

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

Part II	Basic Plan Information —enter all requested information				
1a Name of plan <u>SENIOR RESOURCE CONNECTION PENSION PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>005</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1948</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>005</u>	1c Effective date of plan <u>01/01/1948</u>	
1b Three-digit plan number (PN) ▶	<u>005</u>				
1c Effective date of plan <u>01/01/1948</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>SENIOR RESOURCE CONNECTION</u> <u>222 SALEM AVENUE</u> <u>DAYTON, OH 45406</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>31-0592759</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>937-225-3010</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>813000</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>31-0592759</u>	2c Plan Sponsor's telephone number <u>937-225-3010</u>	2d Business code (see instructions) <u>813000</u>	
2b Employer Identification Number (EIN) <u>31-0592759</u>					
2c Plan Sponsor's telephone number <u>937-225-3010</u>					
2d Business code (see instructions) <u>813000</u>					

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	01/14/2022	CHUCK KOMP
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE	Filed with authorized/valid electronic signature.		
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor		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		5 109
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) 27
a(2) Total number of active participants at the end of the plan year		6a(2) 26
b Retired or separated participants receiving benefits.....		6b 25
c Other retired or separated participants entitled to future benefits		6c 43
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d 94
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e 6
f Total. Add lines 6d and 6e		6f 100
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1I		
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)

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

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

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

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

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

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>SENIOR RESOURCE CONNECTION PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>005</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>SENIOR RESOURCE CONNECTION</u>	D Employer Identification Number (EIN) <u>31-0592759</u>
E Type of plan: ☐ Single ☐ Multiple-A ☒ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2020</u>	
2 Assets:	
a Market value	2a <u>2450697</u>
b Actuarial value	2b <u>2272912</u>
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants <u>32</u> (2) Vested Funding Target <u>2200883</u> (3) Total Funding Target <u>2200883</u>
b For terminated vested participants.....	<u>50</u> <u>1017814</u> <u>1017814</u>
c For active participants	<u>27</u> <u>627009</u> <u>627009</u>
d Total.....	<u>109</u> <u>3845706</u> <u>3845706</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>5.34</u> %
6 Target normal cost.....	6

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE	
Signature of actuary	<u>10/01/2021</u> Date
<u>HANS NIENABER</u> Type or print name of actuary	<u>20-05737</u> Most recent enrollment number
<u>CUNI, RUST & STRENK, INC</u> Firm name	<u>513-985-6164</u> Telephone number (including area code)
<u>4555 LAKE FOREST DRIVE</u> <u>SUITE 620</u> <u>CINCINNATI, OH 45242</u> Address of the firm	

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

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

Schedule SB (Form 5500) 2020
v. 200204

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of _____%	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of _____%		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14 Funding target attainment percentage	14	59.10 %
15 Adjusted funding target attainment percentage	15	0.00 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	0.00 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	63.72 %

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
09/09/2021	128251	0			
09/10/2021	74348	0			
Totals ▶			18(b)	202599	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.64 %2nd segment:
5.21 %3rd segment:
5.94 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

66

23 Mortality table(s) (see instructions)

Prescribed - combined



Prescribed - separate



Substitute

Part VI Miscellaneous Items**24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27**

1

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years**28** Unpaid minimum required contributions for all prior years**28**

0

29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)**29**

0

30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)**30**

0

Part VIII Minimum Required Contribution For Current Year**31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6)**31a**

0

b Excess assets, if applicable, but not greater than line 31a**31b****32** Amortization installments:

Outstanding Balance

Installment

a Net shortfall amortization installment

0

0

b Waiver amortization installment

0

0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount**33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)**34**

0

Carryover balance

Prefunding balance

Total balance

35 Balances elected for use to offset funding requirement**36** Additional cash requirement (line 34 minus line 35)**36**

0

37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)**37**

0

38 Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36)**38a**

0

b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances**38b****39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)**39**

0

40 Unpaid minimum required contributions for all years**40**

0

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)**41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

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

For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan SENIOR RESOURCE CONNECTION PENSION PLAN	B Three-digit plan number (PN) ▶	005
C Plan sponsor's name as shown on line 2a of Form 5500 SENIOR RESOURCE CONNECTION	D Employer Identification Number (EIN) 31-0592759	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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)

MORGAN STANLEY SMITH BARNEY LLC

26-4310632

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
19 27 50 72	NONE	31041	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

ESLER & VANDERSCHAAFF CO., L.P.A.

31-1399107

(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?
29	NONE	26079	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

SMS RETIREMENT

31-1140818

(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?
11	NONE	21951	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)

MERCER

13-2834414

(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?
11	NONE	14750	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

R. BRENT GAMBILL LAW OFFICE, LLC

85-1129130

(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?
29	NONE	12614	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

BRADY WARE

35-1476702

(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?
10	NONE	10150	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)

MATRIX TRUST COMPANY

75-3182674

(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?
18	NONE	9070	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

COOLIDGE WALL CO. LPA

31-0872613

(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?
29	NONE	6248	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
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

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

a Name: MERCER	b EIN: 13-2834414
c Position: ACTUARY	
d Address: 325 JOHN H. MCCONNELL BLVD SUITE 350 COLUMBUS, OH 43215-7644	e Telephone: 614-227-5500

Explanation: [CHANGED TO A DIFFERENT FIRM](#)

a Name: SMS RETIREMENT	b EIN: 31-1140818
c Position: ACTUARY	
d Address: 4540 COOPER ROAD SUITE 303 CINCINNATI, OH 45242	e Telephone: 513-984-6100

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
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For calendar plan year 2020 or fiscal plan year beginning 01/01/2020 and ending 12/31/2020		
A Name of plan SENIOR RESOURCE CONNECTION PENSION PLAN	B Three-digit plan number (PN) ►	005
C Plan sponsor's name as shown on line 2a of Form 5500 SENIOR RESOURCE CONNECTION	D Employer Identification Number (EIN) 31-0592759	

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	760767	25678
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		202599
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		1648
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	89199	28769
(2) U.S. Government securities	1c(2)		197748
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		123468
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	1600731	1400015
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(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)		331085
(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)	
(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	2450697 2311010
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	
Net Assets			
l	Net assets (subtract line 1k from line 1f).....	1l	2450697 2311010

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	202599
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	202599
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	17
	(B) U.S. Government securities	2b(1)(B)	4271
	(C) Corporate debt instruments	2b(1)(C)	2621
	(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)	6909
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	30461
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	12417
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	42878
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	1747395
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	1826853
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	-79458
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	223734
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	223734

		(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		1706
d Total income. Add all income amounts in column (b) and enter total.....	2d		398368

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	453721	
(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)		453721
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)	91792	
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)	40451	
(4) Other.....	2i(4)	-47909	
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		84334
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		538055

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-139687
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **BRADY, WARE & SCHOENFELD, INC.**

(2) EIN: **35-1476702**

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

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

Part IV Compliance Questions

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

During the plan year:

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

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	X		
4j	X		
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
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 426306 _____.			

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 SENIOR RESOURCE CONNECTION PENSION PLAN		B Three-digit plan number (PN) ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 SENIOR RESOURCE CONNECTION		D Employer Identification Number (EIN) 31-0592759
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): 75-3182674		
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 7
Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)	
4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☒ No ☐ N/A If the plan is a defined benefit plan, go to line 8.		
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.		
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)		6a
b Enter the amount contributed by the employer to the plan for this plan year		6b
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....		6c
If you completed line 6c, skip lines 8 and 9.		
7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A		
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☒ Yes ☐ No ☐ N/A		
Part III	Amendments	
9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box..... ☐ Increase ☐ Decrease ☐ Both ☒ No		
Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.	
10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No		
11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No		
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No		
12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No		
For Paperwork Reduction Act Notice, see the Instructions for Form 5500.		
Schedule R (Form 5500) 2020 v. 200204		

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:		
a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....	14a	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14b	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year.....	15a	
b The corresponding number for the second preceding plan year.....	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year.....	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐		

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

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐
- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)
- a** Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%
- b** Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more
- c** What duration measure was used to calculate line 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____
- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.
- a** Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No
- b** If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:
- ☐ Yes.
- ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.
- ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.
- ☐ No. Other. Provide explanation _____



BRADY WARE
& SCHOENFELD

INDEPENDENT AUDITORS' REPORT

Plan Administrator
Senior Resource Connection Pension Plan
Dayton, Ohio

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the **Senior Resource Connection Pension Plan** (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified by Matrix Trust Company, the Trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan Administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the Trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the Plan Administrator by the Trustee is complete and accurate.

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2206 Chester Blvd. • Richmond, Indiana • 47374-1219
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INDEPENDENT AUDITORS' REPORT

Disclaimer of Opinion

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

Emphasis of Matter

As described in Note 7 to the financial statements, the governing body of the **Senior Resource Connection Pension Plan** approved a plan to terminate the Plan subject to the Pension Benefit Guaranty Corporation assuming the Plan's trusteeship as part of the distress termination process. Our opinion is not modified with respect to that matter.

Other Matter

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

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

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



Dayton, Ohio
October 7, 2021

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

Part II	Basic Plan Information —enter all requested information										
1a Name of plan <u>SENIOR RESOURCE CONNECTION PENSION PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>005</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1948</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>31-0592759</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>937-225-3010</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>813000</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>005</u>	1c Effective date of plan <u>01/01/1948</u>		2b Employer Identification Number (EIN) <u>31-0592759</u>		2c Plan Sponsor's telephone number <u>937-225-3010</u>		2d Business code (see instructions) <u>813000</u>	
1b Three-digit plan number (PN) ▶	<u>005</u>										
1c Effective date of plan <u>01/01/1948</u>											
2b Employer Identification Number (EIN) <u>31-0592759</u>											
2c Plan Sponsor's telephone number <u>937-225-3010</u>											
2d Business code (see instructions) <u>813000</u>											
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>SENIOR RESOURCE CONNECTION</u> <u>222 SALEM AVENUE</u> <u>DAYTON, OH 45406</u>											

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

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

SIGN HERE		1/14/2022	
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2020)
v. 200204

3a Plan administrator's name and address ☒ Same as Plan Sponsor	3b Administrator's EIN 3c Administrator's telephone number
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 109
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..... a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 27 6a(2) 26 6b 25 6c 43 6d 94 6e 6 6f 100 6g 6h 0
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....	7

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

1A 1I

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
---	---

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

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

Receipt Confirmation Code _____

Multiple Employer Plan Participating Employer Information

For the plan year beginning 01/01/2020 and ending 12/31/2020

Name of plan

Senior Resource Connection Pension Plan

PN:

005

Sponsor Name:

Senior Resource Connection

EIN

31-0592759

[illegible]

2020 Schedule SB, line 27 – Actuarial Information for CSEC Plans

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

The following separate exhibits are attached:

1. 2020 Plan year information reported using a 2007 Schedule B.
2. Schedule B, Line 3 – Schedule of Contributions
3. Schedule B, Line 6 – Summary of Plan Provisions
4. Schedule B, Line 6 – Statement of Actuarial Assumptions/Methods
5. Schedule B, Line 6b – Description of Weighted Average Retirement Age
6. Schedule B, Line 8c – Schedule of Active Participant Data
7. Schedule B, Lines 9c and 9j – Schedule of Funding Standard Account Bases
8. Schedule B, Line 11 – Justification for Change in Actuarial Assumptions
9. Annual Certification by the Enrolled Actuary, including the Value of Plan Assets and Funding Liability.

