funds for the years ended December 31, 2020 and 2019.

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation: The accompanying financial statements have been prepared on the accrual basis of accounting. The Plan recognizes participant contributions received as additions to net assets in the period received from participants through payroll deductions. Company contributions are recognized in the year in which the Company becomes obligated to make such contributions. Expenses are recorded when incurred in accordance with the accrual basis of accounting. Benefit payments are recorded when paid.

Investment Valuation and Income Recognition: Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note D for discussion of fair value measurements. Investments are not insured or collateralized. 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. The Plan invested in mutual funds for the years ended December 31, 2020 and 2019.

All investment information included in the financial statements, notes and supplemental schedules was obtained from data that was prepared and certified as complete and accurate by Fidelity Management Trust Company, the trustee of the Plan's assets. No auditing procedures were performed by the independent certified public accountants with respect to the information certified as complete and accurate by Fidelity Management Trust Company as summarized in Note C.

Notes Receivable from Participants: Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Related fees are recorded as administrative expenses and are expensed when they are incurred. If a participant ceases to make loan repayments and the Plan administrator deems the participant loan to be in default, the Plan will continue to present the loan as a receivable until there is a distributable event, such as employment termination, death or disability, whereupon the participant loan balance will be reduced and a benefit payment will be recorded by the Plan. No allowance for credit losses has been recorded as of December 31, 2020 or 2019.

Use of Estimates: The preparation of financial statements in conformity with U.S. generally accepted accounting principles requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Subsequent Events: The Plan has evaluated subsequent events through October 15, 2021, which is the date the financial statements were available to be issued.

NOTE C - INVESTMENT INFORMATION PREPARED AND CERTIFIED BY TRUSTEE

The Plan administrator has elected the method of annual reporting compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. We have been informed by the Plan administrator that Fidelity Management Trust Company held the Plan's investment assets and executed transactions for the years ended December 31, 2020 and 2019. Accordingly, Fidelity Management Trust Company, the trustee, has certified that the following

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

NOTE C - INVESTMENT INFORMATION PREPARED AND CERTIFIED BY TRUSTEE (Continued)

investment fair values and investment earnings included in the accompanying financial statements and supplemental schedules are complete and accurate.

	2020	2019
Fidelity Management Trust Company		
<u>Mutual Fund Investments</u>		
Fidelity Blue Chip Growth Fund	\$ 2,239,896	\$ 1,322,153
Fidelity Contrafund	1,268,572	980,187
Fidelity Diversified International Fund	749,281	663,642
Fidelity Dividend Growth Fund	1,243,264	1,206,438
Fidelity Equity Dividend Income Fund	65,394	205,931
Fidelity Equity-Income Fund	146,864	128,518
Fidelity Export and Multinational Fund	243,605	254,516
Fidelity Extended Market Index Fund	99,258	540,456
Fidelity Focused Stock Fund	355,491	272,753
Fidelity Freedom 2005 Fund	11,220	7,242
Fidelity Freedom 2010 Fund	55,196	31,934
Fidelity Freedom 2020 Fund	388,658	286,650
Fidelity Freedom 2025 Fund	162,849	165,792
Fidelity Freedom 2030 Fund	167,219	433,851
Fidelity Freedom 2035 Fund	1,020,043	1,041,429
Fidelity Freedom 2040 Fund	574,108	544,169
Fidelity Freedom 2045 Fund	627,283	412,632
Fidelity Freedom 2050 Fund	1,338,766	997,540
Fidelity Freedom 2055 Fund	714,090	554,788
Fidelity Freedom 2060 Fund	73,729	38,957
Fidelity Freedom 2065 Fund	2,580	0
Fidelity Freedom Income Fund	49,134	38,620
Fidelity Fund	1,255,110	986,815
Fidelity Government Money Market Fund	897,797	855,437
Fidelity Growth Company Fund	2,581,635	1,102,634
Fidelity Growth Strategies Fund	594,057	431,027
Fidelity Intermediate Bond Fund	530,546	384,081
Fidelity Investment Grade Bond Fund	874,166	282,993
Fidelity Large Cap Stock Fund	94,286	79,431
Fidelity Low-Priced Stock Fund	644,254	670,243
Fidelity Mid-Cap Stock Fund	290,811	402,511
Fidelity OTC Portfolio	679,251	472,914
Fidelity Overseas Fund	263,912	285,280
Fidelity Puritan Fund	327,125	322,103
Fidelity Real Estate Investment Portfolio	70,895	115,863
Fidelity Short-Term Bond Fund	392,814	209,049
Fidelity Small Cap Discovery Fund	229,633	194,922
Fidelity Small Cap Value Fund	113,984	118,881
Fidelity Total Market Index Fund	528,943	438,202

