Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2020

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

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

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

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

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
GREENMAN-PEDERSEN, INC. EMPLOYEE STOCK OWNERSHIP PLAN

1b Three-digit plan number (PN) ▶ 003

1c Effective date of plan 01/01/2002

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)
GREENMAN-PEDERSEN, INC.

325 WEST MAIN STREET
BABYLON, NY 11702

2b Employer Identification Number (EIN) 11-2537074

2c Plan Sponsor's telephone number 631-587-5060

2d Business code (see instructions) 541330

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.	11/05/2021	M. VANESSA CIFUENTES
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	11/05/2021	MICHAEL BUONCORE
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	
5 Total number of participants at the beginning of the plan year	**5**	1709
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)**	1481
a(2) Total number of active participants at the end of the plan year	**6a(2)**	1340
b Retired or separated participants receiving benefits	**6b**	44
c Other retired or separated participants entitled to future benefits	**6c**	268
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	1652
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	8
f Total. Add lines **6d** and **6e**	**6f**	1660
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	1647
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	
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:

2O 2Q 3H 3I

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)		**9b** Plan benefit arrangement (check all that apply)	
(1)	[ ] Insurance	**(1)**	[ ] Insurance
(2)	[ ] Code section 412(e)(3) insurance contracts	**(2)**	[ ] Code section 412(e)(3) insurance contracts
(3)	[X] Trust	**(3)**	[X] Trust
(4)	[ ] General assets of the sponsor	**(4)**	[ ] General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] 0 **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [ ] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code_____

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

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

A Name of plan	**B** Three-digit plan number (PN) ▶	
GREENMAN-PEDERSEN, INC. EMPLOYEE STOCK OWNERSHIP PLAN		003
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
GREENMAN-PEDERSEN, INC.	11-2537074	

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

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

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

SIGNATURE SECURITIES GROUP

1177 AVENUE OF THE AMERICAS
11TH FLOOR
NEW YORK, NC 10036

(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?
28 51	NONE	52290	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 ☐

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection

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

A Name of plan
GREENMAN-PEDERSEN, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
GREENMAN-PEDERSEN, INC.

D Employer Identification Number (EIN)
11-2537074

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	88	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	13046846	10135996
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	9667	12282
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	157506
(2) U.S. Government securities	1c(2)	531751	200745
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	879124	1432394
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	1555650	1769438
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)	0	26790
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	4102431	3920611
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)	175475138	197424456
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	195600695	215080218
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j		
k	Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	195600695	215080218

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)	16000000	
	(B) Participants	2a(1)(B)		
	(C) Others (including rollovers)	2a(1)(C)		
	(2) Noncash contributions	2a(2)	0	
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		16000000
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	61176	
	(B) U.S. Government securities	2b(1)(B)	7183	
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)		
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		68359
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	127299	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		127299
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)	9582938	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		9582938

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		25778596
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	6246783	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		6246783
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: **(1)** Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	52290	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		52290
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		6299073
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		19479523
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

(1) [ ] DOL Regulation 2520.103-8 **(2)** [X] 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: GRASSI AND COMPANY CPAS **(2)** EIN: 11-3266576

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

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

Part IV Compliance Questions

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

During the plan year:

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

			Yes	No	Amount
b	Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c	Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d	Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e	Was this plan covered by a fidelity bond?	**4e**	X		2000000
f	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g	Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h	Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i	Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j	Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k	Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l	Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n	If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3	**4n**			

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2020

This Form is Open to Public Inspection.

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

A Name of plan
GREENMAN-PEDERSEN, INC. EMPLOYEE STOCK OWNERSHIP PLAN

B Three-digit plan number (PN) ▶ 003

C Plan sponsor's name as shown on line 2a of Form 5500
GREENMAN-PEDERSEN, INC.

D Employer Identification Number (EIN)
11-2537074

Part I Distributions

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | 1 | 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 33-6134835

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

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

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

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

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

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

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

6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b Enter the amount contributed by the employer to the plan for this plan year	6b	
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation_____

GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2020

GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN

CONTENTS

	Page
Independent Auditors' Report	1-2
Financial Statements	
Statements of Net Assets Available for Benefits at December 31, 2020 and 2019	3
Statement of Changes in Net Assets Available for Benefits for the Year Ended December 31, 2020	4
Notes to Financial Statements	5-15
Supplemental Schedule	
Schedule of Assets (Held at End of Year) at December 31, 2020	16-21

GRASSI
ADVISORS & ACCOUNTANTS

INDEPENDENT AUDITORS' REPORT

To The Board of Directors
Greenman-Pedersen, Inc.
Employee Stock Ownership Plan
Babylon, New York

Report on the Financial Statements

We have audited the accompanying financial statements of Greenman-Pedersen, Inc. Employee Stock Ownership Plan, which comprise the statements of net assets available for benefits at December 31, 2020 and 2019, and the related statement of changes in net assets available for benefits for the year ended December 31, 2020, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditors' Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Plan's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

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AN INDEPENDENT FIRM
ASSOCIATED WITH MOORE
GLOBAL NETWORK LIMITED

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial status of Greenman-Pedersen, Inc. Employee Stock Ownership Plan at December 31, 2020 and 2019, and the changes in its financial status for the year ended December 31, 2020, in accordance with accounting principles generally accepted in the United States of America.

Report on Supplemental Information

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental Schedule H - Part IV - Line 4i - Schedule of Assets (Held at End of Year) at December 31, 2020, which is the responsibility of Plan management, is presented for the purpose of additional analysis and is not a required part of the financial statements, but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. Such information is the responsibility of the Plan's management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Grassi & Co, CPAs, P.C.

GRASSI & CO., CPAs, P.C.

Jericho, New York
November 3, 2021

GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2020 AND 2019

ASSETS

	2020	2019
INVESTMENT IN SPONSOR COMPANY COMMON STOCK, AT FAIR VALUE	$ 197,424,456	$ 175,475,138
OTHER INVESTMENTS AT FAIR VALUE:		
Common Stock	1,769,438	1,555,650
Real Estate Investment	26,790	-
Asset Backed Securities	527,104	214,057
Corporate Bonds	905,290	665,067
U.S. Government Securities and Municipal Bonds	200,745	531,751
Mutual Funds and ETFs	3,920,611	4,102,431
RECEIVABLES:		
Employer Contributions	10,135,996	13,046,846
Other Receivable	12,282	9,667
CASH AND CASH EQUIVALENTS	157,506	88
NET ASSETS AVAILABLE FOR BENEFITS	$ 215,080,218	$ 195,600,695

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

GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2020

ADDITIONS TO NET ASSETS:		
Investment income:		
Net appreciation in fair market value of investments	$	9,582,938
Interest and dividends		195,658
Employer contributions:		
Contributions		16,000,000
Total Additions		25,778,596
DEDUCTIONS FROM NET ASSETS:		
Distributions to participants		6,246,783
Administrative expense		52,290
Total Deductions		6,299,073
NET INCREASE		19,479,523
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year		195,600,695
End of year	$	215,080,218

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

GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2020

Note 1 - Description of Plan

The following brief description of the Greenman-Pedersen, Inc. Employee Stock Ownership 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

Effective January 1, 2002, Greenman-Pedersen, Inc. (the "Company") adopted the Greenman-Pedersen, Inc. Employee Stock Ownership Plan. The Plan is intended to recognize the contributions made to the Company's successful operation by its employees, and to provide a means for participating employees to acquire an equity interest in the Company, while furthering their personal financial goals. The Plan is intended to be a stock bonus plan under Section 401(a) and an employee stock ownership plan ("ESOP") under Section 4975(e)(7) and the regulations thereunder of the Internal Revenue Code of 1986, as amended (the "Code"), and is subject to the applicable provisions of the Employee Retirement Income Security Act of 1974, as amended ("ERISA"). It is designed to invest primarily in qualifying Company securities, as defined in Section 4975(e)(8) of the Code. The Plan is administered by a trustee appointed by the Board of Directors of the Company.

Effective July 1, 2013, the net assets of Underwater Engineering Services, Inc. and Aerial Cartographics of America, Inc. were distributed from the Company to the Greenman-Pedersen, Inc. Employee Stock Ownership Plan. This transaction was recorded at the net book value of the respective company's net assets. The ESOP owns 100% of the outstanding stock in each company. This transaction did not change either the fair value of the Plan's assets or the value to the participants.

Effective January 1, 2014, the Plan purchased the net assets of Independent Mapping Consultants, Inc. This transaction was recorded at fair value of the company's net assets for $600,000. The ESOP owns 100% of the outstanding stock. This transaction did not change either the fair value of the Plan's assets or the value to the participants.

Effective July 1, 2017, Aerial Cartographics of America, Inc. ("ACA") changed its name to GPI Geospatial, Inc. ("Geo"). Concurrently with the name change, Geo merged with Independent Mapping Consultants, Inc. ("IMC"), with Geo being the surviving company. Effective January 1, 2018, Geo became a subsidiary of GPI. This transaction did not change either the fair value of the Plan's assets or the value to the participants.

Eligibility

Employees of the Company and participating subsidiaries are generally eligible to participate in the Plan after one year of service provided they worked at least 1,000 hours during such Plan year and are age twenty-one or older. Participants who do not have at least 1,000 hours of service during such Plan year or are not employed on the last working day of a Plan year, or are not age twenty-one or older during such Plan year, are not eligible for an allocation of the Company's contributions for such year.

Note 1 - Description of Plan (cont'd.)