2020 Schedule SB, Line 27 and Schedule B, line 3 – Actuarial Information for CSEC Plans and Schedule of Contributions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

Contributions for Plan Year ending 12/31/2020

<u>Agency</u>	<u>Date</u>	<u>Amount</u>
Family Services	9/10/2021	74,347.76
		74,347.76
Senior Resource Connection	9/9/2021	128,251.24
		128,251.24
Total Contributions		202,599.00

2020 Schedule SB, line 18 – Schedule of Contributions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

Contributions for Plan Year ending 12/31/2020

<u>Agency</u>	<u>Date</u>	<u>Amount</u>
Family Services	9/10/2021	74,347.76
		74,347.76
Senior Resource Connection	9/9/2021	128,251.24
		128,251.24
Total Contributions		202,599.00

2020 Schedule SB, line 27 and Schedule B, line 6 – Actuarial Information for CSEC Plans and Summary of Plan Provisions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

1. Effective Date: January 1, 1976. Restated January 1, 2013. August 31, 2019, Plan spun off 6 plans from the Employee Benefit Plan of the United Way of Greater Dayton Area and Affiliated Agencies. Thereafter, the remaining plan was renamed the Senior Resource Connection Pension Plan. Amended and restated effective September 1, 2019.
2. Plan Year: January 1st through December 31st.
3. Eligibility for Participation:

Employees will participate in the Plan on the first of the month following completion of 1000 hours of service during an Anniversary year, measured from his date of hire, provided he has attained age 21.

No additional participants will enter the Plan after December 31, 2008.
4. Monthly Average Compensation: Average Monthly W-2 Earnings for the highest 36 consecutive months out of the last 120 months. Gross Earnings means base salary including bonuses, overtime payments, commissions, and extra compensation. Compensation earned after December 31st, 2008 is not recognized.
5. Social Security Covered Compensation: Monthly amounts in accordance with the applicable table, determined with respect to the calendar year in which the participant's Social Security Date falls.
6. Benefit Accrual Service: Total number of years and full months while a Plan Participant. Years of Service after December 31st, 2008 are not recognized except for early retirement eligibility.

2020 Schedule SB, line 27 and Schedule B, line 6 – Actuarial Information for CSEC Plans and Summary of Plan Provisions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

7. Vesting Service:

Years and next month beginning with the employee's date of hire and ending on a severance date and continues to accrue after the December 31, 2008 freeze date. All participants were 100% vested as of January 1, 2009.

8. Normal Retirement:

a. Eligibility

Age 65.

b. Monthly Benefit

The sum of the (a) and (b):

(a) 1.5% of Monthly Average Compensation multiplied by years of Benefit Accrual Service, plus

(b) 0.50% of Monthly Average Compensation in excess of the Social Security Covered Compensation amount, multiplied by years of Benefit Accrual Service, maximum 35 years over total Credited Service.

No participant will earn any additional accruals after December 31, 2008.

9. Early Retirement:

a. Eligibility

Age 55.

b. Monthly Benefit

Calculated as for Normal Retirement with monthly benefit reduced 1/180 for each of the first 60 months and 1/360 for each of the next 60 months for commencement prior to age 65 if a participant has less than 15 years of service and age 62 if a participant more than 15 years of service. If participant retires on or after age 62, monthly benefit is not reduced for commencement prior to age 65.

2020 Schedule SB, line 27 and Schedule B, line 6 – Actuarial Information for CSEC Plans and Summary of Plan Provisions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

10. Vested Retirement:

- | | |
|--------------------|---|
| a. Eligibility | 5 Years of Vesting Service. |
| b. Monthly Benefit | Calculated as for Normal Retirement. Participant may elect to receive monthly benefit calculated as for Early Retirement. |

11. Disability Retirement:

- | | |
|--------------------|---|
| a. Eligibility | Qualifies for disability benefits under the Social Security Act. |
| b. Monthly Benefit | Calculated as for Normal Retirement. Participant may elect to receive monthly benefit calculated as for Early Retirement. |

12. Late Retirement:

A participant who works beyond their Normal Retirement Date will, upon actual retirement, receive the greater of:

- i. their accrued benefit calculated as of their actual retirement, or
- ii. the actuarial equivalent of their Normal Retirement.

13. Pre-Retirement Death Benefit:

- | | |
|--------------------|--|
| a. Eligibility | Married with 5 years of vesting service. |
| b. Monthly Benefit | Calculated as if the participant had terminated employment on his date of death, survived to his earliest retirement date and retired with a Joint & 66 ^{2/3} % annuity with 120 payments guaranteed. |

2020 Schedule SB, line 27 and Schedule B, line 6 – Actuarial Information for CSEC Plans and Summary of Plan Provisions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

14. Payment Forms:

- | | |
|-------------|---|
| a. Normal | Life Annuity for single participants and an Actuarially Equivalent $66^{2/3}\%$ Joint & Survivor annuity with 120 payments guaranteed for married participants. |
| b. Optional | Actuarially Equivalent Life with 3, 10 or 15 years certain. 50%, $66^{2/3}\%$ or 75% Joint & Survivor annuity. $66^{2/3}\%$ Joint & Survivor annuity with 10 years certain. Full Cash Refund. Lump Sum. |

15. Actuarial Equivalency:

- | | |
|-------------------------|---|
| a. Other Than Lump Sums | RP2000 Mortality Table Projected to 2015 blended (75% female / 25% male) at 7.50%. |
| b. Lump Sums | IRS applicable mortality table and IRS applicable interest rates as of the second calendar month preceding the plan year in which the distribution is made. |

16. Changes Since Last Year: None.

2020 Schedule SB, line 22 -- Description of Weighted Average Retirement Age
Plan Name: Senior Resource Connection Pension Plan
EIN: 31-0592759
PN: 005

(A)	(B)	(C)	(D)	(E)
Retirement Age	Active Count	Retirement Rates	Expected Retirements	Sum Weighted Average Age
55	9.943	9.99%	0.99350	54.64300
56	8.9344	9.99%	0.89260	49.98490
57	8.0256	9.99%	0.80170	45.69510
58	8.207	8.77%	0.71980	41.74790
59	7.4674	9.99%	0.74570	43.99420
60	6.7013	19.97%	1.33810	80.28310
61	6.3434	19.96%	1.26620	77.24080
62	7.0552	19.95%	1.40770	87.27750
63	6.6174	19.95%	1.31990	83.15390
64	6.2653	19.94%	1.24900	79.93670
65	5.9799	21.61%	1.29230	83.99800
66	5.6495	24.89%	1.40640	92.82170
67	8.2012	21.85%	1.79190	120.06010
68	7.3394	24.87%	1.82530	124.12300
69	6.4475	24.86%	1.60290	110.59720
70	5.7815	21.66%	1.25200	87.64170
71	4.4673	100.00%	4.46730	317.17830
72	0	100.00%	0.00000	0.00000
73	0	100.00%	0.00000	0.00000
74	0	100.00%	0.00000	0.00000
75	0	100.00%	0.00000	0.00000
76	0	100.00%	0.00000	0.00000
77	0	100.00%	0.00000	0.00000
78	0	100.00%	0.00000	0.00000
79	1	100.00%	1.00000	79.00000
80	0	100.00%	0.00000	0.00000
81	0	100.00%	0.00000	0.00000
82	0	100.00%	0.00000	0.00000
83	0	100.00%	0.00000	0.00000
84	0	100.00%	0.00000	0.00000
85	0	100.00%	0.00000	0.00000
86	0	100.00%	0.00000	0.00000
87	0	100.00%	0.00000	0.00000
88	0	100.00%	0.00000	0.00000
89	0	100.00%	0.00000	0.00000
90	0	100.00%	0.00000	0.00000
91	0	100.00%	0.00000	0.00000
92	0	100.00%	0.00000	0.00000
93	1	100.00%	1.00000	93.00000
Total			26.37230	1752.37710
Weighted Average Retirement Age				66.4

**SCHEDULE B
(Form 5500)**

Department of the Treasury
Internal Revenue Service

Department of Labor
Pension and Welfare Benefits
Administration

Pension Benefit Guaranty Corporation

Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974, referred to as ERISA, except when attached to Form 5500-EZ and, in all cases, under section 6059(a) of the Internal Revenue Code, referred to as the Code.

▶ **Attach to Form 5500 or 5500-EZ if applicable.**

▶ **See separate instructions.**

Official Use Only

OMB No. 1210-0110

2007

**This Form is Open to Public
Inspection (except when
attached to Form 5500-EZ).**

For calendar plan year 2007 or fiscal plan year beginning **01/01/2020** and ending **12/31/2020**

▶ **If an item does not apply, enter "N/A."** ▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this return unless reasonable cause is established.

A Name of plan Senior Resource Connection Pension Plan		B Three-digit plan number . ▶ 005
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-EZ Senior Resource Connection		D Employer Identification Number 31-0592759
E Type of plan: (1) ☐ Multiemployer (2) ☐ Single-employer (3) ☒ Multiple-employer		F ☐ 100 or fewer participants in prior plan year

Part I Basic Information (To be completed by all plans)

1a Enter the actuarial valuation date: Month **01** Day **01** Year **2020**

b Assets:

(1) Current value of assets	b(1)	2,450,697
(2) Actuarial value of assets for funding standard account	b(2)	2,489,132
c (1) Accrued liability for plans using immediate gain methods	c(1)	3,686,941
(2) Information for plans using spread gain methods:		
(a) Unfunded liability for methods with bases	c(2)(a)	
(b) Accrued liability under entry age normal method	c(2)(b)	
(c) Normal cost under entry age normal method	c(2)(c)	

Statement by Enrolled Actuary (see instructions before signing):

To the best of my knowledge, the information supplied in this schedule and on the accompanying schedules, statements and attachments, if any, is complete and accurate, and in my opinion each assumption used in combination, represents my best estimate of anticipated experience under the plan. Furthermore, in the case of a plan other than a multiemployer plan, each assumption used (a) is reasonable (taking into account the experience of the plan and reasonable expectations) or (b) would, in the aggregate, result in a total contribution equivalent to that which would be determined if each such assumption were reasonable; in the case of a multiemployer plan, the assumptions used, in the aggregate, are reasonable (taking into account the experience of the plan and reasonable expectations).

SIGN HERE	HN	10/01/2021
Signature of actuary		Date
Hans Nienaber		G 20-05737
Print or type name of actuary		Most recent enrollment number
Cuni, Rust & Strenk, Inc.		(513) 985-6164
Firm name		Telephone number (including area code)
4555 Lake Forest Drive, Suite 620		
Cincinnati OH 45242		
Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

1d Information on current liabilities of the plan:

(1) Amount excluded from current liability attributable to pre-participation service (see instructions)	d(1)	0
(2) "RPA '94" information:		
(a) Current liability	d(2)(a)	3,622,836
(b) Expected increase in current liability due to benefits accruing during the plan year	d(2)(b)	50,000
(c) Current liability computed at highest allowable interest rate (see instructions)	d(2)(c)	3,622,836
(d) Expected release from "RPA '94" current liability for the plan year	d(2)(d)	
(3) Expected plan disbursements for the plan year	d(3)	

2 Operational information as of beginning of this plan year:

a Current value of the assets (see instructions)	2a	2,450,697
b "RPA '94" current liability:		
(1) For retired participants and beneficiaries receiving payments	(1) No. of Persons 32	(2) Vested Benefits 1,806,966 1,806,966
(2) For terminated vested participants	50	1,227,185 1,227,185
(3) For active participants	27	588,685 588,685
(4) Total	109	3,622,836 3,622,836
c If the percentage resulting from dividing line 2a by line 2b(4), column (3), is less than 70%, enter such percentage	2c	67.65%

3 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Month-Day-Year	(b) Amount paid by employer	(c) Amount paid by employees	(a) Month-Day-Year	(b) Amount paid by employer	(c) Amount paid by employees
	202,599				
3 Totals ▶ (b)				202,599 (c)	

4 Quarterly contributions and liquidity shortfall(s):

a Plans other than multiemployer plans, enter funded current liability percentage for preceding year (see instructions)	4a	66.8%
b If line 4a is less than 100%, see instructions, and complete the following table as applicable:		

Liquidity shortfall as of end of Quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