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

NOTE C – INVESTMENT INFORMATION PREPARED AND CERTIFIED BY TRUSTEE (Continued)

	<u>2020</u>	<u>2019</u>
Fidelity Management Trust Company (Continued)		
<u>Mutual Fund Investments (Continued)</u>		
Fidelity Value Fund	\$ 57,873	\$ 164,058
Fidelity Value Strategies Fund	<u>10,956</u>	<u>13,630</u>
Total Mutual Fund Investments	22,034,548	17,658,272
Notes Receivable from Participants	<u>297,784</u>	<u>173,204</u>
Total Mutual Fund Investments and Notes Receivable from Participants	<u>\$ 22,332,332</u>	<u>\$ 17,831,476</u>

Plan investments for the years ended December 31, 2020 and 2019, include mutual fund investments held by Fidelity Management Trust Company, which was the trustee of the Plan at December 31, 2020 and 2019, and therefore, these transactions qualify as exempt party-in-interest transactions.

Investment earnings for the years ended December 31, 2020 and 2019, are summarized as follows:

	<u>2020</u>	<u>2019</u>
Investment Earnings		
Net appreciation in fair value of investments	\$ 2,970,548	\$ 2,619,232
Dividends and interest	1,102,782	796,514
Interest income on notes receivable from participants	<u>10,579</u>	<u>10,478</u>
Total Investment Earnings	<u>\$ 4,083,909</u>	<u>\$ 3,426,224</u>

NOTE D – FAIR VALUE MEASUREMENTS

FASB ASC 820, *Fair Value Measurements and Disclosures*, provides the framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The three levels of the fair value hierarchy 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 at the measurement date.

Level 2: Inputs to the valuation methodology include the following:

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

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

NOTE D – FAIR VALUE MEASUREMENTS (Continued)

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

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement. These unobservable inputs reflect the Plan's own estimates for assumptions that market participants would use in pricing the asset or liability. Valuation techniques would typically include discounted cash flow models and similar techniques, but may also include the use of market prices of assets or liabilities that are not directly comparable to the subject asset or liability.

The fair value measurement of an asset or liability 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.

Items Measured at Fair Value on a Recurring Basis: The following methods and assumptions were used by the Plan in estimating the fair value of financial instruments that are measured at fair value on a recurring basis under FASB ASC 820:

Mutual funds: Valued at the net asset value (NAV) of shares held by the Plan at year end as quoted on a national stock exchange.

The method described above 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. There were no changes in the methodologies used during the years ended December 31, 2020 and 2019.

Fair Value of Assets: The fair value of the Plan's investments at December 31, 2020 and 2019, by level within the fair value hierarchy, is summarized as follows:

	Fair Value as of December 31, 2020			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual fund investments	\$ 22,034,548	\$ 0	\$ 0	\$ 22,034,548

	Fair Value as of December 31, 2019			
	<u>Level 1</u>	<u>Level 2</u>	<u>Level 3</u>	<u>Total</u>
Mutual fund investments	\$ 17,658,272	\$ 0	\$ 0	\$ 17,658,272

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

NOTE E - ADMINISTRATION

The Company is the Plan's sponsor and administrator. The Plan is administered by certain employees of the Company appointed by the Board of Directors of the Company. Fidelity Management Trust Company was the Plan trustee for the years ended December 31, 2020 and 2019.

Expenses such as custodial, audit and legal fees are payable from Plan assets, except where the Company directly assumes such expenses. Custodial expenses for 2020 and 2019 were paid by the Plan and the Company paid all other administrative expenses. Investment related expenses are included with net appreciation in fair value of Plan investments.