Contributions

Discretionary employer contributions may be made in the form of either cash or Company stock at the sole discretion of the Company. Cash and/or stock contributed to the Plan will be put into a trust run by an appointed trustee. If Company stock is contributed, it will be valued at its current fair value. The Company's contribution will be "allocated" or divided among participants eligible to share in the contribution for the Plan year. Half of the contribution will be allocated among the participants based upon an employee's total compensation (limit of $285,000 adjusted for inflation by the Internal Revenue Service) during the Plan year as a percentage of the total compensation of eligible participants. The other half of the contribution will be allocated among the participants based upon an employee's credited years of service as a percentage of the total number of credited years of service of all eligible participants. A credited year equals a year in which an employee was credited with 1,000 hours or more of service with the Company, including service prior to the effective date of the Plan. The Internal Revenue Code Section 415(c)(1)A limits the amount allowed to an employee to the lesser of $57,000 or 100 percent of an employee's compensation. No participant will be required or permitted to contribute to the Plan.

Payment of Benefits

No distributions from the Plan will be made until a participant retires, dies (in which case, payments shall be made to his or her beneficiary or, if none, his or her legal representatives), or otherwise terminates employment with the Company and its participating subsidiaries. Distributions are generally made in cash. The Company's stock may be distributed, but in such a case the stock must be immediately resold to the Company at the current fair value. Distributions will be made in five substantially equal annual installments, unless the participant's account is valued below one thousand dollars ($1,000). For all participants who have terminated employment with the Company on or before December 31, 2019 (collectively "2019 Eligible Participants") during the Plan year will receive a special one-time, lump sum distribution of the vested portion of the balance of their respective participant account irrespective of the waiting periods and periodic payment schedules. The participant may elect to defer the distribution until his or her normal retirement age.

Voting Rights

The Trustee of the Plan will vote on all Company stock held in the Plan. On certain major matters which affect the structure of the Company, including dissolution of the Company, sale of substantially all of its assets, or a merger or consolidation with another company, participants will be entitled to direct the Trustee as to the manner in which voting rights on their shares will be exercised. The Plan administrator will notify participants of any pass-through voting rights.

Note 1 - Description of Plan (cont'd.)

Plan Termination

Although it has not expressed any intent to do so, the Company has the right, at any time, to terminate the Plan subject to Plan provisions. In the event the Plan is terminated, the interest of each participant in the trust fund will be distributed to each participant or his or her beneficiary at the time prescribed by the Plan terms and the Code. In the event of Plan termination, all amounts credited to the accounts of the participants shall vest and become nonforfeitable.

Risks and Uncertainties

The Plan investments consist primarily of the Company's common stock, which is exposed to various risks, such as interest rate, market, and credit risks, as well as valuation assumptions based on earnings, cash flows, and other such techniques. Due to the level of risk associated with the investment in the common stock and to uncertainties inherent in estimates and assumptions, it is at least reasonably possible that changes in the value of the common stock will occur in the near term and that such changes could materially affect the amounts reported in the statement of net assets available for benefits.

Participant Accounts

The Plan is a defined contribution plan under which a separate individual account is established for each participant. Each participant's account is credited as of the valuation date, with an allocation of shares of the Company's contribution to the Plan, forfeitures of terminated participants' nonvested accounts under the Plan, if any, and all earnings and/or losses thereon. Separate sub-accounts shall be maintained to record each participant's interest in employer stock and other investments of the trust. The Plan administrator may also maintain a stock forfeiture account and other investments forfeiture account in the name of a participant who has terminated employment.

Vesting

If a participant's employment with the Company ends for any reason other than retirement, permanent disability or death, he or she will vest in the balances in his or her account based on total years of service with the Company as follows:

Years of Service	Percent Vested
Less than two	0%
Two but less than three	20%
Three but less than four	40%
Four but less than five	60%
Five or more	100%

Note 1 - Description of Plan (cont'd.)

Put Option

Under federal income tax regulations, the employer stock that is held by the Plan and its participants and is not readily tradable on an established market, or is subject to trading limitations, includes a put option. The put option is a right to demand the Company buy any shares of its stock distributed to participants for which there is no market. The put price is representative of the fair market value of the stock. The Company can pay for the purchase in a lump sum or if the Company stock was distributed as part of a total distribution, in substantially equal annual installments with interest over a period of five years. The purpose of the put option is to ensure that the participant has the ability to ultimately obtain cash.

Diversification

Diversification is offered to participants close to retirement so that they may have the opportunity to move part of the value of their investment in Company stock into investments which are more diversified. Participants who are at least age 55 with at least 10 years of participation in the Plan may elect to diversify a portion of their account. Diversification is offered to each eligible participant over a six-year period. In each of the first five years, a participant may diversify up to 25 percent of the number of post-1986 shares allocated to his or her account, less any shares previously diversified. In the sixth year, the percentage changes to 50 percent. Participants who elect to diversify may receive a cash distribution or transfer funds to another qualified plan of the Company that accepts such transfers.

Participant Accounts and Forfeitures

During the year, the Plan allocates all of the forfeitures to participants' accounts based on the following: one half of forfeitures is allocated to the participant's account in the proportion that the participant's compensation for the Plan year from the Company bears to the compensation of all participants entitled to share in the allocation for the Plan year. The other half of forfeitures is allocated to the participant's account in the proportion of the participant's credited years of service to the total number of credited years of service of all participants entitled to share in the allocation for the Plan year. Forfeitures of terminated nonvested account balances allocated to remaining participants at December 31, 2020 and 2019 totaled $95,361 and $734,674, respectively.

Plan earnings are allocated to each participant's account based on the ratio of the participant's beginning of the year account balance to all participants' beginning of the year account balance.

Note 2 - Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared using the accrual method of accounting.

Use of Estimates

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

Cash and Cash Equivalents

The Company considers securities with maturities of three months or less, when purchased, to be cash equivalents.

Investment Valuation and Income Recognition

The shares of the Company's common stock, marketable equity and fixed income securities, and mutual funds are valued at estimated fair value. The Trustees of the Plan determine the Plan's valuation policies utilizing information provided by the investment advisors, custodians and actuaries. See Note 8 for a discussion of fair value measurements.

Dividend income is accrued on the ex-dividend date.

Purchases and sales of securities are recorded on a trade-date basis. Realized gains and losses from securities transactions are reported on the average cost method. Net appreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Operating Expenses

All expenses of maintaining the Plan are paid by the Company.

Note 3 - Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated July 8, 2003, that the Plan is qualified and the Trust established under the Plan is tax-exempt, under the appropriate sections of the Code. The Plan has been amended since receiving the opinion letter. However, the Plan administrator and the Plan's tax counsel believe that the Plan is currently designed and being operated in compliance with the applicable requirements of the Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. GAAP requires Plan management to evaluate uncertain tax positions taken by the Plan and recognize a tax benefit only if it is more likely than not that the tax position would be sustained upon examination by the taxing authorities.

The Plan administrator has analyzed the tax positions taken by the Plan, and has concluded that at December 31, 2020, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2017.

Note 4 - Administration of Plan Assets

The Plan's assets that consist principally of the Company's common shares are held by the Trustee of the Plan.

Company contributions are held and managed by the Trustee, who invests cash received, interest, and dividend income and makes distributions to participants.

Certain administrative functions are performed by officers or employees of the Company. No such officers or employees receive compensation from the Plan. Administrative expenses for the Trustee's fees are paid directly by the Company.

Note 5 - Concentration of Risk

The Plan's assets available for benefits at December 31, 2020 and 2019 include $197,424,456 and $175,475,138 in the Company's stock at fair value, and $10,135,996 and $13,046,846 as a receivable from the Company. If the Company were to become insolvent, the value of these assets could be reduced significantly and have a material effect on the Plan and the participants' account values. The Plan makes no assurance of the future value of Plan assets.

Note 6 - Investments

The Plan's investments, which are nonparticipant-directed, at December 31, 2020, are presented in the following table:

	2020	2019
Sponsor Company Common Shares:		
Greenman-Pedersen, Inc.	23,334.980	21,638.000
Underwater Engineering Services, Inc.	25,005.000	25,005.000
Total	48,339.980	46,643.000
Cost:		
Greenman-Pedersen, Inc.	$ 68,042,972	$ 53,697,360
Underwater Engineering Services, Inc.	1,298,766	1,298,766
Total	$ 69,341,738	$ 54,996,126
Market:		
Greenman-Pedersen, Inc.	$ 158,120,347	$ 166,358,565
Underwater Engineering Services, Inc.	39,304,109	9,116,573
Total	$ 197,424,456	$ 175,475,138
Other Investments:		
Common Stock	$ 1,769,438	$ 1,555,650
Corporate Bonds	905,290	665,067
Asset Backed Securities	527,104	214,057
U.S. Government Securities and Municipal Bonds	200,745	531,751
Mutual Funds	3,920,611	4,102,431
Real Estate Investment	26,790	-
Total	$ 7,349,978	$ 7,068,956

Note 6 - Investments (cont'd.)

During 2020, the Plan's investments (including gains and losses on investments bought and sold, as well as held during the year) appreciated in value by $9,582,938 as follows:

Appreciation in Value of Sponsor Company Common Shares	$	8,902,472
Other Investments:		
Appreciation in value		680,466
Total	$	9,582,938

Note 7 - Employer Contribution Receivable

The employer contribution receivable at December 31, 2020 and 2019 is $10,135,996 and $13,046,846, respectively. In 2020, the Plan received a cash contribution of $5,864,004 and 0 shares of the Company stock for the December 31, 2020 plan year. The $10,135,996 contribution receivable at December 31, 2020 was funded with cash in 2021. In 2019, the Plan received a cash contribution of $3,953,154. The $13,046,846 contribution receivable at December 31, 2019 was funded with 1,697 shares of the Company stock during 2020.