5 Actuarial cost method used as the basis for this plan year's funding standard account computation:**a** ☐ Attained age normal **b** ☐ Entry age normal **c** ☒ Accrued benefit (unit credit)**d** ☐ Aggregate **e** ☐ Frozen initial liability **f** ☐ Individual level premium**g** ☐ Individual aggregate **h** ☐ Other (specify) ▶ _____**i** Has a change been made in funding method for this plan year? ☐ Yes ☒ No**j** If line i is "Yes," was the change made pursuant to Revenue Procedure 2000-40? ☐ Yes ☐ No**k** If line i is "Yes," and line j is "No" enter the date of the ruling letter (individual or class) approving the change in funding method Month Day Year**6** Checklist of certain actuarial assumptions:**a** Interest rates for "RPA '94" current liability **6a** **5.94%** ☐ N/A**b** Weighted average retirement age **6b** **66** ☐ N/A**c** Rates specified in insurance or annuity contracts ☐ N/A **6c**

Pre-retirement		Post-retirement	
Yes	No	Yes	No
☐	☒	☐	☒

☐ N/A**d** Mortality table code for valuation purposes:
(1) Males **d(1)** **A**
(2) Females **d(2)** **A****e** Valuation liability interest rate ☐ N/A **6e** **6.00%** **6.00%** ☐ N/A**f** Expense loading ☐ N/A **6f** **100.0%** % ☒ N/A**g** Annual withdrawal rates:
(1) Age 25 **g(1)** **0%** **0%**
(2) Age 40 **g(2)** **0%** **0%**
(3) Age 55 **g(3)** **0%** **0%****h** Salary scale ☒ N/A **6h** % % ☒ N/A**i** Estimated investment return on actuarial value of assets for the year ending on the valuation date **6i** **-2.0%****j** Estimated investment return on current value of assets for the year ending on the valuation date . . . **6j** **7.3%****7** New amortization bases established in the current year:

(1) Type of Base	(2) Initial Balance	(3) Amortization Charge/Credit
1	202,667	45,389
4	(34,958)	(4,481)

8 Miscellaneous information:**a** If a waiver of a funding deficiency or an extension of an amortization period has been approved for this plan year, enter the date of the ruling letter granting the approval Month Day Year

8b If one or more alternative methods or rules (as listed in the instructions) were used for this plan year, enter the appropriate code in accordance with the instructions **▶**

c Is the plan required to provide a Schedule of Active Participant Data? (see instructions) If "Yes," attach schedule . . . ☒ Yes ☐ No

9 Funding standard account statement for this plan year:

Charges to funding standard account:

a Prior year funding deficiency, if any		9a	
b Employer's normal cost for the plan year as of valuation date		9b	44,000
c Amortization charges as of valuation date:	Outstanding Balance		
(1) All bases except funding waivers ▶ (\$	1,449,942)	c(1)	272,357
(2) Funding waivers ▶ (\$	0)	c(2)	0
d Interest as applicable on lines 9a, 9b, and 9c		9d	18,982
e Additional interest charge due to late quarterly contributions, if applicable		9e	6,231
f Adjusted additional funding charge from Part II, line 12q, if applicable. ☒ N/A		9f	
g Total charges. Add lines 9a through 9f		9g	341,570

Credits to funding standard account:

h Prior year credit balance, if any		9h	100,173
i Employer contributions. Total from column (b) of line 3		9i	202,599
	Outstanding Balance		
j Amortization credits as of valuation date ▶ (\$	151,959)	9j	31,053
k Interest as applicable to end of plan year on lines 9h, 9i, and 9j		9k	7,874
l Full funding limitation (FFL) and credits:			
(1) ERISA FFL (accrued liability FFL)	l(1)	1,469,602	
(2) "RPA '94" override (90% current liability FFL)	l(2)	899,574	
(3) FFL credit.		l(3)	0
m (1) Waived funding deficiency		m(1)	0
(2) Other credits		m(2)	0
n Total credits. Add lines 9h through 9k, 9l(3), 9m(1), and 9m(2)		9n	341,699
o Credit balance: If line 9n is greater than line 9g, enter the difference		9o	129
p Funding deficiency: If line 9g is greater than line 9n, enter the difference		9p	

Reconciliation account:

q Current year's accumulated reconciliation account:			
(1) Due to additional funding charges as of the beginning of the plan year	q(1)	0	
(2) Due to additional interest charges as of the beginning of the plan year	q(2)	0	
(3) Due to waived funding deficiencies:			
(a) Reconciliation outstanding balance as of valuation date	q(3)(a)	0	
(b) Reconciliation amount. Line 9c(2) balance minus line 9q(3)(a)	q(3)(b)	0	
(4) Total as of valuation date ▶	q(4)	0	

10 Contribution necessary to avoid an accumulated funding deficiency. Enter the amount in line 9p or the amount required under the alternative funding standard account if applicable **10** **0**

11 Has a change been made in the actuarial assumptions for the current plan year? If "Yes," see instructions ☒ Yes ☐ No

Part II Additional Information for Certain Plans Other Than Multiemployer PlansPlease see **Who Must File** in the Schedule B instructions to determine if you must complete Part II.**12** Additional required funding charge (see instructions):**a** Enter "Gateway %." Divide line 1b(2) by line 1d(2)(C) and multiply by 100.

If line 12a is at least 90%, go to line 12q and enter -0-.

If line 12a is less than 80%, go to line 12b.

If line 12a is at least 80% (but less than 90%), see instructions and, if applicable, go to line 12q

and enter -0-. Otherwise, go to line 12b **12a** **68.7%****b** "RPA '94" current liability. Enter line 1d(2)(a) **12b** **3,622,836****c** Adjusted value of assets (see instructions) **12c****d** Funded current liability percentage. Divide line 12c by 12b and multiply by 100 **12d** %**e** Unfunded current liability. Subtract line 12c from line 12b **12e****f** Liability attributable to any unpredictable contingent event benefit **12f****g** Outstanding balance of unfunded old liability **12g****h** Unfunded new liability. Subtract the total of lines 12f and 12g from line 12e. Enter -0- if negative **12h****i** Unfunded new liability amount (_____ % of line 12h) **12i****j** Unfunded old liability amount **12j****k** Deficit reduction contribution. Add lines 12i, 12j, and 1d(2)(b) **12k** **50,000****l** Net charges in funding standard account used to offset the deficit reduction contribution. Enter a negative number if less than zero **12l****m** Unpredictable contingent event amount:**(1)** Benefits paid during year attributable to unpredictable contingent event **m(1)****(2)** Unfunded current liability percentage. Subtract the percentageon line 12d from 100% **m(2)** %**(3)** Enter the product of lines 12m(1) and 12m(2) **m(3)****(4)** Amortization of all unpredictable contingent event liabilities **m(4)****(5)** "RPA '94" additional amount (see instructions) **m(5)****(6)** Enter the greatest of lines 12m(3), 12m(4), or 12m(5) **m(6)****n** Preliminary additional funding charge: Enter the excess of line 12k over line 12l (if any), plus line 12m(6),adjusted to end of year with interest **12n****o** Contributions needed to increase current liability percentage to 100% (see instructions) **12o****p** Additional funding charge prior to adjustment: Enter the lessor of line 12n or 12o **12p****q** Adjusted additional funding charge. (_____ .0% of line 12p) **12q**

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2020 This Form is Open to Public Inspection
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For calendar plan year 2020 or fiscal plan year beginning	01/01/2020	and ending	12/31/2020
► Round off amounts to nearest dollar.			
► Caution: A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.			

A Name of plan Senior Resource Connection Pension Plan	B Three-digit plan number (PN) ► 005
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Senior Resource Connection	D Employer Identification Number (EIN) 31-0592759
E Type of plan: ☐ Single ☐ Multiple-A ☒ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information			
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2020</u>			
2 Assets:			
a Market value		2a	2,450,697
b Actuarial value		2b	2,272,912
3 Funding target/participant count breakdown:	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	32	2,200,883	2,200,883
b For terminated vested participants	50	1,017,814	1,017,814
c For active participants	27	627,009	627,009
d Total	109	3,845,706	3,845,706
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)		☐	
a Funding target disregarding prescribed at-risk assumptions		4a	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor		4b	
5 Effective interest rate		5	5.34 %
6 Target normal cost		6	

Statement by Enrolled Actuary To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.	
SIGN HERE	HN Signature of actuary Hans Nienaber Type or print name of actuary Cuni, Rust & Strenk, Inc Firm name 4555 Lake Forest Drive Suite 620 US Cincinnati OH 45242 Address of the firm
	10/01/2021 Date 20-05737 Most recent enrollment number (513) 985-6164 Telephone number (including area code)

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)		
9 Amount remaining (line 7 minus line 8)	0	0
10 Interest on line 9 using prior year's actual return of _____ %	0	0
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of _____ %.....		
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		
c Total available at beginning of current plan year to add to prefunding balance .		0
d Portion of (c) to be added to prefunding balance		
12 Other reductions in balances due to elections or deemed elections		
13 Balance at beginning of current year (line 9 + line 10 + line 11d - line 12)	0	0

Part III Funding Percentages

14 Funding target attainment percentage	14	59.10 %
15 Adjusted funding target attainment percentage	15	%
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	%
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	63.72 %

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
09/09/2021	128,251				
09/10/2021	74,348				
Totals ▶			18(b)	202,599	18(c)
					0

19 Discounted employer contributions -- see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	
b Contributions made to avoid restrictions adjusted to valuation date	19b	
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date ..	19c	

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used To Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.64 %2nd segment:
5.21 %3rd segment:
5.94 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b****4****22** Weighted average retirement age**22****66****23** Mortality table(s) (see instructions)☒ Prescribed - combined☐ Prescribed - separate☐ Substitute**Part VI Miscellaneous items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment ☐ Yes ☒ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment ☐ Yes ☒ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment**27****1****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years**28****29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)**29****30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29)**30****0****Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6)**31a****b** Excess assets, if applicable, but not greater than line 31a**31b****32** Amortization installments:**a** Net shortfall amortization installment**b** Waiver amortization installment

Outstanding Balance

Installment

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount**33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)**34****0**

Carryover balance Prefunding Balance Total balance

35 Balances elected for use to offset funding requirement**36** Additional cash requirement (line 34 minus line 35)**36****0****37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)**37****38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36)**38a****b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances**38b****39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)**39****0****40** Unpaid minimum required contributions for all years**40****0****Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

CUNI, RUST & STRENK
ACTUARIAL CONSULTING

March 10, 2021

Chuck Komp
President
Senior Resource Connection
222 Salem Ave.
Dayton, OH 45406

Re: 2020 Funding Restoration Status for Senior Resource Connection Pension Plan
Plan Number: 005
EIN: 31-0592759

Dear Chuck:

We have prepared this letter to provide the Finance Committee of Senior Resource Connection with the Funding Restoration Status ("FRS") for the plan year beginning January 1, 2020 under the Cooperative and Small Employer Charity Plan (CSEC) permanent funding rules.

2020 FRS

The 2020 FRS of 67.51% has been determined in accordance with good faith interpretation of IRC Section 433(j). The calculations are summarized in the table below.

1. Actuarial Value of Plan Assets as of January 1, 2020:	\$ 2,489,132
2. Funding Liability as of January 1, 2020:	\$3,686,941
3. 2020 FRS: (1.) / (2.):	67.51%

Implications for 2020 FRS

In general, if the 2020 FRS is less than 80%, the plan sponsor needs to adopt a Funding Restoration Plan within 180 days of the receipt of this certification. Failure to adopt a Funding Restoration Plan (if the plan's FRS is less than 80%) may result in an excise tax of \$100 per day following the close of the 180-day period. In addition, amendments increasing benefits cannot take effect unless immediately funded.

Please note that this FRS certification applies only to implications noted above and does not address any other funding requirements.