NOTE F - TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated March 31, 2014, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the determination letter, the Plan administrator and the Plan's legal counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and therefore believe that the Plan is qualified and the related trust is tax-exempt.

The Plan evaluates its uncertain tax positions in accordance with FASB ASC 740, *Income Taxes*, which states that management's determination of the taxable status of an entity, including its status as a tax-exempt entity, is a tax position subject to the standards required for accounting for uncertainty in income taxes. Management does not believe that the Plan has any significant uncertain tax positions that would be material to the financial statements. The Plan's tax returns for tax years 2018 and later remain subject to examination by the Internal Revenue Service, generally for a period of three years after they are filed.

NOTE G - 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, participants will become 100 percent vested in their accounts.

NOTE H - RISKS AND UNCERTAINTIES

The Plan's investments are exposed to various risks, such as market risk, interest rate risk, and credit risks. In addition, certain investments of the Plan may be subject to additional risks including, foreign currency risk, derivatives risk, foreign and emerging markets risk, leveraging risk, liquidity risk, multi-manager risk, real estate risk and small company risk. Due to the various risks associated with the Plan's investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect the participants' account balances and the amounts reported in the accompanying statements of net assets available for benefits.

ACSYS, INC d/b/a PRIMACY 401(k) PLAN

NOTES TO FINANCIAL STATEMENTS

December 31, 2020 and 2019

NOTE H - RISKS AND UNCERTAINTIES (Continued)

The Plan's investments may also include certain securities with contractual cash flows, such as asset backed securities, collateralized mortgage obligations and commercial mortgage backed securities. The value, liquidity, and related income of these securities are sensitive to changes in economic conditions, including real estate value, delinquencies or defaults, or both, and may be adversely affected by shifts in the market's perception of the issuers and changes in interest rates.

NOTE I - CONCENTRATIONS

As of December 31, 2020, the Plan's investments included one mutual fund investment that exceeded 10% of the Plan's net assets and accounted for approximately 11% of the Plan's total net assets, respectively. None of the Plan's investments exceeded 10% of the Plan's net assets or 10% of the Plan's total net assets at December 31, 2019.

NOTE J - PROHIBITED TRANSACTIONS

During the year ended December 31, 2016, the Plan Sponsor failed to transmit \$27,054 of withheld participant contributions and \$3,000 of participant loan payments to the Plan within the time period prescribed in the Code of Federal Regulations. Late payments result in a prohibited transaction inasmuch as a late remittance is deemed to create a loan to the Plan Sponsor. The Internal Revenue Service (IRS) determined on April 19, 2019 that the Plan Sponsor does not need to make a correction or file a Form 5330 because the interest lost to the participants was under \$50. However, on January 22, 2019, the Plan Sponsor contributed \$19 to the Plan to compensate for lost earnings. The corrective contribution is recorded as an other employer contribution on the statement of changes in net assets available for benefits for the year ended December 31, 2019.

NOTE K - ADOPTION OF CARES ACT

On March 27, 2020, the Coronavirus Aid, Relief and Economic Security (CARES) Act was enacted and signed into law. Certain provisions of the CARES Act allow defined contribution plans to adopt provisions that allow qualifying participants the option to (1) withdraw up to a maximum of \$100,000 from January 1, 2020 through December 31, 2020; (2) borrow up to 100% of the qualifying participant's vested account balance, not to exceed \$100,000; and (3) defer loan repayments from March 27, 2020 to December 31, 2020. The Plan has adopted the provisions of the CARES Act, however, the Plan has not been formally amended. The Plan has until December 31, 2022 to formally adopt the CARES Act provisions.