Note 8 - Fair Value Measurement

Financial Accounting Standards Board ("FASB") Accounting Standards Codification ("ASC") Topic 820, *Fair Value Measurement*, 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 Topic 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 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.

Note 8 - Fair Value Measurement (cont'd.)

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

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.

Common stocks and Real estate investments: Valued at the closing price reported on the active market on which the individual securities are traded.

Corporate and municipal bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings.

Mutual funds: Valued at the daily closing price as reported by the fund. Mutual funds held by the Plan are open-end mutual funds that are registered with the Securities and Exchange Commission. These funds are required to publish their daily net asset value ("NAV") and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded.

U.S. government securities: Valued using pricing models maximizing the use of observable inputs for similar securities.

Sponsor company common stock: Valued using independent appraisal of fair value. This appraisal was based upon a combination of the market and income valuation techniques consistent with prior years. The appraiser took into account historical and projected cash flow and net income, return on assets, return on equity, market comparable and estimated fair value of the Company's assets and liabilities. It has been determined that the stock of the Sponsor be shown as Level 3 in the fair value tables.

Plan management has concluded that a market participant would also recognize a discount for lack of marketability. Plan management accumulates the data for the appraiser from the audited financial statements of the Company. The appraiser prepares a preliminary report which Plan management, along with the ESOP trustee, reviews in detail, discusses and approves. The results of this process are documented in minutes of the Plan fiduciary.

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, although 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.

Note 8 - Fair Value Measurement (cont'd.)

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value at December 31, 2020 and 2019. For the year ended December 31, 2020, there were no significant transfers between Levels 1 and 2 and no transfers in or out of Level 3.

	Assets at Fair Value at December 31, 2020			
	Level 1	Level 2	Level 3	Total
Common Stock	$ 1,769,438	$ -	$ -	$ 1,769,438
Real Estate Investment	26,790	-	-	26,790
Corporate Bonds	-	905,290	-	905,290
Asset Backed Securities	-	527,104	-	527,104
U.S. Government Securities	-	200,745	-	200,745
Mutual Funds	3,920,611	-	-	3,920,611
Investment in Sponsor Common Stock	-	-	197,424,456	197,424,456
Total Assets at Fair Value	$ 5,716,839	$ 1,633,139	$ 197,424,456	$ 204,774,434

	Assets at Fair Value at December 31, 2019			
	Level 1	Level 2	Level 3	Total
Common Stock	$ 1,555,650	$ -	$ -	$ 1,555,650
Corporate Bonds	-	665,067	-	665,067
Asset Backed Securities	-	214,057	-	214,057
U.S. Government Securities	-	531,751	-	531,751
Mutual Funds	4,102,431	-	-	4,102,431
Investment in Sponsor Common Stock	-	-	175,475,138	175,475,138
Total Assets at Fair Value	$ 5,658,081	$ 1,410,875	$ 175,475,138	$ 182,544,094

Note 8 - Fair Value Measurement (cont'd.)

For the year ended December 31, 2020, the changes in the value of the Level 3 investment in the Sponsor company common stock is as follows:

Balance, beginning of year	$ 175,475,138
Unrealized gains relating to assets still held at the reporting date	8,902,472
Additions	13,046,846
Balance, end of year	$ 197,424,456
The amount of total gains or losses for the period included in changes in net assets attributable to the change in unrealized gains or losses relating to assets still held at the reporting date	$ 8,902,472

Gains and losses (realized and unrealized) included in changes in net assets for the period above are reported in net appreciation in fair value of investments in the statement of changes in net assets available for benefits.

Note 9 - Related Party and Party-In-Interest Transactions

The Plan invests in Company common stock and has indebtedness guaranteed by the Company. These are related party and party-in-interest transactions. As described in Note 2, the Company pays all Plan expenses. The Plan has a number of service providers. Such providers are parties-in-interest under ERISA.

Note 10 - Subsequent Events

The Company has evaluated all events or transactions that occurred after December 31, 2020 through November 3, 2021, which is the date that the financial statements were available to be issued. During this period, there were no material subsequent events requiring disclosure, except as follows: Effective January 1, 2021, Underwater Engineering Services, Inc. became a wholly owned subsidiary of Greenman-Pedersen, Inc. This transaction had no effect on the cost or fair value of investments.

SUPPLEMENTAL SCHEDULE

Schedule H - Part IV - Line 4i - Schedule of Assets (Held at End of Year)
Attachment - Form 5500
Plan EIN: 11-2537074
Plan Number: 003

GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investments including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	GREENMAN-PEDERSEN, INC.	Common Stock	$ 68,042,972	$ 158,120,347
*	UNDERWATER ENGINEERING SERVICES, INC.	Common Stock	1,298,766	39,304,109
	TOTAL SPONSOR SECURITIES		69,341,738	197,424,456
	JOHNSON CONTROLS INTERNATIONAL PLC	Common Stock	1,764	2,609
	SEAGATE TECHNOLOGY PLC COM	Common Stock	22,320	27,350
	ALCON INC (ALC)	Common Stock	14,649	15,769
	ASML HOLDING NV EUR0.09 NY REGISTRY	Common Stock	14,411	30,239
	AIA GROUP ADR (AAGIY)	Common Stock	26,227	33,227
	AT&T INC COM USD1	Common Stock	13,656	10,296
	ACTIVISION BLIZZARD INC COM	Common Stock	8,155	9,935
	ADIDAS AG ADR EA REP 1/2 ORD NPV	Common Stock	19,686	25,879
	ADOBE SYSTEMS INCORPORATED COM	Common Stock	8,241	10,002
	ALIBABA GROUP HOLDING LTD SPON ADS	Common Stock	24,894	30,488
	ALLIANZ SE UNSPON ADS EACH REP 1/10	Common Stock	10,792	15,299
	ALLSTATE CORP COM USD0.01 (ALL)	Common Stock	10,003	11,543
	ALTRIA GROUP INC (MO)	Common Stock	11,108	11,029
	AMAZON.COM INC (AMZN)	Common Stock	3,000	3,257
	AMERIPRISE FINANCIAL INC COM USD0.01	Common Stock	4,851	7,968
	AMGEN INC (AMGN)	Common Stock	6,237	7,587
	APPLE INC COM USD0.00001 (AAPL)	Common Stock	18,677	32,244
	AUTODESK INC (ADSK)	Common Stock	3,661	4,580
	BANCO BILBAO VIZCAYA ARGENTARIA ADR	Common Stock	15,195	13,229
	BK OF AMERICA CORP COM (BAC)	Common Stock	3,343	3,546
	BAYERISCHE MOTOREN WERKE AG ADR	Common Stock	16,681	18,058
	BEST BUY CO INC COM USD0.10 (BBY)	Common Stock	17,043	25,546
	BIO RAD LABORATORIES INC (BIO)	Common Stock	5,947	7,578
	BIOGEN INC COM USD0.0005 (BIIB)	Common Stock	21,766	18,609
	BLACK KNIGHT INC COM (BKI)	Common Stock	6,684	6,450
	BOOKING HOLDINGS INC COM (BKNG	Common Stock	16,276	20,045
	BORG WARNER INC COM USD0.01 (BWA)	Common Stock	4,530	4,444
	BRISTOL-MYERS SQUIBB CO COM (BMY)	Common Stock	7,174	7,320
	BUNZL SPON ADR EACH REP 1 ORD (BZLFY)	Common Stock	13,578	17,832
	BURBERRY GROUP SPON ADR EACH REP 1	Common Stock	14,626	13,454
	CH ROBINSON WORLDWIDE INC COM	Common Stock	4,565	4,036
	CANADIAN NATL RY CO COM	Common Stock	19,386	21,531
	CAPITAL ONE FINANCIAL CORP COM	Common Stock	2,367	2,867
	CELANESE CORP DEL COM (CE)	Common Stock	1,982	2,339
	LUMEN TECHNOLOGIES INC COM (LUMN)	Common Stock	7,939	7,800
	CHURCH &DWIGHT COM USD1.00 (CHD)	Common Stock	7,171	6,542
	CISCO SYSTEMS INC (CSCO)	Common Stock	4,909	5,191
	CITIGROUP INC (C)	Common Stock	12,224	13,072
	CITRIX SYS INC COM (CTXS)	Common Stock	13,312	16,783
	CLOROX CO COM USD1.00 (CLX)	Common Stock	1,547	1,413
	COMPAGNIE FINANCIERE RICHEMONT ADR	Common Stock	15,189	18,480
	CONOCOPHILLIPS COM (COP) 181.000	Common Stock	9,334	7,238
	CUMMINS INC (CMI)	Common Stock	16,234	23,391
	DNB ASA SPON ADR EACH REP 1 ORD	Common Stock	18,373	21,211
	DAVITA INC COM (DVA)	Common Stock	4,401	7,044
	DELL TECHNOLOGIES INC CL C (DELL)	Common Stock	7,531	8,941
	DEUTSCHE WOHNEN SE UNSPON ADR EACH	Common Stock	12,960	18,897

Schedule H - Part IV - Line 4i - Schedule of Assets (Held at End of Year)
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Plan Number: 003

GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b)	(c)	(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	DIAGEO ADR EACH REPR 4 ORD	Common Stock	$ 20,863	$ 21,122
	DISCOVERY INC COM SER A (DISCA)	Common Stock	13,860	15,135
	DOLLAR GEN CORP NEW COM (DG)	Common Stock	2,574	2,524
	EOG RESOURCES INC (EOG)	Common Stock	3,690	3,690
	EASTMAN CHEM CO COM (EMN)	Common Stock	10,526	10,931
	EBAY INC. COM (EBAY)	Common Stock	19,610	23,919
	ELECTRONIC ARTS INC (EA)	Common Stock	15,191	16,945
	EQUINOR ASA SPON ADR EACH REP 1 ORD	Common Stock	17,237	17,849
	ERSTE GROUP BANK ADR (EBKDY)	Common Stock	13,351	11,093
	FIFTH THIRD BANCORP (FITB)	Common Stock	3,325	3,336
	FORTUNE BRANDS HOME & SECURITY INC	Common Stock	5,784	7,801
	GEA GROUP ADR (GEAGY)	Common Stock	15,147	19,597
	GENERAC HLDGS INC COM USD0.01 (GNRC)	Common Stock	3,071	3,184
	GLAXOSMITHKLINE ADR REP TWO ORD	Common Stock	20,465	17,333
	GOLDMAN SACHS GROUP INC COM USD0.01	Common Stock	4,470	6,065
	HCA HEALTHCARE INC COM (HCA)	Common Stock	10,287	12,828
	HDFC BANK LTD SPON ADS EACH REP 3	Common Stock	20,246	25,652
	HARTFORD FINANCIAL SERVICES GRP INC	Common Stock	7,079	6,563
	HENRY JACK &ASSOCIATES INC COM	Common Stock	4,275	3,888
	HOLOGIC INC (HOLX)	Common Stock	7,710	8,011
	HONG KONG EXCHANGES & CLEARING UNSP ADR	Common Stock	12,158	21,322
	HUNTINGTON INGALLS INDUSTRIES INC (HII)	Common Stock	5,755	3,751
	IBERDROLA SA SPON ADR EACH REP 4 ORD	Common Stock	13,909	17,408
	IDEXX LABORATORIES INC COM USD0.10	Common Stock	8,798	10,497
	INFINEON TECHNOLOGIES AG SPON	Common Stock	16,117	27,807
	INTERNATIONAL PAPER CO COM (IP)	Common Stock	9,927	11,833
	INTESA SANPAOLO S.P.A. SPON ADR EACH	Common Stock	12,640	14,350
	KNORR BREMSE AG UNSPON ADS EACH	Common Stock	12,927	17,901
	KONINKLIJKE PHILIPS ADR (PHG)	Common Stock	15,136	18,147
	KROGER CO COM USD1.00 (KR)	Common Stock	13,039	13,974
	LKQ CORP (LKQ)	Common Stock	4,082	4,687
	LAM RESEARCH CORP COM USD0.001	Common Stock	2,940	2,834
	LENNAR CORP COM USD0.10 CLASS A (LEN)	Common Stock	3,908	6,327
	ELI LILLY AND CO (LLY)	Common Stock	10,292	13,676
	LONZA GROUP AG UNSPONSORED ADR	Common Stock	12,019	24,066
	MERCADOLIBRE INC COM USD0.001 (MELI)	Common Stock	10,944	31,829
	MICROSOFT CORP (MSFT)	Common Stock	5,563	6,895
	MOLINA HEALTHCARE INC (MOH)	Common Stock	5,478	5,955
	MORGAN STANLEY COM USD0.01 (MS)	Common Stock	8,601	14,802
	NATIONAL GRID SPON ADR EACH REP 5 ORD	Common Stock	13,728	13,459
	NESTLE ADR (NSRGY)	Common Stock	24,368	29,723
	NEWMONT CORP COM ISIN #US6516391066	Common Stock	2,252	2,995
	NVIDIA CORPORATION COM (NVDA)	Common Stock	2,343	3,655
	OLD DOMINION FREIGHT LINE INC COM	Common Stock	3,474	4,099
	OMNICOM GROUP INC COM USD0.15 (OMC)	Common Stock	5,075	4,241
	ORACLE CORP (ORCL)	Common Stock	22,701	27,170
	PFIZER INC (PFE)	Common Stock	5,545	5,669
	POOL CORP COM (POOL)	Common Stock	3,322	3,725
	PROGRESSIVE CORP COM (PGR)	Common Stock	5,296	6,427
	QUALCOMM INC (QCOM)	Common Stock	14,127	23,765

See independent auditors' report.

Schedule H - Part IV - Line 4i - Schedule of Assets (Held at End of Year)
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GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b)	(c)			(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value			Cost	Current value
	RAYMOND JAMES FINL INC COM (RJF)	Common Stock			$ 1,141	$ 1,626
	RESMED INC (RMD)	Common Stock			2,465	3,188
	ROCHE HOLDINGS ADR (RHHBY)	Common Stock			20,428	24,863
	ROYAL DUTCH SHELL ADR REP 2 CL A ORD	Common Stock			21,800	23,790
	SMC SPN ADR REP ORD (SMCAY)	Common Stock			17,442	26,005
	SAP ADR REP 1 ORD (SAP)	Common Stock			21,390	21,254
	SCHNEIDER ELECTRIC SE UNSPONSORD	Common Stock			22,990	37,460
	SEA LIMITED ADS EACH REP ONE CLASS A	Common Stock			14,031	15,128
	SIKA AG UNSP ADR EACH REP 0.10 ORD	Common Stock			8,201	11,270
	SKYWORKS SOLUTIONS INC (SWKS)	Common Stock			2,995	4,281
	SMUCKER J M CO COM NEW (SJM)	Common Stock			3,196	3,352
	SONY CORP SPON ADR EACH REPR 1 ORD	Common Stock			18,815	31,240
	SOUTHWEST AIRLINES CO (LUV)	Common Stock			4,334	3,775
	STATE STREET CORP (STT)	Common Stock			2,665	2,984
	SVENSKA HANDELSBANKEN AB ADR	Common Stock			13,770	13,659
	SYNOPSYS INC (SNPS)	Common Stock			3,474	3,889
	SYNCHRONY FINANCIAL COM (SYF)	Common Stock			11,254	11,177
	SYSCO CORP (SYY)	Common Stock			1,468	1,931
	T-MOBILE US INC COM (TMUS)	Common Stock			5,678	9,440
	TAIWAN SEMICONDUCTOR	Common Stock			22,855	52,775
	TAKEDA PHARMACEUTICAL CO	Common Stock			17,422	16,107
	TARGET CORP (TGT)	Common Stock			6,726	10,592
	TECHTRONIC INDUSTRIES COMPANY	Common Stock			10,148	17,117
	TENCENT HOLDINGS LIMITED UNSPON ADR	Common Stock			19,792	33,532
	TEXTRON INC (TXT)	Common Stock			3,410	3,528
	TRAVELERS COMPANIES INC COM STK NPV	Common Stock			2,847	4,071
	TYSON FOODS INC (TSN)	Common Stock			3,096	2,900
	UNITED RENTALS INC (URI)	Common Stock			7,545	12,291
	VESTAS WIND SYS AS UNSP ADR (VWDRY)	Common Stock			11,364	30,761
	VIACOMCBS INC CL B (VIAC)	Common Stock			3,056	3,801
	WALGREENS BOOTS ALLIANCE INC (WBA)	Common Stock			8,018	5,583
	WATERS CORP (WAT)	Common Stock			7,561	8,412
	WESTERN UNION CO (WU)	Common Stock			21,054	23,081
	WHIRLPOOL CORP (WHR)	Common Stock			7,269	9,746
	WHITBREAD SPON ADR EACH REP 0.25 ORD	Common Stock			14,752	10,255
	WILLIAMS COS INC COM (WMB)	Common Stock			5,412	4,952
	ZEBRA TECHNOLOGIES CORPORATION CL A	Common Stock			2,301	2,306
	ZILLOW GROUP INC CL C CAP STK (Z)	Common Stock			3,419	4,673
	TOTAL COMMON STOCK				1,405,408	1,769,438
	BOSTON PROPERTIES INC COM (BXP)	Real Estate Investment			4,200	4,065
	ESSEX PROPERTY TRUST INC COM	Real Estate Investment			8,142	8,548
	HOST HOTELS &RESORTS INC COM (HST)	Real Estate Investment			7,893	6,320
	MID-AMER APT CMNTYS INC COM (MAA)	Real Estate Investment			2,417	2,660
	WEYERHAEUSER CO MTN BE COM NEW	Real Estate Investment			4,889	5,197
	TOTAL REAL ESTATE INVESTMENTS				27,541	26,790
	FEDL HOME LN MTG CRP SER	11/25/27	3.286%	28,000	29,705	32,290
	FEDL HOME LN MTG CRP SER	04/25/28	3.900%	17,000	18,771	20,321
	FEDL HOME LN MTG CRP POOL	02/01/30	3.500%	36,000	11,151	11,719
	UNIFORM MBS POOL #SB0084	02/01/32	3.000%	14,000	10,580	10,932
	UNIFORM MBS POOL #BM3751	02/01/33	3.500%	5,000	2,861	3,026

See independent auditors' report.