Data, Assumptions, Methods and Provisions

This certification is based on the participant data, assumptions, methods, and provisions summarized in the Actuarial Report as of January 1, 2020 for the Senior Resource Connection Pension Plan, which Cuni, Rust & Strenk issued in March 2021 and incorporated herein by reference. The value of plan assets is the actuarial value of plan assets based on the unaudited assets as of January 1, 2020. The market value of assets as of January 1, 2020 was \$2,450,697. The plan liabilities and development of the actuarial value of assets, as well as the reconciliation of assets, are summarized in Exhibit 1. If there are changes in assets or other information that could affect the FRS certification, please let us know promptly, as we may be required to recalculate these results. A copy of the above-named report is available from Cuni, Rust & Strenk upon request by an authorized user of this report.

Important Notices

This certification has been prepared exclusively for the plan sponsor of the Senior Resource Connection Pension Plan (the “Plan”) solely to comply with the provisions of Section 433(j) of the Internal Revenue Code (the “Code”). This certification may not be used or relied upon for any other purpose or by any party other than the plan sponsor of the Plan. Cuni, Rust & Strenk is not responsible for the consequences of any other use. All parts of this certification and any documents incorporated by reference are integral to understanding and explaining its contents; no part may be taken out of context, used or relied upon without reference to the certification as a whole. Other than the application of the Funding Restoration Status for any Funding Restoration Plan under Code Section 433, decisions about benefit changes, granting new benefits, investment policy, funding policy, benefit security and/or benefit-related issues should not be made on the basis of this document, but only after careful consideration of alternative economic, financial, demographic and societal factors, including financial scenarios that assume future sustained investment losses.

The Finance Committee of the Senior Resource Connection is ultimately responsible for selecting the Plan’s funding policy, actuarial valuation methods, and asset valuation methods. This information is referenced or described above. The Finance Committee of the Senior Resource Connection is solely responsible for communicating to Cuni, Rust & Strenk any changes to those policies or methods. This certification was prepared in accordance with generally accepted actuarial principles and procedures. Based on the information provided to us, we believe the actuarial assumptions are reasonable for the purposes described in this certification (taking into account the experience of the Plan and reasonable expectations) and such other assumptions, in combination, represent our best estimate of the Plan’s anticipated experience with respect to those assumptions. The Finance Committee of the Senior Resource Connection is responsible for reviewing the funding assumptions referenced and advising Cuni, Rust & Strenk as to any information it deems worthy of consideration in the determination of funding assumptions. The calculations for this certification reflect the good faith interpretation of IRC and ERISA as amended by the Cooperative and Small Employer Charity Pension Flexibility Act which is effective for the current plan year. As you know, Cuni, Rust & Strenk is not a law firm, and this analysis is not intended to be a legal opinion. You should consider securing the advice of legal counsel with respect to any legal matters related to this document and any attachments.

Notwithstanding any explanations that Cuni, Rust & Strenk may provide of the general implications of the FRS certification, it remains the responsibility of the Plan Sponsor to decide upon and direct the implementation of a Funding Restoration Plan, if any, resulting from the requirements of Section 433 of the Code and an actuary’s FRS certification for the Plan. Descriptions of the implications of the FRS certification have been prepared based on good faith interpretation of the requirements of IRC and ERISA as amended by the Cooperative and Small Employer Charity Pension Flexibility Act.

The Finance Committee of the Senior Resource Connection should notify Cuni, Rust & Strenk promptly after receipt of this certification if the Finance Committee of the Senior Resource Connection disagrees with anything contained herein or is aware of any information that would affect its results that has not been communicated to Cuni, Rust & Strenk or incorporated herein. This certification will be deemed final and acceptable to the Finance Committee of the Senior Resource Connection unless the Finance Committee of the Senior Resource Connection promptly provides such notice to Cuni, Rust & Strenk.

Professional Qualifications

I am available to answer any questions on the material contained in the letter, or to provide explanations or further details as may be appropriate. I meet the Qualification Standards of the American Academy of Actuaries to render the actuarial opinion contained in this report. I am not aware of any direct or material indirect financial interest or relationship, including investments or other services that could create a conflict of interest that would impair the objectivity of this work.

CUNI, RUST & STRENK

A handwritten signature in black ink, appearing to read "Hans Nienaber", written in a cursive style.

Hans Nienaber, EA, MAAA
Enrolled Actuary No. 20-05737
Vice President

Exhibit 1

Plan Liabilities

PLAN YEAR BEGINNING		
	ACTUAL AS OF JANUARY 1, 2020	ACTUAL AS OF JANUARY 1, 2019
CSES Funding Liability		
• Benefit in Pay Status	\$1,761,709	\$8,913,273
• Vested Deferred Benefits	1,300,425	9,586,214
• Active Benefits	624,807	5,289,598
• Total	\$3,686,941	\$23,789,085
Interest Rate	6.00%	5.82%

Reconciliation of Assets

TRANSACTIONS	DECEMBER 31, 2018 TO DECEMBER 31, 2019	DECEMBER 31, 2017 TO DECEMBER 31, 2018
Income		
1. Contributions received or receivable		
• Employer	\$2,145,439	\$1,626,071
• Participant	0	0
2. Investment Earnings	1,739,369	(1,094,050)
3. Other Income	0	0
4. Total Income	\$3,884,808	\$532,021
Disbursements		
5. Benefit Payments		
• To participants or beneficiaries	\$3,557,016	\$2,367,981
6. Administrative Expenses	899,992	579,817
7. Investment Expenses	87,400	154,979
8. Transfers	11,555,839	0
9. Total Disbursements	\$16,100,247	\$3,102,777
10. Net Income (4. - 9.)	\$(12,215,439)	\$(2,570,756)
11. Net Assets at Beginning of Year	14,666,136	17,236,892
12. Net Assets at End of Year (10.+11.)	\$2,450,697	\$14,666,136

The above information for 2019 is based on unaudited assets.

Actuarial Value of Assets

1. Market value of assets as of December 31, 2018	\$14,666,136
2. Market value of assets as of December 31, 2019	2,450,697
3. Additions:	
a. Contributions	2,145,439
b. Benefit Payments	(3,557,016)
c. Administrative Expenses	(899,992)
d. Transfers	(11,555,839)
e. Net Additions	(13,867,408)
4. Expected Return at 5.82%	
(1.)	853,569
(3a.)	62,432
(3b.)	(103,509)
(3c.)	(52,380)
(3d.)	(219,970)
Total	540,143
5. Expected Market Value of Assets (1. +3e. +4.)	1,338,871
6. (Gain)/Loss This Year (5. – 2.)	(1,111,826)
7. (Gain)/Loss Last Year	2,181,960
8. (Gain)/Loss Two Year Ago	(1,040,009)
9. (Gain)/Loss Three Year Ago	173,616
10. Preliminary Actuarial Value of Assets as of December 31, 2019 (2) + 80% * (6) + 60% * (7) + 40% * (8) + 20%* (9)	\$2,489,132
In no event is the Actuarial Value of Assets allowed to be less than 80% of the market value of assets or more than 120% of the market value of assets.	
80% of the Market Value of Assets	\$1,960,558
120% of the Market Value of Assets	2,940,836
Final Actuarial Value of Assets as of December 31, 2019	\$2,489,132

The above information for 2019 is based on unaudited assets.

2020 Schedule SB, line 27 and Schedule B, line 11 – Actuarial Information for CSEC Plans and Change in Actuarial Assumptions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

- The mortality table for funding was changed from the Mercer Table to the PRI-2012 Total dataset Tables.
- The interest rate for funding liabilities was changed from 5.82% to 6.00%.
- The turnover assumption was changed to no assumed turnover.
- The interest rate for current liability was changed from 6.11% to 5.94%.
- The interest rates and mortality tables for PPA Target Liability were updated pursuant to IRS regulations.

2020 Schedule SB, Line 27 and Schedule B, lines 9c and 9j -- Actuarial Information for CSEC Plans and Schedule of Amortization Bases

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

<u>Charge</u>	<u>Date Established</u>	<u>Initial Years</u>	<u>Rem. Years</u>		<u>Initial Balance</u>	<u>Outstanding Balance</u>	<u>Beginning-of- Year Payment</u>
Plan Freeze	01/01/2009	30	19	\$	4,078,359	\$ 538,648	\$ 45,542
2011 Assumption Change	01/01/2011	10	1	\$	1,161,785	\$ 24,220	\$ 24,220
2012 Assumption Change	01/01/2012	10	2	\$	526,894	\$ 21,283	\$ 10,951
2013 Assumption Change	01/01/2013	10	3	\$	1,358,601	\$ 79,850	\$ 28,182
2015 Assumption Change	01/01/2015	10	5	\$	1,337,221	\$ 123,400	\$ 27,637
2016 Actuarial Loss	01/01/2016	5	1	\$	185,862	\$ 6,703	\$ 6,703
2016 Assumption Change	01/01/2016	10	6	\$	962,921	\$ 103,617	\$ 19,879
2017 Assumption Change	01/01/2017	10	7	\$	691,644	\$ 84,436	\$ 14,269
2018 Actuarial Loss	01/01/2018	5	3	\$	141,310	\$ 14,432	\$ 5,094
2018 Assumption Change	01/01/2018	10	8	\$	1,453,773	\$ 197,447	\$ 29,996
2019 Actuarial Loss	01/01/2019	5	4	\$	401,717	\$ 53,239	\$ 14,495
2020 Actuarial Loss	01/01/2020	5	5	\$	202,667	\$ 202,667	\$ 45,389
						\$ 1,449,942	\$ 272,357

<u>Credit</u>	<u>Date Established</u>	<u>Initial Years</u>	<u>Rem. Years</u>		<u>Initial Balance</u>	<u>Outstanding Balance</u>	<u>Beginning-of- Year Payment</u>
2014 Assumption Change	01/01/2014	10	4	\$	489,244	\$ 37,215	\$ 10,132
2017 Actuarial Gain	01/01/2017	5	2	\$	204,142	\$ 14,298	\$ 7,357
2019 Assumption Change	01/01/2019	10	9	\$	439,817	\$ 65,488	\$ 9,083
2020 Assumption Change	01/01/2020	10	10	\$	34,958	\$ 34,958	\$ 4,481
						\$ 151,959	\$ 31,053

2020 Schedule SB, line 27 and Schedule B, Line 8c-- Actuarial Information for CSEC Plans and Schedule of Active Participant Data

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

Years of Credited Service:

Attained Age	Under 1	1 to 4	5 to 9	10 to 14	15 to 19	20 to 24	25 to 29	30 to 34	35 to 39	40 & up
	Avg.	Avg.	Avg.	Avg.	Avg.	Avg.	Avg.	Avg.	Avg.	Avg.
	No. Comp.	No. Comp.	No. Comp.	No. Comp.	No. Comp.	No. Comp.	No. Comp.	No. Comp.	No. Comp.	No. Comp.
Under 25	0	0	0	0	0	0	0	0	0	0
25 to 29	0	0	0	0	0	0	0	0	0	0
30 to 34	0	0	0	0	0	0	0	0	0	0
35 to 39	0	0	0	0	0	0	0	0	0	0
40 to 44	0	3	0	0	0	0	0	0	0	0
45 to 49	0	0	1	0	0	0	0	0	0	0
50 to 54	0	2	4	0	0	0	0	0	0	0
55 to 59	0	1	0	0	0	0	0	0	0	0
60 to 64	0	2	1	2	0	0	0	0	0	0
65 to 69	1	5	1	1	0	0	0	0	0	0
70 & up	1	2	0	0	0	0	0	0	0	0

2020 Schedule SB, line 27 and Schedule B, line 6 -- Actuarial Information for CSEC Plans and Description of Weighted Average Retirement Age
Plan Name: Senior Resource Connection Pension Plan
EIN: 31-0592759
PN: 005