SUPPLEMENTARY INFORMATION

ACSYS, INC d/b/a Primacy 401(k) Plan
 Plan Number: 001
 EIN: 06-1387361
 Schedule H, Part IV, Line 4(i)
 Schedule of Assets (Held at End of Year)
 December 31, 2020

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current Value
Mutual Fund Investments				
*	Fidelity Investments	Fidelity Blue Chip Growth Fund	\$	2,239,896
*	Fidelity Investments	Fidelity Contrafund		1,268,572
*	Fidelity Investments	Fidelity Diversified International Fund		749,281
*	Fidelity Investments	Fidelity Dividend Growth Fund		1,243,264
*	Fidelity Investments	Fidelity Equity Dividend Income Fund		65,394
*	Fidelity Investments	Fidelity Equity-Income Fund		146,864
*	Fidelity Investments	Fidelity Export and Multinational Fund		243,605
*	Fidelity Investments	Fidelity Extended Market Index Fund		99,258
*	Fidelity Investments	Fidelity Focused Stock Fund		355,491
*	Fidelity Investments	Fidelity Freedom 2005 Fund		11,220
*	Fidelity Investments	Fidelity Freedom 2010 Fund		55,196
*	Fidelity Investments	Fidelity Freedom 2020 Fund		388,658
*	Fidelity Investments	Fidelity Freedom 2025 Fund		162,849
*	Fidelity Investments	Fidelity Freedom 2030 Fund		167,219
*	Fidelity Investments	Fidelity Freedom 2035 Fund		1,020,043
*	Fidelity Investments	Fidelity Freedom 2040 Fund		574,108
*	Fidelity Investments	Fidelity Freedom 2045 Fund		627,283
*	Fidelity Investments	Fidelity Freedom 2050 Fund		1,338,766
*	Fidelity Investments	Fidelity Freedom 2055 Fund		714,090
*	Fidelity Investments	Fidelity Freedom 2060 Fund		73,729
*	Fidelity Investments	Fidelity Freedom 2065 Fund		2,580
*	Fidelity Investments	Fidelity Freedom Income Fund		49,134
*	Fidelity Investments	Fidelity Fund		1,255,110
*	Fidelity Investments	Fidelity Government Money Market Fund		897,797
*	Fidelity Investments	Fidelity Growth Company Fund		2,581,635
*	Fidelity Investments	Fidelity Growth Strategies Fund		594,057
*	Fidelity Investments	Fidelity Intermediate Bond Fund		530,546
*	Fidelity Investments	Fidelity Investment Grade Bond Fund		874,166
*	Fidelity Investments	Fidelity Large Cap Stock Fund		94,286
*	Fidelity Investments	Fidelity Low-Priced Stock Fund		644,254
*	Fidelity Investments	Fidelity Mid-Cap Stock Fund		290,811
*	Fidelity Investments	Fidelity OTC Portfolio		679,251
*	Fidelity Investments	Fidelity Overseas Fund		263,912
*	Fidelity Investments	Fidelity Puritan Fund		327,125
*	Fidelity Investments	Fidelity Real Estate Investment Portfolio		70,895
*	Fidelity Investments	Fidelity Short-Term Bond Fund		392,814
*	Fidelity Investments	Fidelity Small Cap Discovery Fund		229,633
*	Fidelity Investments	Fidelity Small Cap Value Fund		113,984
*	Fidelity Investments	Fidelity Total Market Index Fund		528,943
*	Fidelity Investments	Fidelity Value Fund		57,873
*	Fidelity Investments	Fidelity Value Strategies Fund		10,956
		Total Mutual Fund Investments		22,034,548
Participant Loans		5.25% to 7.50%	\$ 0	297,784
		Grand Total	\$ 0	\$ 22,332,332

* Party-in-interest.

ACSYS, INC d/b/a Primacy 401(k) Plan

Plan Number: 001

EIN: 06-1387361

Schedule H, Part IV, Line 4(i)

Schedule of Assets (Acquired and Disposed of Within Year)

December 31, 2020

(a)	(b)	(c)	(d)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost of Acquisitions	Proceeds of Dispositions
Participant Loans	5.25% to 7.50%	\$ 0	\$ 0

Form 5500Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security
Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

▶ **Complete all entries in accordance with the instructions to the Form 5500.**OMB Nos. 1210-0110
1210-0089**2020****This Form is Open to Public Inspection****Part I Annual Report Identification Information**