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GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b)	(c)			(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value			Cost	Current value
	UNIFORM MBS POOL #CA1270	02/01/33	3.500%	5,000	$ 2,901	$ 3,097
	UNIFORM MBS POOL #BM5279	02/01/33	4.000%	11,000	6,972	7,270
	UNIFORM MBS POOL #FM1007	05/01/34	4.000%	7,000	4,166	4,245
	UNIFORM MBS POOL #SB0117	11/01/34	2.500%	11,000	9,529	9,894
	UNIFORM MBS POOL #CA4721	11/01/34	3.500%	20,000	16,229	16,298
	UNIFORM MBS POOL #FM2574	02/01/35	2.500%	12,000	10,353	10,300
	UNIFORM MBS POOL #AB1466	05/01/41	4.500%	231,000	34,705	36,315
	FEDL HOME LN MTG CRP POOL	08/01/42	5.000%	30,000	16,471	17,668
	UNIFORM MBS POOL #BM4600	11/01/43	4.500%	14,000	9,836	10,112
	UNIFORM MBS POOL #BM5200	03/01/44	5.000%	7,000	4,956	5,365
	UNIFORM MBS POOL #AV7104	05/01/41	4.000%	98,000	31,281	32,768
	FEDL HOME LN MTG CRP POOL	01/01/44	3.500%	50,000	21,523	22,918
	UNIFORM MBS POOL #AS3855	05/01/41	3.500%	12,000	4,720	4,881
	UNIFORM MBS POOL #AS4085	04/01/46	4.000%	64,000	23,793	24,893
	FEDL HOME LN MTG CRP POOL	09/01/46	4.500%	12,000	7,589	8,087
	UNIFORM MBS POOL #BM1248	11/01/46	4.500%	32,000	15,738	16,870
	UNIFORM MBS POOL #BM3660	06/01/47	4.000%	20,000	12,273	13,127
	UNIFORM MBS POOL #AS9786	03/01/48	4.000%	10,000	5,286	5,527
	UNIFORM MBS POOL #CA1354	08/01/48	3.500%	2,000	12,867	13,452
	UNIFORM MBS POOL #CA2166	09/01/48	4.500%	13,000	6,488	6,885
	FEDL HOME LN MTG CRP POOL	09/01/48	4.500%	20,000	13,781	14,154
	UNIFORM MBS POOL #BK7618	11/01/48	5.000%	10,000	6,627	6,948
	UNIFORM MBS POOL #BM5603	11/01/48	4.000%	16,000	10,055	10,039
	UNIFORM MBS POOL #FM3381	07/01/49	3.500%	20,000	17,752	17,762
	UNIFORM MBS POOL #SD7502	07/01/49	3.500%	28,000	18,974	19,595
	UNIFORM MBS POOL #FM1254	04/01/50	5.000%	8,000	5,642	5,763
	UNIFORM MBS POOL #SD7514	08/01/50	3.500%	14,000	11,813	11,798
	UNIFORM MBS POOL #RA3194	09/01/50	2.500%	30,000	30,483	30,613
	UNIFORM MBS POOL #RA3205	09/01/50	2.000%	11,000	11,159	11,147
	UNIFORM MBS POOL #QB3677	09/01/50	2.000%	12,000	12,205	12,234
	UNIFORM MBS POOL #MA4119	09/01/50	2.000%	11,000	11,155	11,214
	UNIFORM MBS POOL #QB4905	11/01/50	1.500%	15,000	15,112	15,109
	UNIFORM MBS POOL #QB5711	04/01/50	2.000%	12,000	12,509	12,468
	TOTAL ASSET BACKED SECURITIES				508,011	527,104
	BK OF AMERICA CORP BOND	01/28/25	4.300%	18,000	16,130	18,559
	GOLDMAN SACHS GROUP INC	02/10/25	4.400%	26,000	23,680	26,585
	SCHWAB CHARLES CORP BOND	06/01/25	5.375%	23,000	23,911	25,616
	TRUIST FINL CORP ALT TIER I	09/01/24	4.800%	16,000	16,140	16,900
	AIRCASTLE LTD NOTE CALL	04/01/23	5.000%	16,000	16,410	17,055
	FORD MTR CO DEL NOTE CALL	04/21/23	8/.5%	16,000	17,355	18,008
	SOUTHWEST AIRLS CO NOTE	05/04/23	4.750%	15,000	15,398	16,303
	GENERAL MTRS FINL CO INC	05/15/23	4.250%	17,000	17,246	18,322
	WYNDHAM DESTINATIONS INC	04/01/24	5.650%	16,000	16,351	17,280
	T-MOBILE US INC NOTE CALL	06/15/24	7.125%	14,000	15,662	16,380
	WPX ENERGY INC NOTE CALL	09/15/24	5.250%	16,000	16,919	17,428
	AECOM NOTE CALL MAKE	10/15/24	5.875%	9,000	9,592	10,038
	FREEPORT MCMORAN INC NOTE	11/14/24	4.550%	16,000	15,980	17,480
	HCA INC. NOTE CALL MAKE	02/01/25	5.375%	14,000	15,266	15,743
	LUMEN TECHNOLOGIES INC NOTE	04/01/25	5.625%	15,000	16,235	16,181
	HOWMET AEROSPACE INC NOTE	05/01/25	6.750%	14,000	16,238	16,380

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Schedule H - Part IV - Line 4i - Schedule of Assets (Held at End of Year)
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Plan EIN: 11-2537074
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GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b)	(c)			(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value			Cost	Current value
	MGM RESORTS INTERNATIONAL B	06/15/25	5.750%	10,000	$ 11,053	$ 11,057
	STEEL DYNAMICS INC NOTE CALL	06/15/25	2.400%	16,000	16,203	17,006
	CHARTER COMMUNICATIONS	07/23/25	4.908%	14,000	14,715	16,260
	RAYTHEON TECHNOLOGIES	08/16/25	3.950%	14,000	14,656	16,057
	ANHEUSER-BUSCH COS LLC	02/01/26	3.650%	14,000	14,509	15,825
	ARCELORMITTAL SA	03/11/26	4.550%	15,000	16,588	16,853
	NEWELL BRANDS INC NOTE CALL	04/01/26	4.700%	15,000	15,453	16,523
	CROWN AMERS LLC/CROWN	09/30/26	4.250%	15,000	14,987	16,532
	JPMORGAN CHASE &CO NOTE	10/01/26	2.950%	15,000	14,589	16,642
	DIAMONDBACK ENERGY INC	12/01/26	3.250%	16,000	16,218	17,083
	PULTE GROUP INC NOTE CALL	01/15/27	5.000%	6,000	17,276	18,880
	AECOM NOTE CALL MAKE	03/15/27	5.125%	8,000	8,410	8,903
	V F CORP NOTE CALL MAKE	04/23/27	2.800%	16,000	15,994	17,501
	UNITED RENTALS NORTH AMER	05/15/27	5.500%	16,000	16,211	17,120
	BORGWARNER INC NOTE CALL	07/01/27	2.650%	16,000	16,101	17,205
	CIT GROUP INC SER A NOTE	03/09/28	6.125%	16,000	17,488	19,480
	CAMPBELL SOUP CO NOTE CALL	03/15/28	4.150%	14,000	15,598	16,466
	ELANCO ANIMAL HEALTH INC	08/28/28	5.900%	14,000	15,162	16,520
	FISERV INC NOTE CALL MAKE	10/01/28	4.200%	14,000	14,741	16,692
	COMCAST CORP NEW NOTE CALL	10/15/28	4.150%	20,000	22,319	24,075
	BOSTON PPTYS LTD	12/01/28	4.500%	21,000	23,501	25,117
	KRAFT HEINZ FOODS CO NOTE	01/30/29	4.625%	16,000	17,232	18,308
	VERIZON COMMUNICATIONS INC	02/08/29	3.875%	14,000	14,533	16,479
	CROWN CASTLE INTL CORP NOTE	02/15/29	4.300%	14,000	15,140	16,627
	RELX CAPITAL INC NOTE CALL	03/18/29	4.000%	14,000	14,321	16,619
	ENERGY TRANSFER OPERATING	04/15/29	5.250%	15,000	16,585	17,513
	PARKER-HANNIFIN CORP NOTE	06/14/29	3.250%	15,000	15,303	17,022
	COMMONSPIRIT HEALTH SER	10/01/29	3.347%	15,000	15,111	16,471
	SERVICE CORP INTL NOTE CALL	08/15/30	3.375%	16,000	16,355	16,643
	JOHNSON CTLS INTL PLC/ TYCO	09/15/30	1.750%	16,000	16,045	16,332
	STARBUCKS CORP NOTE CALL B	11/15/30	2.550%	16,000	15,976	17,304
	ALLY FINL INC NOTE	11/01/31	8.000%	14,000	17,752	20,550
	CVS HEALTH CORP NOTE CALL	07/20/45	5.125%	14,000	15,701	18,849
	VISA INC NOTE CALL MAKE	12/14/45	4.300%	13,000	14,456	17,807
	GEORGE WASHINGTON	09/15/48	4.126%	14,000	15,306	17,729
	MICROSOFT CORP NOTE CALL	06/01/50	2.525%	18,000	15,448	18,982
	TOTAL CORPORATE BONDS				835,549	905,290
	JOBSOHIO BEVERAGE SYS OHIO	01/01/29	3.985%	10,000	10,187	11,505
	NEW JERSEY ECONOMIC DEV	02/15/29	7.425%	12,000	14,489	15,467
	LOS ANGELES CALIF UNI SCH	07/01/34	5.750%	20,000	25,051	28,216
	JOBSOHIO BEVERAGE SYS OHIO	01/01/35	4.532%	5,000	5,911	6,408
	CALIFORNIA ST GO BDS	04/01/39	7.550%	20,000	30,327	35,116
	METROPOLITAN TRANSN AUTH	11/15/39	6.668%	10,000	13,836	13,052
	MIAMI-DADE CNTY FLA AVIATION	10/01/41	4.280%	20,000	20,484	22,029
	TOTAL MUNICIPAL BONDS				120,285	131,793