(A)	(B)	(C)	(D)	(E)
Retirement Age	Active Count	Retirement Rates	Expected Retirements	Sum Weighted Average Age
55	9.943	9.99%	0.99350	54.64300
56	8.9344	9.99%	0.89260	49.98490
57	8.0256	9.99%	0.80170	45.69510
58	8.207	8.77%	0.71980	41.74790
59	7.4674	9.99%	0.74570	43.99420
60	6.7013	19.97%	1.33810	80.28310
61	6.3434	19.96%	1.26620	77.24080
62	7.0552	19.95%	1.40770	87.27750
63	6.6174	19.95%	1.31990	83.15390
64	6.2653	19.94%	1.24900	79.93670
65	5.9799	21.61%	1.29230	83.99800
66	5.6495	24.89%	1.40640	92.82170
67	8.2012	21.85%	1.79190	120.06010
68	7.3394	24.87%	1.82530	124.12300
69	6.4475	24.86%	1.60290	110.59720
70	5.7815	21.66%	1.25200	87.64170
71	4.4673	100.00%	4.46730	317.17830
72	0	100.00%	0.00000	0.00000
73	0	100.00%	0.00000	0.00000
74	0	100.00%	0.00000	0.00000
75	0	100.00%	0.00000	0.00000
76	0	100.00%	0.00000	0.00000
77	0	100.00%	0.00000	0.00000
78	0	100.00%	0.00000	0.00000
79	1	100.00%	1.00000	79.00000
80	0	100.00%	0.00000	0.00000
81	0	100.00%	0.00000	0.00000
82	0	100.00%	0.00000	0.00000
83	0	100.00%	0.00000	0.00000
84	0	100.00%	0.00000	0.00000
85	0	100.00%	0.00000	0.00000
86	0	100.00%	0.00000	0.00000
87	0	100.00%	0.00000	0.00000
88	0	100.00%	0.00000	0.00000
89	0	100.00%	0.00000	0.00000
90	0	100.00%	0.00000	0.00000
91	0	100.00%	0.00000	0.00000
92	0	100.00%	0.00000	0.00000
93	1	100.00%	1.00000	93.00000
Total			26.37230	1752.37710
Weighted Average Retirement Age				66.4

2020 Schedule SB, line 27 and Schedule B, line 6 – Actuarial Information for CSEC Plans and Statement of Actuarial Assumptions/Methods

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

1. Interest Rates:

a. PPA Target Liability

Stabilized Rates

IRS Segment rates as of the fourth month preceding the valuation date subject to the MAP-21 90% - 110% corridor as amended by HATFA:

- i. Tier 1 – Years 0-5
- ii. Tier 2 – Years 5-20
- iii. Tier 3 – Years 20+

3.64% per year.
5.21% per year.
5.94% per year.

Nonstabilized Rates

IRS Segment rates as of the fourth month preceding the valuation date:

- i. Tier 1 – Years 0-5
- ii. Tier 2 – Years 5-20
- iii. Tier 3 – Years 20+

2.79% per year.
3.92% per year.
4.38% per year.

b. Funding

6.00% per year

c. Current Liability

5.94% per year.

d. Lump Sums

- i. Tier 1 – Years 0-5
- ii. Tier 2 – Years 5-20
- iii. Tier 3 – Years 20+

3.75% per year.
4.75% per year.
5.00% per year.

2. Mortality Rates:

a. Target/Current Liability

2020 IRS Combined Small Plan Static Mortality Table.

b. Funding

PRI-2012 Total Dataset Mortality Table with Scale MP-2020.

c. Optional forms

Lump Sums :IRS 2020 Applicable Mortality Table.
Monthly Annuity: RP2000 Mortality Table Projected to 2015 blended (75% female / 25% male) at 7.50%.

2020 Schedule SB, line 27 and Schedule B, line 6 – Actuarial Information for CSEC Plans and Statement of Actuarial Assumptions/Methods

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

3. Retirement Rates:

<u>Age</u>	<u>Rate</u>
55-59	10%
60-64	20%
65-70	25%
70+	100%

Terminated Vested – Age 63.

4. Salary Scale:

N/A.

5. Termination Rates:

None.

6. Expense Load:

\$50,000.

7. Percent Married/Spousal Age:

80% with wives 3 years younger than their husbands.

8. Assumed Form of Payment:

85% of participants are assumed to elect a Lump Sum optional form at decrement.

15% of participants are assumed to elect a Single Life Annuity optional form at decrement.

9. Actuarial Cost Method:

Unit Credit Method.

10. Actuarial Asset Valuation Method:

Funding/Current Liability - Market Value of Assets minus a decreasing fraction ($\frac{4}{5}$, $\frac{3}{5}$, $\frac{2}{5}$ and $\frac{1}{5}$) of each of the preceding 4 years' gains and (losses). A gain/(loss) for a year is equal to the actual return minus the expected return using the funding interest rate. The Actuarial Value of Assets is adjusted to be within 80% and 120% of the Market Value of Assets.

2020 Schedule SB, line 27 and Schedule B, line 6 – Actuarial Information for CSEC Plans and Statement of Actuarial Assumptions/Methods

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

PPA Target Liability - Three-year Smoothed Market Value. Under this method, each year, an actuarial gain/(loss) is calculated by determining the difference between expected market value and actual market value. Expected market value is equal to the prior year's market value brought forward with actual contributions, expenses and distributions and an actuarially assumed rate-of-return. Actuarial Value of Assets is equal to market value less 2/3 of the prior year's gain/(loss) less 1/3 of second prior year's gain/(loss). The final Actuarial Value of Assets will be adjusted to be no less than 90% or no more than 110% of market value of assets.

11. Fiscal Year:

January 1, 2020 through December 31, 2020.

12. Rationale for Assumptions:

Funding – The interest rate is assumed equal to the expected rate-of-return on investments.

Current Liability – The interest rate is an IRS prescribed rate based on the third segment stabilized rate. Target Liability - The IRS segment rates and mortality tables used to determine minimum funding and maximum deductible amounts are pursuant to IRS regulations. The selection of other actuarial assumptions is based on the actuary's best estimate of future expectations based on an examination of historical results compared to expectations, periodic experience studies, Society of Actuaries mortality studies, and any reasonably certain information about future expected plan changes.

13. Changes Since Last Year:

The mortality table for funding was changed from the Mercer Table to the PRI-2012 Total dataset Tables. The interest rate for funding liabilities was changed from 5.82% to 6.00%. The turnover assumption was changed to no assumed turnover. The interest rate for current liability was changed from 6.11% to 5.94%. The interest rates and mortality tables for PPA Target Liability were updated pursuant to IRS regulations.

2020 Schedule SB, Part V – Summary of Plan Provisions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

1. Effective Date: January 1, 1976. Restated January 1, 2013. August 31, 2019, Plan spun off 6 plans from the Employee Benefit Plan of the United Way of Greater Dayton Area and Affiliated Agencies. Thereafter, the remaining plan was renamed the Senior Resource Connection Pension Plan. Amended and restated effective September 1, 2019.

2. Plan Year: January 1st through December 31st.

3. Eligibility for Participation: Employees will participate in the Plan on the first of the month following completion of 1000 hours of service during an Anniversary year, measured from his date of hire, provided he has attained age 21.

No additional participants will enter the Plan after December 31, 2008.

4. Monthly Average Compensation: Average Monthly W-2 Earnings for the highest 36 consecutive months out of the last 120 months. Gross Earnings means base salary including bonuses, overtime payments, commissions, and extra compensation. Compensation earned after December 31st, 2008 is not recognized.

5. Social Security Covered Compensation: Monthly amounts in accordance with the applicable table, determined with respect to the calendar year in which the participant's Social Security Date falls.

6. Benefit Accrual Service: Total number of years and full months while a Plan Participant. Years of Service after December 31st, 2008 are not recognized except for early retirement eligibility.

2020 Schedule SB, Part V – Summary of Plan Provisions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

7. Vesting Service:

Years and next month beginning with the employee's date of hire and ending on a severance date and continues to accrue after the December 31, 2008 freeze date. All participants were 100% vested as of January 1, 2009.

8. Normal Retirement:

a. Eligibility

Age 65.

b. Monthly Benefit

The sum of the (a) and (b):

(a) 1.5% of Monthly Average Compensation multiplied by years of Benefit Accrual Service, plus

(b) 0.50% of Monthly Average Compensation in excess of the Social Security Covered Compensation amount, multiplied by years of Benefit Accrual Service, maximum 35 years over total Credited Service.

No participant will earn any additional accruals after December 31, 2008.

9. Early Retirement:

a. Eligibility

Age 55.

b. Monthly Benefit

Calculated as for Normal Retirement with monthly benefit reduced 1/180 for each of the first 60 months and 1/360 for each of the next 60 months for commencement prior to age 65 if a participant has less than 15 years of service and age 62 if a participant more than 15 years of service. If participant retires on or after age 62, monthly benefit is not reduced for commencement prior to age 65.

2020 Schedule SB, Part V – Summary of Plan Provisions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

10. Vested Retirement:

- | | |
|--------------------|---|
| a. Eligibility | 5 Years of Vesting Service. |
| b. Monthly Benefit | Calculated as for Normal Retirement. Participant may elect to receive monthly benefit calculated as for Early Retirement. |

11. Disability Retirement:

- | | |
|--------------------|---|
| a. Eligibility | Qualifies for disability benefits under the Social Security Act. |
| b. Monthly Benefit | Calculated as for Normal Retirement. Participant may elect to receive monthly benefit calculated as for Early Retirement. |

12. Late Retirement:

A participant who works beyond their Normal Retirement Date will, upon actual retirement, receive the greater of:

- i. their accrued benefit calculated as of their actual retirement, or
- ii. the actuarial equivalent of their Normal Retirement.

13. Pre-Retirement Death Benefit:

- | | |
|--------------------|--|
| a. Eligibility | Married with 5 years of vesting service. |
| b. Monthly Benefit | Calculated as if the participant had terminated employment on his date of death, survived to his earliest retirement date and retired with a Joint & 66 ^{2/3} % annuity with 120 payments guaranteed. |

2020 Schedule SB, Part V – Summary of Plan Provisions

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

14. Payment Forms:

- | | |
|-------------|---|
| a. Normal | Life Annuity for single participants and an Actuarially Equivalent $66\frac{2}{3}\%$ Joint & Survivor annuity with 120 payments guaranteed for married participants. |
| b. Optional | Actuarially Equivalent Life with 3, 10 or 15 years certain. 50%, $66\frac{2}{3}\%$ or 75% Joint & Survivor annuity. $66\frac{2}{3}\%$ Joint & Survivor annuity with 10 years certain. Full Cash Refund. Lump Sum. |

15. Actuarial Equivalency:

- | | |
|-------------------------|---|
| a. Other Than Lump Sums | RP2000 Mortality Table Projected to 2015 blended (75% female / 25% male) at 7.50%. |
| b. Lump Sums | IRS applicable mortality table and IRS applicable interest rates as of the second calendar month preceding the plan year in which the distribution is made. |

16. Changes Since Last Year: None.

2020 Schedule SB, Part V – Statement of Actuarial Assumptions/Methods**Plan Name: Senior Resource Connection Pension Plan****EIN: 31-0592759****PN: 005**

1. Interest Rates:**a. PPA Target Liability****Stabilized Rates**

IRS Segment rates as of the fourth month preceding the valuation date subject to the MAP-21 90% - 110% corridor as amended by HATFA:

i. Tier 1 – Years 0-5

3.64% per year.

ii. Tier 2 – Years 5-20

5.21% per year.

iii. Tier 3 – Years 20+

5.94% per year.

Nonstabilized Rates

IRS Segment rates as of the fourth month preceding the valuation date:

i. Tier 1 – Years 0-5

2.79% per year.

ii. Tier 2 – Years 5-20

3.92% per year.

iii. Tier 3 – Years 20+

4.38% per year.

b. Funding

6.00% per year

c. Current Liability

5.94% per year.

d. Lump Sums**i. Tier 1 – Years 0-5**

3.75% per year.

ii. Tier 2 – Years 5-20

4.75% per year.

iii. Tier 3 – Years 20+

5.00% per year.

2. Mortality Rates:**a. Target/Current Liability**

2020 IRS Combined Small Plan Static Mortality Table.

b. Funding

PRI-2012 Total Dataset Mortality Table with Scale MP-2020.

c. Optional formsLump Sums :IRS 2020 Applicable Mortality Table.
Monthly Annuity: RP2000 Mortality Table Projected to 2015 blended (75% female / 25% male) at 7.50%.