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

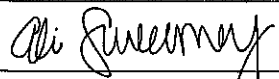
- A** This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.)
☒ a single-employer plan ☐ a DFE (specify) _____
- B** This return/report is: ☐ the first return/report ☐ 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 ACSYS, INC. D/B/A PRIMACY 401(K) PLAN	1b Three-digit plan number (PN) ▶ 001
	1c Effective date of plan 01/01/1999
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) ACSYS, INC. D/B/A PRIMACY 525 SOUTH FLAGLER DRIVE #300 WEST PALM BEACH FL 33401	2b Employer Identification Number (EIN) 06-1387631
	2c Plan Sponsor's telephone number 561-354-1300
	2d Business code (see instructions) 541519

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		10/15/21	ALI SWEENEY
	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 ACSYS, INC. D/B/A PRIMACY 525 SOUTH FLAGLER DRIVE #300 WEST PALM BEACH FL 33401	3b Administrator's EIN 06-1387361 3c Administrator's telephone number 860-404-3384
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	5 172
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) 113
a(2) Total number of active participants at the end of the plan year	6a(2) 120
b Retired or separated participants receiving benefits	6b 8
c Other retired or separated participants entitled to future benefits	6c 45
d Subtotal. Add lines 6a(2), 6b, and 6c	6d 173
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	6e 0
f Total. Add lines 6d and 6e	6f 173
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	6g 172
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6h 7
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2T 3D	
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:	
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)	
a Pension Schedules (1) ☐ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information - Small Plan) (3) ☐ 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 H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan ACSYS, INC. D/B/A PRIMACY 401(K) PLAN	B Three-digit plan number (PN) ► 001	
C Plan sponsor's name as shown on line 2a of Form 5500 ACSYS, INC. D/B/A PRIMACY	D Employer Identification Number (EIN) 06-1387631	

Part I Asset and Liability Statement

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

Assets	(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	0	0
b Receivables (less allowance for doubtful accounts):		
(1) Employer contributions	364,054	389,039
(2) Participant contributions	34,652	29,090
(3) Other	0	243
c General investments:		
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	855,437	897,797
(2) U.S. Government securities	0	0
(3) Corporate debt instruments (other than employer securities):		
(A) Preferred	0	0
(B) All other	0	0
(4) Corporate stocks (other than employer securities):		
(A) Preferred	0	0
(B) Common	0	0
(5) Partnership/joint venture interests	0	0
(6) Real estate (other than employer real property)	0	0
(7) Loans (other than to participants)	0	0
(8) Participant loans	173,204	297,784
(9) Value of interest in common/collective trusts	0	0
(10) Value of interest in pooled separate accounts	0	0
(11) Value of interest in master trust investment accounts	0	0
(12) Value of interest in 103-12 investment entities	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	16,802,835	21,136,751
(14) Value of funds held in insurance company general account (unallocated contracts)	0	0
(15) Other	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(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	18,230,182	22,750,704
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	18,230,182	22,750,704

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.

		(a) Amount	(b) Total
Income			
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	396,423	
(B) Participants	2a(1)(B)	942,629	
(C) Others (including rollovers)	2a(1)(C)	188,654	
(2) Noncash contributions	2a(2)	0	1,527,706
(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)	2,354	
(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)	10,579	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		12,933
(2) Dividends: (A) Preferred stock	2b(2)(A)	0	1,100,428
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1,100,428	
(D) Total dividends. Add lines 2b(2)(A), (B), and (C)	2b(2)(D)		1,100,428
(3) Rents	2b(3)		
(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)		2,970,548
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		5,611,615

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

(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	1,090,568	
(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)		1,090,568
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		0
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	525	
(4) Other.....	2i(4)	0	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		525
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1,091,093

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		4,520,522
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: Caler, Donten, Levine, Cohen, Porte (2) EIN: 59-2831281

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.).....		X	
4a			

	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.)		X	
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.)		X	
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.)		X	
4d		X	
e Was this plan covered by a fidelity bond?	X		600,000
4e	X		600,000
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?		X	
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?		X	
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.)		X	
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?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

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

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

ACSYS, INC d/b/a Primacy 401(k) Plan
Plan Number: 001
EIN: 06-1387361
Schedule H, Part IV, Line 4(i)
Schedule of Assets (Held at End of Year)
December 31, 2020