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Schedule H - Part IV - Line 4i - Schedule of Assets (Held at End of Year)
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GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b)	(c)			(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value			Cost	Current value
	UNITED STATES TREAS SER	02/15/36	4.500%	22,000	$ 28,340	$ 32,288
	UNITED STATES TREAS BDS	02/15/39	3.500%	27,000	31,802	36,664
	TOTAL UNITED STATES TREASURY				60,142	68,952
	EDGEWOOD GROWTH FUND INSTL CL		Mutual Funds & ETFs		359,664	553,192
	CHAMPLAIN MID CAP CLASS I (CIPIX)		Mutual Funds & ETFs		248,302	334,294
	COHEN & STEERS PREF SECURITIES		Mutual Funds & ETFs		211,575	214,310
	COHEN & STEERS LOW DUR PRFD &		Mutual Funds & ETFs		107,314	109,921
	BLACKRODK STRATEGIC INCOME OPPRTSI		Mutual Funds & ETFs		156,474	165,253
	CS FLOATING RATE HIGH INC INSTL SHS		Mutual Funds & ETFs		156,581	154,372
	DOUBLELINE TOTAL RETURN BOND FD		Mutual Funds & ETFs		314,155	317,128
	TEMPLETON GLOBAL BOND ADVISOR		Mutual Funds & ETFs		55,358	47,776
	ISHARES S&P 500		Mutual Funds & ETFs		263,699	345,734
	ISHARES TR RUSSELL MID CAP ETF		Mutual Funds & ETFs		180,078	231,082
	ISHARES CORE S&P SMALL CAP		Mutual Funds & ETFs		364,346	421,729
	VANGUARD INTL EQUITY INDEX FDS ETF		Mutual Funds & ETFs		425,997	494,886
	FIRST TRUST EXCHANGE TRADED FD III		Mutual Funds & ETFs		200,009	202,425
	VANGUARD REAL ESTATE ETF		Mutual Funds & ETFs		348,243	328,509
	TOTAL MUTUAL FUNDS & ETFS				3,391,795	3,920,611
	FIDELITY GOVERNMENT CASH RESERVES				30,703	30,703
	FIDELITY GOVERNMENT CASH RESERVES				47,751	47,751
	FIDELITY GOVERNMENT CASH RESERVES				75,022	75,022
	FIDELITY GOVERNMENT MMKT CAPITAL RESERVES				4,030	4,030
	TOTAL CASH & CASH EQUIVALENTS				157,506	157,506
					$ 75,847,975	$ 204,931,940

* Indicates party-in-interest to the Plan.

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GREENMAN-PEDERSEN, INC.
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(a)	(b) Identity of issuer, borrower, lessor, or similar party	(c) Description of investments including maturity date, rate of interest, collateral, par or maturity value	(d) Cost	(e) Current value
*	GREENMAN-PEDERSEN, INC.	Common Stock	$ 68,042,972	$ 158,120,347
*	UNDERWATER ENGINEERING SERVICES, INC.	Common Stock	1,298,766	39,304,109
	TOTAL SPONSOR SECURITIES		69,341,738	197,424,456
	JOHNSON CONTROLS INTERNATIONAL PLC	Common Stock	1,764	2,609
	SEAGATE TECHNOLOGY PLC COM	Common Stock	22,320	27,350
	ALCON INC (ALC)	Common Stock	14,649	15,769
	ASML HOLDING NV EUR0.09 NY REGISTRY	Common Stock	14,411	30,239
	AIA GROUP ADR (AAGIY)	Common Stock	26,227	33,227
	AT&T INC COM USD1	Common Stock	13,656	10,296
	ACTIVISION BLIZZARD INC COM	Common Stock	8,155	9,935
	ADIDAS AG ADR EA REP 1/2 ORD NPV	Common Stock	19,686	25,879
	ADOBE SYSTEMS INCORPORATED COM	Common Stock	8,241	10,002
	ALIBABA GROUP HOLDING LTD SPON ADS	Common Stock	24,894	30,488
	ALLIANZ SE UNSPON ADS EACH REP 1/10	Common Stock	10,792	15,299
	ALLSTATE CORP COM USD0.01 (ALL)	Common Stock	10,003	11,543
	ALTRIA GROUP INC (MO)	Common Stock	11,108	11,029
	AMAZON.COM INC (AMZN)	Common Stock	3,000	3,257
	AMERIPRISE FINANCIAL INC COM USD0.01	Common Stock	4,851	7,968
	AMGEN INC (AMGN)	Common Stock	6,237	7,587
	APPLE INC COM USD0.00001 (AAPL)	Common Stock	18,677	32,244
	AUTODESK INC (ADSK)	Common Stock	3,661	4,580
	BANCO BILBAO VIZCAYA ARGENTARIA ADR	Common Stock	15,195	13,229
	BK OF AMERICA CORP COM (BAC)	Common Stock	3,343	3,546
	BAYERISCHE MOTOREN WERKE AG ADR	Common Stock	16,681	18,058
	BEST BUY CO INC COM USD0.10 (BBY)	Common Stock	17,043	25,546
	BIO RAD LABORATORIES INC (BIO)	Common Stock	5,947	7,578
	BIOGEN INC COM USD0.0005 (BIIB)	Common Stock	21,766	18,609
	BLACK KNIGHT INC COM (BKI)	Common Stock	6,684	6,450
	BOOKING HOLDINGS INC COM (BKNG	Common Stock	16,276	20,045
	BORG WARNER INC COM USD0.01 (BWA)	Common Stock	4,530	4,444
	BRISTOL-MYERS SQUIBB CO COM (BMY)	Common Stock	7,174	7,320
	BUNZL SPON ADR EACH REP 1 ORD (BZLFY)	Common Stock	13,578	17,832
	BURBERRY GROUP SPON ADR EACH REP 1	Common Stock	14,626	13,454
	CH ROBINSON WORLDWIDE INC COM	Common Stock	4,565	4,036
	CANADIAN NATL RY CO COM	Common Stock	19,386	21,531
	CAPITAL ONE FINANCIAL CORP COM	Common Stock	2,367	2,867
	CELANESE CORP DEL COM (CE)	Common Stock	1,982	2,339
	LUMEN TECHNOLOGIES INC COM (LUMN)	Common Stock	7,939	7,800
	CHURCH &DWIGHT COM USD1.00 (CHD)	Common Stock	7,171	6,542
	CISCO SYSTEMS INC (CSCO)	Common Stock	4,909	5,191
	CITIGROUP INC (C)	Common Stock	12,224	13,072
	CITRIX SYS INC COM (CTXS)	Common Stock	13,312	16,783
	CLOROX CO COM USD1.00 (CLX)	Common Stock	1,547	1,413
	COMPAGNIE FINANCIERE RICHEMONT ADR	Common Stock	15,189	18,480
	CONOCOPHILLIPS COM (COP) 181.000	Common Stock	9,334	7,238
	CUMMINS INC (CMI)	Common Stock	16,234	23,391
	DNB ASA SPON ADR EACH REP 1 ORD	Common Stock	18,373	21,211
	DAVITA INC COM (DVA)	Common Stock	4,401	7,044
	DELL TECHNOLOGIES INC CL C (DELL)	Common Stock	7,531	8,941
	DEUTSCHE WOHNEN SE UNSPON ADR EACH	Common Stock	12,960	18,897

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SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b)	(c)	(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value	Cost	Current value
	DIAGEO ADR EACH REPR 4 ORD	Common Stock	$ 20,863	$ 21,122
	DISCOVERY INC COM SER A (DISCA)	Common Stock	13,860	15,135
	DOLLAR GEN CORP NEW COM (DG)	Common Stock	2,574	2,524
	EOG RESOURCES INC (EOG)	Common Stock	3,690	3,690
	EASTMAN CHEM CO COM (EMN)	Common Stock	10,526	10,931
	EBAY INC. COM (EBAY)	Common Stock	19,610	23,919
	ELECTRONIC ARTS INC (EA)	Common Stock	15,191	16,945
	EQUINOR ASA SPON ADR EACH REP 1 ORD	Common Stock	17,237	17,849
	ERSTE GROUP BANK ADR (EBKDY)	Common Stock	13,351	11,093
	FIFTH THIRD BANCORP (FITB)	Common Stock	3,325	3,336
	FORTUNE BRANDS HOME & SECURITY INC	Common Stock	5,784	7,801
	GEA GROUP ADR (GEAGY)	Common Stock	15,147	19,597
	GENERAC HLDGS INC COM USD0.01 (GNRC)	Common Stock	3,071	3,184
	GLAXOSMITHKLINE ADR REP TWO ORD	Common Stock	20,465	17,333
	GOLDMAN SACHS GROUP INC COM USD0.01	Common Stock	4,470	6,065
	HCA HEALTHCARE INC COM (HCA)	Common Stock	10,287	12,828
	HDFC BANK LTD SPON ADS EACH REP 3	Common Stock	20,246	25,652
	HARTFORD FINANCIAL SERVICES GRP INC	Common Stock	7,079	6,563
	HENRY JACK &ASSOCIATES INC COM	Common Stock	4,275	3,888
	HOLOGIC INC (HOLX)	Common Stock	7,710	8,011
	HONG KONG EXCHANGES & CLEARING UNSP ADR	Common Stock	12,158	21,322
	HUNTINGTON INGALLS INDUSTRIES INC (HII)	Common Stock	5,755	3,751
	IBERDROLA SA SPON ADR EACH REP 4 ORD	Common Stock	13,909	17,408
	IDEXX LABORATORIES INC COM USD0.10	Common Stock	8,798	10,497
	INFINEON TECHNOLOGIES AG SPON	Common Stock	16,117	27,807
	INTERNATIONAL PAPER CO COM (IP)	Common Stock	9,927	11,833
	INTESA SANPAOLO S.P.A. SPON ADR EACH	Common Stock	12,640	14,350
	KNORR BREMSE AG UNSPON ADS EACH	Common Stock	12,927	17,901
	KONINKLIJKE PHILIPS ADR (PHG)	Common Stock	15,136	18,147
	KROGER CO COM USD1.00 (KR)	Common Stock	13,039	13,974
	LKQ CORP (LKQ)	Common Stock	4,082	4,687
	LAM RESEARCH CORP COM USD0.001	Common Stock	2,940	2,834
	LENNAR CORP COM USD0.10 CLASS A (LEN)	Common Stock	3,908	6,327
	ELI LILLY AND CO (LLY)	Common Stock	10,292	13,676
	LONZA GROUP AG UNSPONSORED ADR	Common Stock	12,019	24,066
	MERCADOLIBRE INC COM USD0.001 (MELI)	Common Stock	10,944	31,829
	MICROSOFT CORP (MSFT)	Common Stock	5,563	6,895
	MOLINA HEALTHCARE INC (MOH)	Common Stock	5,478	5,955
	MORGAN STANLEY COM USD0.01 (MS)	Common Stock	8,601	14,802
	NATIONAL GRID SPON ADR EACH REP 5 ORD	Common Stock	13,728	13,459
	NESTLE ADR (NSRGY)	Common Stock	24,368	29,723
	NEWMONT CORP COM ISIN #US6516391066	Common Stock	2,252	2,995
	NVIDIA CORPORATION COM (NVDA)	Common Stock	2,343	3,655
	OLD DOMINION FREIGHT LINE INC COM	Common Stock	3,474	4,099
	OMNICOM GROUP INC COM USD0.15 (OMC)	Common Stock	5,075	4,241
	ORACLE CORP (ORCL)	Common Stock	22,701	27,170
	PFIZER INC (PFE)	Common Stock	5,545	5,669
	POOL CORP COM (POOL)	Common Stock	3,322	3,725
	PROGRESSIVE CORP COM (PGR)	Common Stock	5,296	6,427
	QUALCOMM INC (QCOM)	Common Stock	14,127	23,765