2020 Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

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<u>Age</u>	<u>Rate</u>
55-59	10%
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Terminated Vested – Age 63.

4. Salary Scale:

N/A.

5. Termination Rates:

None.

6. Expense Load:

\$50,000.

7. Percent Married/Spousal Age:

80% with wives 3 years younger than their husbands.

8. Assumed Form of Payment:

85% of participants are assumed to elect a Lump Sum optional form at decrement.

15% of participants are assumed to elect a Single Life Annuity optional form at decrement.

9. Actuarial Cost Method:

Unit Credit Method.

10. Actuarial Asset Valuation Method:

Funding/Current Liability - Market Value of Assets minus a decreasing fraction ($\frac{4}{5}$, $\frac{3}{5}$, $\frac{2}{5}$ and $\frac{1}{5}$) of each of the preceding 4 years' gains and (losses). A gain/(loss) for a year is equal to the actual return minus the expected return using the funding interest rate. The Actuarial Value of Assets is adjusted to be within 80% and 120% of the Market Value of Assets.

2020 Schedule SB, Part V – Statement of Actuarial Assumptions/Methods

Plan Name: Senior Resource Connection Pension Plan

EIN: 31-0592759

PN: 005

PPA Target Liability - Three-year Smoothed Market Value. Under this method, each year, an actuarial gain/(loss) is calculated by determining the difference between expected market value and actual market value. Expected market value is equal to the prior year's market value brought forward with actual contributions, expenses and distributions and an actuarially assumed rate-of-return. Actuarial Value of Assets is equal to market value less 2/3 of the prior year's gain/(loss) less 1/3 of second prior year's gain/(loss). The final Actuarial Value of Assets will be adjusted to be no less than 90% or no more than 110% of market value of assets.

11. Fiscal Year:

January 1, 2020 through December 31, 2020.

12. Rationale for Assumptions:

Funding – The interest rate is assumed equal to the expected rate-of-return on investments.

Current Liability – The interest rate is an IRS prescribed rate based on the third segment stabilized rate. Target Liability - The IRS segment rates and mortality tables used to determine minimum funding and maximum deductible amounts are pursuant to IRS regulations. The selection of other actuarial assumptions is based on the actuary's best estimate of future expectations based on an examination of historical results compared to expectations, periodic experience studies, Society of Actuaries mortality studies, and any reasonably certain information about future expected plan changes.

13. Changes Since Last Year:

The mortality table for funding was changed from the Mercer Table to the PRI-2012 Total dataset Tables. The interest rate for funding liabilities was changed from 5.82% to 6.00%. The turnover assumption was changed to no assumed turnover. The interest rate for current liability was changed from 6.11% to 5.94%. The interest rates and mortality tables for PPA Target Liability were updated pursuant to IRS regulations.

**SENIOR RESOURCE CONNECTION
PENSION PLAN**

**FINANCIAL STATEMENTS
AND SUPPLEMENTARY INFORMATION**

Years Ended December 31, 2020 and 2019

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BRADY WARE
& SCHOENFELD

INDEPENDENT AUDITORS' REPORT

Plan Administrator
Senior Resource Connection Pension Plan
Dayton, Ohio

Report on the Financial Statements

We were engaged to audit the accompanying financial statements of the **Senior Resource Connection Pension Plan** (the "Plan"), which comprise the statements of net assets available for benefits as of December 31, 2020 and 2019, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 4, which was certified by Matrix Trust Company, the Trustee of the Plan, except for comparing the information with the related information included in the financial statements. We have been informed by the Plan Administrator that the Trustee holds the Plan's investment assets and executes investment transactions. The Plan Administrator has obtained a certification from the Trustee as of and for the years ended December 31, 2020 and 2019, that the information provided to the Plan Administrator by the Trustee is complete and accurate.

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INDEPENDENT AUDITORS' REPORT

Disclaimer of Opinion

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

Emphasis of Matter

As described in Note 7 to the financial statements, the governing body of the **Senior Resource Connection Pension Plan** approved a plan to terminate the Plan subject to the Pension Benefit Guaranty Corporation assuming the Plan's trusteeship as part of the distress termination process. Our opinion is not modified with respect to that matter.

Other Matter

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

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

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



Dayton, Ohio
October 7, 2021

SENIOR RESOURCE CONNECTION PENSION PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31, 2020 and 2019

	2020	2019
ASSETS		
Investments at fair value	\$ 2,052,316	\$ 1,600,730
Receivables		
Employer contributions	202,599	-
Interest and dividends	1,648	-
Total receivables	204,247	-
Cash and cash equivalents	54,447	849,967
NET ASSETS AVAILABLE FOR BENEFITS	\$ 2,311,010	\$ 2,450,697

SENIOR RESOURCE CONNECTION PENSION PLAN

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

Years Ended December 31, 2020 and 2019

	<u>2020</u>	<u>2019</u>
ADDITIONS TO NET ASSETS ATTRIBUTED TO		
Investment income		
Interest and dividends	\$ 51,435	\$ 352,206
Net appreciation in fair value of investments	144,275	1,387,163
Other income	<u>84</u>	<u>-</u>
Total investment income	195,794	1,739,369
Contributions		
Employer	<u>202,599</u>	<u>2,145,439</u>
Total additions	<u>398,393</u>	<u>3,884,808</u>
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO		
Benefits paid to participants	453,747	1,773,916
Administrative expenses	84,333	987,392
Annuity purchase	<u>-</u>	<u>1,783,100</u>
Total deductions	<u>538,080</u>	<u>4,544,408</u>
NET DECREASE	(139,687)	(659,600)
TRANSFER OF PLAN ASSETS	-	(11,555,839)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	<u>2,450,697</u>	<u>14,666,136</u>
End of year	<u>\$ 2,311,010</u>	<u>\$ 2,450,697</u>

SENIOR RESOURCE CONNECTION PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 - DESCRIPTION OF PLAN

General - The Plan was a defined benefit, multiple employer pension plan covering substantially all full-time employees of the United Way of the Greater Dayton Area and Affiliated Agencies (the "Organization") who had completed one year of service and attained at least 1,000 hours of service, provided the participant was at least 21 years old. If an employee had been a previous participant in the Plan through the United Way or another not-for-profit agency, he or she would be eligible the first of the month following his or her date of hire, provided that the prior service was within three years of his or her most recent hire date with the Organization. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Effective December 31, 2008, the existing Plan was frozen, meaning no new participants will enter the Plan after that date, and current participants will receive no further accruals in the Plan after that date. Due to the freezing of the Plan, all active participants are fully vested, regardless of tenure, as of January 1, 2009.

Effective August 31, 2019, United Way of the Greater Dayton Area and certain of the Affiliated Agencies in the Plan spun-off their portions of the Plan's assets and liabilities into separate single-employer plans in an effort to mitigate their liabilities and to increase their control over their own Plan populations and funding ("Spin Off"). This Spin Off and Transfer Agreement was reviewed and approved by the Pension Benefit Guaranty Corporation. The Plan's name changed from the **Employee Benefit Plan of the United Way of the Greater Dayton Area and Affiliated Agencies** to the **Senior Resource Connection Pension Plan** due to the spin-off. After the spin-off, Senior Resource Connection and Family Services Association remain as sponsors of this multiple employer pension plan. The transferred assets are shown as plan transfers on the 2019 statement of changes in net assets available for benefits.

Funding Policy - Employee contributions are not permitted under the Plan. The Plan's funding policy is to fund pension costs that at a minimum would satisfy the minimum requirements of the Employee Retirement Income Security Act of 1974 (ERISA) and the Cooperative and Small Employer Charity Pension Flexibility Act, (the "Act"). The Plan qualifies as a Cooperative and Small Employer Charity (CSEC) Plan, as defined by the Act signed into law on April 7, 2014. The Act amends ERISA and the Internal Revenue Code of 1986 to provide for pension funding flexibility for CSEC's. As of January 1, 2020, the Plan's actuary certified the funded status of the Plan to be 67.51%. As the funded status was less than the CSEC's minimum funding requirements (80%), the Plan is in funding restoration status for the 2020 Plan year. The Plan adopted a funding restoration plan in order to comply with the CSEC requirements for plans in funding restoration status.

Pension Benefits - The amount of an employee's monthly benefit depends upon their years of benefit service with the Organization, their age at the time they receive benefits, and their average salary or wages for the three highest consecutive years out of the last 10 consecutive years. Due to the freezing of the Plan, each current participant's service and salary is frozen as of December 31, 2008.

All active participants as of January 1, 2009 are entitled to full annual retirement benefits, beginning at the normal retirement age of 65, calculated as follows:

- The sum of 1.5% of the final average pay up to covered compensation, plus 0.5% of the final average pay in excess of the covered compensation, multiplied by years of service. The 0.5% part of the formula has a cap of 35 years while the 1.5% part of the formula uses all service with no cap.

SENIOR RESOURCE CONNECTION PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 1 - DESCRIPTION OF PLAN - CONTINUED

Participants who have attained age 55 are eligible for early retirement. The accrued retirement benefit is reduced for early retirement. However, the Plan has an unreduced early retirement benefit if a participant is 62 years old and has 15 years of benefit service.

Effective January 1, 2016, a terminated vested participant with an accrued benefit that has a value in excess of \$5,000 and less than \$10,000 as of the date of termination of employment or at any subsequent time, may elect to commence payment of benefits before reaching age 55. In addition, effective January 1, 2016, if the actuarial equivalent of the lump sum value of a terminated vested participant's accrued benefit does not exceed \$1,000 on the participant's annuity starting date, the Administrator will pay the distribution in a direct rollover to an individual retirement plan designated by the Administrator as soon as administratively practicable, unless the participant elects to have such distribution paid directly to an eligible retirement plan specified by the participant in a direct rollover or to receive the distribution directly. For a terminated vested participant with an accrued benefit that has a value that exceeds \$1,000, but does not exceed \$5,000 on the participant's annuity starting date, the balance will be distributed in a direct rollover to an individual retirement plan designated by the Administrator as soon as administratively practicable, unless the participant elects to have such distribution paid directly to an eligible retirement plan specified by the participant in a direct rollover or to receive the distribution directly.

Participants may elect to receive the value of their accumulated plan benefits as a lump-sum distribution upon retirement or termination, as a life annuity payable monthly from retirement, or as a life annuity with a guaranteed number of payments payable monthly upon retirement, and if the participant dies within a guaranteed time period after benefits commence, a continuing monthly payment to the beneficiary for the remainder of the guaranteed time period. Participants may elect to receive their pension benefits in the form of a joint and survivor annuity.

Effective July 24, 2019, the Plan purchased a Group Annuity Contract with Western-Southern Life Insurance Company ("Western & Southern") for \$1,783,100. Pursuant to this contract, Western & Southern is required to pay and administer future annuity payments for certain retired participants of the Plan.

Death Benefits - Upon the death of a vested participant, a death benefit shall be paid to the participant's spouse, as long as the participant and spouse had been married for at least one year at the time of death. The amount of the death benefit will equal the amounts which would have been payable as a survivor annuity under the qualified joint and survivor annuity under the Plan.

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

SENIOR RESOURCE CONNECTION PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES - CONTINUED

Financial Estimates - The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan's Administrator to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein; disclosure of contingent assets and liabilities and the actuarial present value of accumulated plan benefits at the date of the financial statements, and changes therein. Actual results could differ from those estimates.

Investment Valuation and Income Recognition - Investments are reported at fair value. Fair value is the price that would be received to sell an asset, or paid to transfer a liability, in an orderly transaction between market participants at the measurement date. See Note 5 for discussion of fair value measurements.

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

Receivables - Due to the nature of receivables, management believes that all amounts will be collected; therefore, no allowance for doubtful accounts is considered necessary.

Payment of Benefits - Benefit payments to participants are recorded upon distribution.