(a)	(b)	(c)	(d)	(e)
	Identity of Issue, Borrower, Lessor, or Similar Party	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	Cost	Current Value
Mutual Fund Investments				
*	Fidelity Investments	Fidelity Blue Chip Growth Fund	\$	2,239,896
*	Fidelity Investments	Fidelity Contrafund		1,268,572
*	Fidelity Investments	Fidelity Diversified International Fund		749,281
*	Fidelity Investments	Fidelity Dividend Growth Fund		1,243,264
*	Fidelity Investments	Fidelity Equity Dividend Income Fund		65,394
*	Fidelity Investments	Fidelity Equity-Income Fund		146,864
*	Fidelity Investments	Fidelity Export and Multinational Fund		243,605
*	Fidelity Investments	Fidelity Extended Market Index Fund		99,258
*	Fidelity Investments	Fidelity Focused Stock Fund		355,491
*	Fidelity Investments	Fidelity Freedom 2005 Fund		11,220
*	Fidelity Investments	Fidelity Freedom 2010 Fund		55,196
*	Fidelity Investments	Fidelity Freedom 2020 Fund		388,658
*	Fidelity Investments	Fidelity Freedom 2025 Fund		162,849
*	Fidelity Investments	Fidelity Freedom 2030 Fund		167,219
*	Fidelity Investments	Fidelity Freedom 2035 Fund		1,020,043
*	Fidelity Investments	Fidelity Freedom 2040 Fund		574,108
*	Fidelity Investments	Fidelity Freedom 2045 Fund		627,283
*	Fidelity Investments	Fidelity Freedom 2050 Fund		1,338,766
*	Fidelity Investments	Fidelity Freedom 2055 Fund		714,090
*	Fidelity Investments	Fidelity Freedom 2060 Fund		73,729
*	Fidelity Investments	Fidelity Freedom 2065 Fund		2,580
*	Fidelity Investments	Fidelity Freedom Income Fund		49,134
*	Fidelity Investments	Fidelity Fund		1,255,110
*	Fidelity Investments	Fidelity Government Money Market Fund		897,797
*	Fidelity Investments	Fidelity Growth Company Fund		2,581,635
*	Fidelity Investments	Fidelity Growth Strategies Fund		594,057
*	Fidelity Investments	Fidelity Intermediate Bond Fund		530,546
*	Fidelity Investments	Fidelity Investment Grade Bond Fund		874,166
*	Fidelity Investments	Fidelity Large Cap Stock Fund		94,286
*	Fidelity Investments	Fidelity Low-Priced Stock Fund		644,254
*	Fidelity Investments	Fidelity Mid-Cap Stock Fund		290,811
*	Fidelity Investments	Fidelity OTC Portfolio		679,251
*	Fidelity Investments	Fidelity Overseas Fund		263,912
*	Fidelity Investments	Fidelity Puritan Fund		327,125
*	Fidelity Investments	Fidelity Real Estate Investment Portfolio		70,895
*	Fidelity Investments	Fidelity Short-Term Bond Fund		392,814
*	Fidelity Investments	Fidelity Small Cap Discovery Fund		229,633
*	Fidelity Investments	Fidelity Small Cap Value Fund		113,984
*	Fidelity Investments	Fidelity Total Market Index Fund		528,943
*	Fidelity Investments	Fidelity Value Fund		57,873
*	Fidelity Investments	Fidelity Value Strategies Fund		10,956
		Total Mutual Fund Investments		22,034,548
Participant Loans		5.25% to 7.50%	\$ 0	297,784
		Grand Total	\$ 0	\$ 22,332,332

* Party-in-interest.

ACSYS, INC d/b/a Primacy 401(k) Plan

Plan Number: 001

EIN: 06-1387361

Schedule H, Part IV, Line 4(i)

Schedule of Assets (Acquired and Disposed of Within Year)

December 31, 2020

(a)	(b)	(c)	(d)
Identity of Issue, Borrower, Lessor, or Similar Party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost of Acquisitions	Proceeds of Dispositions
Participant Loans	5.25% to 7.50%	\$ 0	\$ 0