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AT DECEMBER 31, 2020

(a)	(b)	(c)			(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value			Cost	Current value
	RAYMOND JAMES FINL INC COM (RJF)	Common Stock			$ 1,141	$ 1,626
	RESMED INC (RMD)	Common Stock			2,465	3,188
	ROCHE HOLDINGS ADR (RHHBY)	Common Stock			20,428	24,863
	ROYAL DUTCH SHELL ADR REP 2 CL A ORD	Common Stock			21,800	23,790
	SMC SPN ADR REP ORD (SMCAY)	Common Stock			17,442	26,005
	SAP ADR REP 1 ORD (SAP)	Common Stock			21,390	21,254
	SCHNEIDER ELECTRIC SE UNSPONSORD	Common Stock			22,990	37,460
	SEA LIMITED ADS EACH REP ONE CLASS A	Common Stock			14,031	15,128
	SIKA AG UNSP ADR EACH REP 0.10 ORD	Common Stock			8,201	11,270
	SKYWORKS SOLUTIONS INC (SWKS)	Common Stock			2,995	4,281
	SMUCKER J M CO COM NEW (SJM)	Common Stock			3,196	3,352
	SONY CORP SPON ADR EACH REPR 1 ORD	Common Stock			18,815	31,240
	SOUTHWEST AIRLINES CO (LUV)	Common Stock			4,334	3,775
	STATE STREET CORP (STT)	Common Stock			2,665	2,984
	SVENSKA HANDELSBANKEN AB ADR	Common Stock			13,770	13,659
	SYNOPSYS INC (SNPS)	Common Stock			3,474	3,889
	SYNCHRONY FINANCIAL COM (SYF)	Common Stock			11,254	11,177
	SYSCO CORP (SYY)	Common Stock			1,468	1,931
	T-MOBILE US INC COM (TMUS)	Common Stock			5,678	9,440
	TAIWAN SEMICONDUCTOR	Common Stock			22,855	52,775
	TAKEDA PHARMACEUTICAL CO	Common Stock			17,422	16,107
	TARGET CORP (TGT)	Common Stock			6,726	10,592
	TECHTRONIC INDUSTRIES COMPANY	Common Stock			10,148	17,117
	TENCENT HOLDINGS LIMITED UNSPON ADR	Common Stock			19,792	33,532
	TEXTRON INC (TXT)	Common Stock			3,410	3,528
	TRAVELERS COMPANIES INC COM STK NPV	Common Stock			2,847	4,071
	TYSON FOODS INC (TSN)	Common Stock			3,096	2,900
	UNITED RENTALS INC (URI)	Common Stock			7,545	12,291
	VESTAS WIND SYS AS UNSP ADR (VWDRY)	Common Stock			11,364	30,761
	VIACOMCBS INC CL B (VIAC)	Common Stock			3,056	3,801
	WALGREENS BOOTS ALLIANCE INC (WBA)	Common Stock			8,018	5,583
	WATERS CORP (WAT)	Common Stock			7,561	8,412
	WESTERN UNION CO (WU)	Common Stock			21,054	23,081
	WHIRLPOOL CORP (WHR)	Common Stock			7,269	9,746
	WHITBREAD SPON ADR EACH REP 0.25 ORD	Common Stock			14,752	10,255
	WILLIAMS COS INC COM (WMB)	Common Stock			5,412	4,952
	ZEBRA TECHNOLOGIES CORPORATION CL A	Common Stock			2,301	2,306
	ZILLOW GROUP INC CL C CAP STK (Z)	Common Stock			3,419	4,673
	TOTAL COMMON STOCK				1,405,408	1,769,438
	BOSTON PROPERTIES INC COM (BXP)	Real Estate Investment			4,200	4,065
	ESSEX PROPERTY TRUST INC COM	Real Estate Investment			8,142	8,548
	HOST HOTELS &RESORTS INC COM (HST)	Real Estate Investment			7,893	6,320
	MID-AMER APT CMNTYS INC COM (MAA)	Real Estate Investment			2,417	2,660
	WEYERHAEUSER CO MTN BE COM NEW	Real Estate Investment			4,889	5,197
	TOTAL REAL ESTATE INVESTMENTS				27,541	26,790
	FEDL HOME LN MTG CRP SER	11/25/27	3.286%	28,000	29,705	32,290
	FEDL HOME LN MTG CRP SER	04/25/28	3.900%	17,000	18,771	20,321
	FEDL HOME LN MTG CRP POOL	02/01/30	3.500%	36,000	11,151	11,719
	UNIFORM MBS POOL #SB0084	02/01/32	3.000%	14,000	10,580	10,932
	UNIFORM MBS POOL #BM3751	02/01/33	3.500%	5,000	2,861	3,026

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Schedule H - Part IV - Line 4i - Schedule of Assets (Held at End of Year)
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Plan EIN: 11-2537074
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GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b)	(c)			(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value			Cost	Current value
	UNIFORM MBS POOL #CA1270	02/01/33	3.500%	5,000	$ 2,901	$ 3,097
	UNIFORM MBS POOL #BM5279	02/01/33	4.000%	11,000	6,972	7,270
	UNIFORM MBS POOL #FM1007	05/01/34	4.000%	7,000	4,166	4,245
	UNIFORM MBS POOL #SB0117	11/01/34	2.500%	11,000	9,529	9,894
	UNIFORM MBS POOL #CA4721	11/01/34	3.500%	20,000	16,229	16,298
	UNIFORM MBS POOL #FM2574	02/01/35	2.500%	12,000	10,353	10,300
	UNIFORM MBS POOL #AB1466	05/01/41	4.500%	231,000	34,705	36,315
	FEDL HOME LN MTG CRP POOL	08/01/42	5.000%	30,000	16,471	17,668
	UNIFORM MBS POOL #BM4600	11/01/43	4.500%	14,000	9,836	10,112
	UNIFORM MBS POOL #BM5200	03/01/44	5.000%	7,000	4,956	5,365
	UNIFORM MBS POOL #AV7104	05/01/41	4.000%	98,000	31,281	32,768
	FEDL HOME LN MTG CRP POOL	01/01/44	3.500%	50,000	21,523	22,918
	UNIFORM MBS POOL #AS3855	05/01/41	3.500%	12,000	4,720	4,881
	UNIFORM MBS POOL #AS4085	04/01/46	4.000%	64,000	23,793	24,893
	FEDL HOME LN MTG CRP POOL	09/01/46	4.500%	12,000	7,589	8,087
	UNIFORM MBS POOL #BM1248	11/01/46	4.500%	32,000	15,738	16,870
	UNIFORM MBS POOL #BM3660	06/01/47	4.000%	20,000	12,273	13,127
	UNIFORM MBS POOL #AS9786	03/01/48	4.000%	10,000	5,286	5,527
	UNIFORM MBS POOL #CA1354	08/01/48	3.500%	2,000	12,867	13,452
	UNIFORM MBS POOL #CA2166	09/01/48	4.500%	13,000	6,488	6,885
	FEDL HOME LN MTG CRP POOL	09/01/48	4.500%	20,000	13,781	14,154
	UNIFORM MBS POOL #BK7618	11/01/48	5.000%	10,000	6,627	6,948
	UNIFORM MBS POOL #BM5603	11/01/48	4.000%	16,000	10,055	10,039
	UNIFORM MBS POOL #FM3381	07/01/49	3.500%	20,000	17,752	17,762
	UNIFORM MBS POOL #SD7502	07/01/49	3.500%	28,000	18,974	19,595
	UNIFORM MBS POOL #FM1254	04/01/50	5.000%	8,000	5,642	5,763
	UNIFORM MBS POOL #SD7514	08/01/50	3.500%	14,000	11,813	11,798
	UNIFORM MBS POOL #RA3194	09/01/50	2.500%	30,000	30,483	30,613
	UNIFORM MBS POOL #RA3205	09/01/50	2.000%	11,000	11,159	11,147
	UNIFORM MBS POOL #QB3677	09/01/50	2.000%	12,000	12,205	12,234
	UNIFORM MBS POOL #MA4119	09/01/50	2.000%	11,000	11,155	11,214
	UNIFORM MBS POOL #QB4905	11/01/50	1.500%	15,000	15,112	15,109
	UNIFORM MBS POOL #QB5711	04/01/50	2.000%	12,000	12,509	12,468
	TOTAL ASSET BACKED SECURITIES				508,011	527,104
	BK OF AMERICA CORP BOND	01/28/25	4.300%	18,000	16,130	18,559
	GOLDMAN SACHS GROUP INC	02/10/25	4.400%	26,000	23,680	26,585
	SCHWAB CHARLES CORP BOND	06/01/25	5.375%	23,000	23,911	25,616
	TRUIST FINL CORP ALT TIER I	09/01/24	4.800%	16,000	16,140	16,900
	AIRCASTLE LTD NOTE CALL	04/01/23	5.000%	16,000	16,410	17,055
	FORD MTR CO DEL NOTE CALL	04/21/23	8/.5%	16,000	17,355	18,008
	SOUTHWEST AIRLS CO NOTE	05/04/23	4.750%	15,000	15,398	16,303
	GENERAL MTRS FINL CO INC	05/15/23	4.250%	17,000	17,246	18,322
	WYNDHAM DESTINATIONS INC	04/01/24	5.650%	16,000	16,351	17,280
	T-MOBILE US INC NOTE CALL	06/15/24	7.125%	14,000	15,662	16,380
	WPX ENERGY INC NOTE CALL	09/15/24	5.250%	16,000	16,919	17,428
	AECOM NOTE CALL MAKE	10/15/24	5.875%	9,000	9,592	10,038
	FREEPORT MCMORAN INC NOTE	11/14/24	4.550%	16,000	15,980	17,480
	HCA INC. NOTE CALL MAKE	02/01/25	5.375%	14,000	15,266	15,743
	LUMEN TECHNOLOGIES INC NOTE	04/01/25	5.625%	15,000	16,235	16,181
	HOWMET AEROSPACE INC NOTE	05/01/25	6.750%	14,000	16,238	16,380