Administrative Expenses - Administrative expenses are paid directly by the Plan to the extent not paid by the Organization.

Subsequent Events - In preparing these financial statements, the Plan has evaluated events and transactions for potential recognition or disclosure through October 7, 2021, the date the financial statements were available to be issued.

NOTE 3 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, that are attributable under the Plan's provisions to the services employees have rendered. Accumulated plan benefits include benefits expected to be paid to retired or terminated employees or their beneficiaries, beneficiaries of employees who have died, and the present employees or their beneficiaries. Benefits under the Plan are based on the monthly average of the highest three consecutive annual compensation amounts during the last 10 calendar years as of December 31, 2008 (the Plan freeze date). Benefits payable under all circumstances (retirement, death, disability, and termination of employment) are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by an actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as death, withdrawal, retirement or disability) between the valuation date and the expected date of payment.

SENIOR RESOURCE CONNECTION PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 3 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS - CONTINUED

The actuarial present value of accumulated plan benefits as of January 1, 2020 and 2019 are summarized as follows:

	January 1, 2020	January 1, 2019
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS		
Vested benefits		
Retired participants	\$ 2,044,456	\$ 8,913,273
Terminated deferred vested participants	1,019,565	9,586,214
Active participants	638,345	5,252,725
	3,702,366	23,752,212
Non-vested benefits	-	36,873
TOTAL ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS	\$ 3,702,366	\$ 23,789,085

The changes in actuarial present value of accumulated plan benefits for the years ended January 1, 2020 and 2019 were as follows:

	January 1, 2020	January 1, 2019
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS AT BEGINNING OF YEAR	\$ 23,789,085	\$ 25,278,034
DECREASE DURING THE YEAR ATTRIBUTED TO		
Benefits accumulated and gains	(5,887,239)	(71,378)
Benefits paid or transferred	(15,112,855)	(2,367,981)
Interest	950,960	1,390,227
Change in actuarial assumptions	(37,585)	(439,817)
NET DECREASE	(20,086,719)	(1,488,949)
ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS AT END OF YEAR	\$ 3,702,366	\$ 23,789,085

SENIOR RESOURCE CONNECTION PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 3 - ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS - CONTINUED

The significant actuarial assumptions used in the valuations were as follows:

- Investment return at an average rate of 6.00% and 5.82% as of January 1, 2020 and 2019.
- Life expectancy of participants was based on the PRI-2012 total dataset tables as of January 1, 2020. Life expectancy of participants was based on the Mercer modified MRP-2007 no collar separate annuitant and non-annuitant tables with generational projection scale MSS-2016 as of January 1, 2019.
- No compensation increases on or after January 1, 2009, since there are no further accruals in the Plan as a result of the Plan freeze.
- Retirement rates ranging from 10% to 100% based on age, with 100% at age 71.
- For 2020, the lump sum conversion segmented interest rates were updated to reflect the expectations for future years. The rates for 2020 and beyond are 3.75% for the first five years, 4.75% for 5-20 years and 5.00% for 21 years and later.

The net decrease in the actuarial present value of accumulated benefits is the result of benefits paid, discounts for interest, changes in participant mix, actuarial experience, gains and losses, Plan amendments, and changes in actuarial assumptions. The Plan was amended December 31, 2008 to discontinue benefit accruals, and eliminate new participation in the Plan effective January 1, 2009. In addition, all active participants as of January 1, 2009 were automatically vested in their benefits.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Were the Plan to terminate, different actuarial assumptions and other factors would be applicable in determining the actuarial present value of accumulated Plan benefits.

Changes to the Plan - Compensation earned after December 31, 2008 is not recognized. IRC Section 415 benefit was \$230,000 for 2020 and \$225,000 for 2019.

Changes to the actuarial assumptions resulting in the \$37,585 decrease in the actuarial present value of accumulated plan benefits as of January 1, 2020, relate primarily to the following:

- The increase in the investment return interest rate, as described above under the significant assumptions.
- The lump sum conversion interest rate changes, as described above under the significant assumptions.
- The change in mortality table, as described above under the significant assumptions.

NOTE 4 - CERTIFIED INFORMATION

Certain information related to cash and cash equivalents and investments disclosed in the accompanying financial statements and supplemental schedule, including cash and cash equivalents and investments held at December 31, 2020 and 2019, net appreciation (depreciation) in fair value of investments, and interest and dividends for the years 2020 and 2019, was obtained or derived from information supplied by the Plan Administrator and certified as complete and accurate by Matrix Trust Company as the Trustee of the Plan.

SENIOR RESOURCE CONNECTION PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 5 - FAIR VALUE MEASUREMENTS

Accounting standards provide a framework for measuring fair value. This 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 the accounting standards 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.

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

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

Mortgage and asset backed securities, government and corporate bonds, and mutual funds: Valued at the net asset value (NAV) of shares held by the Plan at year-end.

Common stocks: Valued at the closing market value of the stock as of the Plan year-end.

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 fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

SENIOR RESOURCE CONNECTION PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 5 - FAIR VALUE MEASUREMENTS - CONTINUED

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

	Level 1	Level 2	Level 3	Fair Value
Mortgage and asset backed securities	\$ -	\$ 76,353	\$ -	\$ 76,353
Corporate bonds	123,468	-	-	123,468
Government bonds	121,395	-	-	121,395
Common stocks	1,400,015	-	-	1,400,015
Mutual funds	331,085	-	-	331,085
Investments at fair value	\$ 1,975,963	\$ 76,353	\$ -	\$ 2,052,316

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

	Level 1	Level 2	Level 3	Fair Value
Common stocks	\$ 1,600,730	\$ -	\$ -	\$ 1,600,730

NOTE 6 - RELATED PARTY TRANSACTIONS

Certain Plan assets are held in trust with Matrix Trust Company. Thus, Matrix Trust Company, as Trustee defined by the Plan, qualifies as a party-in-interest. In addition, Morgan Stanley Smith Barney serves as an investment advisor and Trustee for the Plan. Fees paid by the Plan for Trustee and investment advisory services for the years 2020 and 2019 totaled \$40,493 and \$109,803.

The Plan received accounting services from Brady Ware & Schoenfeld, Inc., actuarial services from Mercer, Inc. and Scheider, Male & Strakowski Co., E.A. and legal services from Esler & Vanderschaaff Co., L.P.A., Coolidge Wall Co., L.P.A., and R. Brent Gambill Law Office, LLC. Fees paid for accounting, actuarial, and legal services rendered by parties-in-interest for the years 2020 and 2019 totaled \$91,791 and \$505,610.

NOTE 7 - PLAN TERMINATION

In April 2021, the governing body of the Plan approved a plan to terminate the Plan subject to the Pension Benefit Guaranty Corporation (PBGC) assuming the Plans' trusteeship. In May 2021, Plan management submitted an application for distress termination to the PBGC, which is pending review by the PBGC.

Under ERISA, for a distress termination, certain benefits would be guaranteed by the PBGC. Generally, the PBGC guarantees most vested, normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the Plan's termination, subject to a statutory ceiling on the amount of the individual's monthly benefit.

SENIOR RESOURCE CONNECTION PENSION PLAN

NOTES TO FINANCIAL STATEMENTS

NOTE 7 - PLAN TERMINATION - CONTINUED

Whether a particular participant's accumulated Plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the PBGC at that time. Some benefits may be fully or partially provided for by the then existing assets and the PBGC guaranty, while other benefits may not be provided for at all. Reference should be made to the Plan document for further details.

NOTE 8 - TAX STATUS

The Plan obtained its latest determination letter on May 20, 2014, in which the Internal Revenue Service stated that the Plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter; however, the Plan Sponsor believes the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, no provision for income taxes has been included in the Plan's financial statements.

U.S. generally accepted accounting principles require Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more-likely-than-not would not be sustained upon examination by the Internal Revenue Service. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

NOTE 9 - RISKS AND UNCERTAINTIES

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

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

NOTE 10 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

For the years 2020 and 2019, there were no differences between the financial statements and the Form 5500.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares	Cost	Fair Value	
COMMON STOCKS				
21Vianet Group Inc-Adr	Common Stock	77 Shares \$ 1,857	\$ 2,671	
2U Inc	Common Stock	50 Shares 1,886	2,000	
3m Co.	Common Stock	12 Shares 1,787	2,097	
AAC Technologies H-Unspon Ad	Common Stock	401 Shares 2,678	2,197	
Abbott Laboratories	Common Stock	123 Shares 10,217	13,467	
Abbvie Inc	Common Stock	78 Shares 6,158	8,358	
Accenture PLC	Common Stock	44 Shares 6,869	11,493	
Activision Blizzard Inc	Common Stock	70 Shares 3,621	6,499	
Adecco Sa Reg Unspon ADR	Common Stock	113 Shares 3,215	3,760	
Adidas Ag-Spon ADR	Common Stock	29 Shares 3,310	5,307	
Adobe Inc	Common Stock	35 Shares 9,216	17,504	
Adyen NV	Common Stock	4 Shares 2,982	9,310	
Aia Group Ltd Spon ADR	Common Stock	77 Shares 3,171	3,783	
Air Liquide Adr France Adr	Common Stock	164 Shares 5,075	5,394	
Airbus Group NV	Common Stock	123 Shares 2,265	3,360	
Alarm.Com Holdings Inc	Common Stock	63 Shares 3,578	6,517	
Alcon Inc	Common Stock	57 Shares 3,371	3,761	
Alibaba Group Holding-Sp ADR	Common Stock	59 Shares 11,491	13,731	
Align Technology Inc.	Common Stock	21 Shares 6,078	11,222	
Allstate Corp	Common Stock	11 Shares 1,121	1,209	
Alphabet Inc CL A	Common Stock	4 Shares 1,839	7,011	
Alphabet Inc Cl C	Common Stock	10 Shares 11,061	17,519	
Altria Group Inc	Common Stock	110 Shares 4,886	4,510	
Amadeus IT Holding-Unsp Adr	Common Stock	43 Shares 2,527	3,231	
Amedisys Inc	Common Stock	19 Shares 4,361	5,573	
Ameren Corp	Common Stock	16 Shares 1,262	1,249	
America Movil Sa De Cv	Common Stock	468 Shares 6,711	6,805	
American Electric Power Co	Common Stock	44 Shares 3,681	3,664	
American Express Co.	Common Stock	24 Shares 2,336	2,902	
American International Group	Common Stock	137 Shares 4,616	5,187	
Amgen Inc	Common Stock	8 Shares 1,550	1,839	
Amn Healthcare Services	Common Stock	51 Shares 2,691	3,481	
Anglo American Plc ADR	Common Stock	531 Shares 5,166	8,921	
Anhui Conch Cement Unsponsored ADR	Common Stock	134 Shares 4,221	4,151	
Ansys Inc.	Common Stock	23 Shares 7,222	8,367	
Anthem Inc	Common Stock	15 Shares 4,229	4,816	
Applied Material	Common Stock	30 Shares 1,870	2,589	
Arthur J Gallagher	Common Stock	41 Shares 3,700	5,072	
ASM Pacific Technol-Unsp ADR	Common Stock	116 Shares 3,969	4,576	
Asml Holding Nv	Common Stock	17 Shares 4,423	8,291	
Aspen Technology Inc	Common Stock	19 Shares 2,301	2,475	
Astra International-Unsp Adr	Common Stock	380 Shares 3,716	3,239	
Astrazeneca Plc Sponsored Adr	Common Stock	165 Shares 6,563	8,248	
AT&T Inc	Common Stock	256 Shares 8,514	7,363	
Atlassian Corp Plc Cl A	Common Stock	13 Shares 1,702	3,040	
Autodesk Inc	Common Stock	38 Shares 6,433	11,603	
Avalara Inc	Common Stock	21 Shares 2,652	3,463	