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GREENMAN-PEDERSEN, INC.
EMPLOYEE STOCK OWNERSHIP PLAN
SUPPLEMENTAL SCHEDULE
SCHEDULE OF ASSETS (HELD AT END OF YEAR)
AT DECEMBER 31, 2020

(a)	(b)	(c)			(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value			Cost	Current value
	MGM RESORTS INTERNATIONAL B	06/15/25	5.750%	10,000	$ 11,053	$ 11,057
	STEEL DYNAMICS INC NOTE CALL	06/15/25	2.400%	16,000	16,203	17,006
	CHARTER COMMUNICATIONS	07/23/25	4.908%	14,000	14,715	16,260
	RAYTHEON TECHNOLOGIES	08/16/25	3.950%	14,000	14,656	16,057
	ANHEUSER-BUSCH COS LLC	02/01/26	3.650%	14,000	14,509	15,825
	ARCELORMITTAL SA	03/11/26	4.550%	15,000	16,588	16,853
	NEWELL BRANDS INC NOTE CALL	04/01/26	4.700%	15,000	15,453	16,523
	CROWN AMERS LLC/CROWN	09/30/26	4.250%	15,000	14,987	16,532
	JPMORGAN CHASE &CO NOTE	10/01/26	2.950%	15,000	14,589	16,642
	DIAMONDBACK ENERGY INC	12/01/26	3.250%	16,000	16,218	17,083
	PULTE GROUP INC NOTE CALL	01/15/27	5.000%	6,000	17,276	18,880
	AECOM NOTE CALL MAKE	03/15/27	5.125%	8,000	8,410	8,903
	V F CORP NOTE CALL MAKE	04/23/27	2.800%	16,000	15,994	17,501
	UNITED RENTALS NORTH AMER	05/15/27	5.500%	16,000	16,211	17,120
	BORGWARNER INC NOTE CALL	07/01/27	2.650%	16,000	16,101	17,205
	CIT GROUP INC SER A NOTE	03/09/28	6.125%	16,000	17,488	19,480
	CAMPBELL SOUP CO NOTE CALL	03/15/28	4.150%	14,000	15,598	16,466
	ELANCO ANIMAL HEALTH INC	08/28/28	5.900%	14,000	15,162	16,520
	FISERV INC NOTE CALL MAKE	10/01/28	4.200%	14,000	14,741	16,692
	COMCAST CORP NEW NOTE CALL	10/15/28	4.150%	20,000	22,319	24,075
	BOSTON PPTYS LTD	12/01/28	4.500%	21,000	23,501	25,117
	KRAFT HEINZ FOODS CO NOTE	01/30/29	4.625%	16,000	17,232	18,308
	VERIZON COMMUNICATIONS INC	02/08/29	3.875%	14,000	14,533	16,479
	CROWN CASTLE INTL CORP NOTE	02/15/29	4.300%	14,000	15,140	16,627
	RELX CAPITAL INC NOTE CALL	03/18/29	4.000%	14,000	14,321	16,619
	ENERGY TRANSFER OPERATING	04/15/29	5.250%	15,000	16,585	17,513
	PARKER-HANNIFIN CORP NOTE	06/14/29	3.250%	15,000	15,303	17,022
	COMMONSPIRIT HEALTH SER	10/01/29	3.347%	15,000	15,111	16,471
	SERVICE CORP INTL NOTE CALL	08/15/30	3.375%	16,000	16,355	16,643
	JOHNSON CTLS INTL PLC/ TYCO	09/15/30	1.750%	16,000	16,045	16,332
	STARBUCKS CORP NOTE CALL B	11/15/30	2.550%	16,000	15,976	17,304
	ALLY FINL INC NOTE	11/01/31	8.000%	14,000	17,752	20,550
	CVS HEALTH CORP NOTE CALL	07/20/45	5.125%	14,000	15,701	18,849
	VISA INC NOTE CALL MAKE	12/14/45	4.300%	13,000	14,456	17,807
	GEORGE WASHINGTON	09/15/48	4.126%	14,000	15,306	17,729
	MICROSOFT CORP NOTE CALL	06/01/50	2.525%	18,000	15,448	18,982
	TOTAL CORPORATE BONDS				835,549	905,290
	JOBSOHIO BEVERAGE SYS OHIO	01/01/29	3.985%	10,000	10,187	11,505
	NEW JERSEY ECONOMIC DEV	02/15/29	7.425%	12,000	14,489	15,467
	LOS ANGELES CALIF UNI SCH	07/01/34	5.750%	20,000	25,051	28,216
	JOBSOHIO BEVERAGE SYS OHIO	01/01/35	4.532%	5,000	5,911	6,408
	CALIFORNIA ST GO BDS	04/01/39	7.550%	20,000	30,327	35,116
	METROPOLITAN TRANSN AUTH	11/15/39	6.668%	10,000	13,836	13,052
	MIAMI-DADE CNTY FLA AVIATION	10/01/41	4.280%	20,000	20,484	22,029
	TOTAL MUNICIPAL BONDS				120,285	131,793

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AT DECEMBER 31, 2020

(a)	(b)	(c)			(d)	(e)
	Identity of issuer, borrower, lessor, or similar party	Description of investments including maturity date, rate of interest, collateral, par or maturity value			Cost	Current value
	UNITED STATES TREAS SER	02/15/36	4.500%	22,000	$ 28,340	$ 32,288
	UNITED STATES TREAS BDS	02/15/39	3.500%	27,000	31,802	36,664
	TOTAL UNITED STATES TREASURY				60,142	68,952
	EDGEWOOD GROWTH FUND INSTL CL		Mutual Funds & ETFs		359,664	553,192
	CHAMPLAIN MID CAP CLASS I (CIPIX)		Mutual Funds & ETFs		248,302	334,294
	COHEN & STEERS PREF SECURITIES		Mutual Funds & ETFs		211,575	214,310
	COHEN & STEERS LOW DUR PRFD &		Mutual Funds & ETFs		107,314	109,921
	BLACKRODK STRATEGIC INCOME OPPRTSI		Mutual Funds & ETFs		156,474	165,253
	CS FLOATING RATE HIGH INC INSTL SHS		Mutual Funds & ETFs		156,581	154,372
	DOUBLELINE TOTAL RETURN BOND FD		Mutual Funds & ETFs		314,155	317,128
	TEMPLETON GLOBAL BOND ADVISOR		Mutual Funds & ETFs		55,358	47,776
	ISHARES S&P 500		Mutual Funds & ETFs		263,699	345,734
	ISHARES TR RUSSELL MID CAP ETF		Mutual Funds & ETFs		180,078	231,082
	ISHARES CORE S&P SMALL CAP		Mutual Funds & ETFs		364,346	421,729
	VANGUARD INTL EQUITY INDEX FDS ETF		Mutual Funds & ETFs		425,997	494,886
	FIRST TRUST EXCHANGE TRADED FD III		Mutual Funds & ETFs		200,009	202,425
	VANGUARD REAL ESTATE ETF		Mutual Funds & ETFs		348,243	328,509
	TOTAL MUTUAL FUNDS & ETFS				3,391,795	3,920,611
	FIDELITY GOVERNMENT CASH RESERVES				30,703	30,703
	FIDELITY GOVERNMENT CASH RESERVES				47,751	47,751
	FIDELITY GOVERNMENT CASH RESERVES				75,022	75,022
	FIDELITY GOVERNMENT MMKT CAPITAL RESERVES				4,030	4,030
	TOTAL CASH & CASH EQUIVALENTS				157,506	157,506
					$ 75,847,975	$ 204,931,940

* Indicates party-in-interest to the Plan.

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