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares		Cost	Fair Value
COMMON STOCKS - continued				
B&M European Value-Unsp ADR	Common Stock	158 Shares	2,485	4,485
Bae Systems Plc Spon ADR (baes.Y)	Common Stock	134 Shares	3,061	3,638
Baidu Inc	Common Stock	29 Shares	3,809	6,271
Banco Do Brasil ADR	Common Stock	605 Shares	6,777	4,495
BB Seguridade Parti-Spon ADR	Common Stock	545 Shares	3,660	3,156
Bce Inc Com	Common Stock	145 Shares	6,401	6,206
Berkshire Hathaway Inc Cl B	Common Stock	16 Shares	3,306	3,710
Bidvest Group Ltd-Spons ADR	Common Stock	139 Shares	3,274	2,962
Bio-Techne Corp	Common Stock	17 Shares	4,408	5,398
Blackline Inc	Common Stock	47 Shares	3,463	6,269
Blue Prism Group Plc	Common Stock	55 Shares	1,161	1,293
Boozt AB-Unsponsored ADR	Common Stock	121 Shares	622	2,896
Bp Plc Spons ADR	Common Stock	104 Shares	3,918	2,134
Brambles Ltd-Sponsored	Common Stock	224 Shares	3,378	3,683
Bristol-Myers Squibb Co	Common Stock	46 Shares	2,655	2,853
British American Tobacco	Common Stock	168 Shares	6,160	6,298
Canadian Imperial Bank Of Commerce	Common Stock	93 Shares	7,522	7,949
Capgemini Se - Unsponsor ADR	Common Stock	186 Shares	3,838	5,734
Carlsberg As-B-Spon ADR	Common Stock	116 Shares	2,740	3,727
Carsales.Com Ltd-Unsp ADR	Common Stock	137 Shares	2,221	4,222
Cellnex Telecom Sau-Unsp ADR	Common Stock	95 Shares	3,068	2,962
Charles Schwab Corporation	Common Stock	93 Shares	3,372	4,933
Chemed Corp	Common Stock	11 Shares	5,586	5,859
Chevron Corp	Common Stock	76 Shares	7,879	6,418
China Construction Bank Corp Unsponsored ADR	Common Stock	327 Shares	5,122	4,912
China Merchants Bank-Uns ADR	Common Stock	185 Shares	4,254	5,786
China Mobile Ltd ADR	Common Stock	60 Shares	2,364	1,712
China Shenhua-Unspon ADR	Common Stock	484 Shares	3,782	3,615
Cisco Systems Inc	Common Stock	237 Shares	9,835	10,606
Citigroup Inc	Common Stock	156 Shares	8,870	9,619
CME Group Inc	Common Stock	9 Shares	1,658	1,638
Cnooc Ltd Spd ADR	Common Stock	19 Shares	3,073	1,741
Coca-Cola Company	Common Stock	115 Shares	5,624	6,307
Cognex Corp	Common Stock	42 Shares	2,824	3,372
Cognizant Tech Solutns Cl. A	Common Stock	85 Shares	5,335	6,966
Comcast Corp Cl A	Common Stock	105 Shares	4,133	5,502
Commercial Intl Bank ADR	Common Stock	597 Shares	2,336	2,215
Compagnie De Saint Unsp ADR	Common Stock	392 Shares	2,236	3,583
Conocophillips	Common Stock	59 Shares	2,630	2,359
Constellation Brands Cl. A	Common Stock	17 Shares	2,876	3,724
Corteva Inc	Common Stock	89 Shares	2,477	3,446
Costar Group Inc	Common Stock	7 Shares	5,805	6,470
CRH PLC-Sponsored ADR	Common Stock	33 Shares	1,044	1,405
Crown Castle Intl Corp	Common Stock	15 Shares	2,428	2,388
CSL Ltd Sponsored ADR	Common Stock	41 Shares	3,365	4,516
CVS Health Corp	Common Stock	44 Shares	2,691	3,005
Danone Spons ADR	Common Stock	263 Shares	4,275	3,445

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares	Cost	Fair Value	
COMMON STOCKS - continued				
Dbs Group Hldgs Ltd. Spon ADR	Common Stock	48 Shares	3,377	3,650
Deutsche Boerse Ag Unspn ADR	Common Stock	207 Shares	2,601	3,498
Deutsche Post Ag-Spon ADR	Common Stock	71 Shares	1,969	3,539
DNB Nor ASA Sponsor ADR	Common Stock	203 Shares	2,853	3,981
Dollar General Corp	Common Stock	41 Shares	5,643	8,622
Dominion Energy Inc	Common Stock	49 Shares	3,801	3,685
Duke Energy Corp	Common Stock	63 Shares	5,480	5,768
DuPont de Nemours Inc	Common Stock	41 Shares	2,447	2,916
Eaton Corp PLC	Common Stock	18 Shares	1,830	2,163
Edenred Sa-Unsp ADR	Common Stock	100 Shares	2,032	2,957
Edison Intl	Common Stock	34 Shares	1,953	2,136
Enbridge Inc	Common Stock	133 Shares	5,059	4,255
Enel Spa ADR	Common Stock	356 Shares	2,560	3,613
Engie Brasil Sa - Spon ADR	Common Stock	262 Shares	2,224	2,185
ENN Energy Holdings-Unsp ADR	Common Stock	44 Shares	1,558	2,591
Equinor ASA ADR	Common Stock	145 Shares	2,283	2,381
Equitable Holdings Inc	Common Stock	79 Shares	1,790	2,022
Evolution Gaming Group-ADR	Common Stock	27 Shares	336	2,728
Exelon Corp	Common Stock	29 Shares	1,255	1,224
Exponet Inc.	Common Stock	37 Shares	3,054	3,331
Exxon-Mobil Corporation	Common Stock	129 Shares	9,122	5,317
Facebook Inc-A	Common Stock	74 Shares	13,902	20,214
Fanuc Ltd Unsp ADR	Common Stock	140 Shares	2,251	3,457
Fastenal Co	Common Stock	127 Shares	6,119	6,201
Fedex Corp	Common Stock	7 Shares	1,199	1,817
Ferrari NV	Common Stock	13 Shares	2,392	2,984
First American Financial	Common Stock	13 Shares	654	671
Five Below	Common Stock	40 Shares	4,455	6,999
FNF Group	Common Stock	39 Shares	1,243	1,525
Fox Corp CL A	Common Stock	74 Shares	2,507	2,155
Fresenius Med Care Ag	Common Stock	83 Shares	2,859	3,449
Galp Energia Sgpps-Unspon ADR	Common Stock	455 Shares	3,211	2,389
Gartner Inc	Common Stock	38 Shares	6,271	6,087
General Electric Co	Common Stock	244 Shares	1,799	2,635
General Mills	Common Stock	57 Shares	3,541	3,352
General Motors Co	Common Stock	115 Shares	3,775	4,789
Gentex Corp	Common Stock	83 Shares	2,292	2,816
Gilead Sciences Inc	Common Stock	110 Shares	7,138	6,409
Globant SA	Common Stock	35 Shares	6,150	7,616
GoDaddy Inc - Class A	Common Stock	52 Shares	4,185	4,313
Grand Canyon Education Inc	Common Stock	51 Shares	4,879	4,749
Grupo Financiero Banorte SPONS ADR	Common Stock	112 Shares	3,005	3,111
Guidewire Software Inc	Common Stock	42 Shares	4,438	5,407
Healthcare Svcs Group Inc	Common Stock	114 Shares	2,585	3,203
Heico Corp New	Common Stock	47 Shares	5,009	6,223
Hengan Intl Group-Unspon ADR	Common Stock	143 Shares	4,983	5,062
Henry Jack & Assoc Inc	Common Stock	13 Shares	2,537	2,106

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer or Similar Party	Description of Investment and Number of Shares	Cost	Fair Value
	COMMON STOCKS - continued			
	Hitachi Ltd Adr	Common Stock 46 Shares	3,056	3,652
	Humana Inc.	Common Stock 5 Shares	2,107	2,051
	Huntington Bancshares	Common Stock 323 Shares	4,129	4,079
	Huya Inc-ADR	Common Stock 47 Shares	1,073	937
	IAC/InteractiveCorp	Common Stock 22 Shares	2,009	4,166
	Illumina Inc	Common Stock 11 Shares	3,661	4,070
	Inditex-Unspon ADR	Common Stock 329 Shares	4,497	5,277
	Infosys Tech Ltd Spd Adr	Common Stock 637 Shares	6,383	10,797
	Intl Business Machines Inc	Common Stock 26 Shares	3,196	3,273
	Intuitive Surgical	Common Stock 6 Shares	4,277	4,909
	Japan Exchange Group Inc-ADR	Common Stock 286 Shares	2,322	3,644
	JPMorgan Chase & Co	Common Stock 75 Shares	7,572	9,530
	Julius Baer Group Ltd-Un ADR	Common Stock 312 Shares	2,330	3,607
	Just Eat Takeaway Com N V Unsp ADS	Common Stock 251 Shares	2,911	2,864
	Kasikornbank Pcl-Unspon ADR	Common Stock 156 Shares	3,060	2,343
	KB Financial Group Inc ADR	Common Stock 133 Shares	5,166	5,267
	Kbc Groep Nv-Unsp Adr	Common Stock 93 Shares	2,731	3,245
	Kerry Group PLC-Spons ADR	Common Stock 26 Shares	2,752	3,892
	Kimberly Clark	Common Stock 12 Shares	1,726	1,618
	Kimberly Clark De Mex Spon Adr	Common Stock 222 Shares	1,995	1,875
	Kinder Morgan Inc	Common Stock 105 Shares	1,861	1,435
	Komatsu Ltd Sponsored Adr New	Common Stock 132 Shares	3,511	3,654
	Koninklijke Ahold Sponsored ADR	Common Stock 113 Shares	2,481	3,189
	Koninklijke Philips EI	Common Stock 163 Shares	7,309	8,830
	Kornit Digital Ltd	Common Stock 59 Shares	3,489	5,259
	Leidos Holdings Inc	Common Stock 12 Shares	1,199	1,261
	Lennox Intl Inc	Common Stock 9 Shares	2,502	2,466
	Life Healthcare - Unspon ADR	Common Stock 559 Shares	2,908	2,538
	Lonza Group Ag Unspon Adr	Common Stock 91 Shares	2,639	5,831
	Lowes Co Inc	Common Stock 8 Shares	1,068	1,284
	Lukoil Oil Co Spon Adr	Common Stock 77 Shares	5,386	5,264
	Lvmh Moet Hennessy Adr	Common Stock 40 Shares	3,348	4,989
	Mandiri Persero ADR	Common Stock 510 Shares	4,831	4,539
	Marathon Petroleum Corp	Common Stock 109 Shares	4,725	4,508
	Mastercard Inc A	Common Stock 44 Shares	11,369	15,705
	Mckesson Hboc Inc	Common Stock 12 Shares	1,616	2,087
	Medtronic PLC	Common Stock 51 Shares	5,070	5,974
	Mercadolibre Inc	Common Stock 4 Shares	1,967	6,701
	Merck & Company Inc	Common Stock 69 Shares	5,340	5,644
	Merck KGAA ADR	Common Stock 162 Shares	4,326	5,568
	Metlife Inc	Common Stock 85 Shares	3,594	3,991
	Micron Tech. Inc.	Common Stock 53 Shares	2,528	3,985
	Microsoft Corporation	Common Stock 106 Shares	13,777	23,577
	Middleby Corp	Common Stock 16 Shares	1,645	2,063
	Mobile Telesys Ojsc Spon Adr	Common Stock 289 Shares	2,349	2,587
	Mondelez International Inc	Common Stock 31 Shares	1,467	1,813
	Mondi PLC-Unspon ADR	Common Stock 52 Shares	2,134	2,492

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

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Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares		Cost	Fair Value
COMMON STOCKS - continued				
Monotaro Co Ltd - Unsp ADR	Common Stock	51 Shares	1,412	2,608
Morgan Stanley	Common Stock	110 Shares	5,083	7,538
Motorola Solutions Inc	Common Stock	19 Shares	2,461	3,231
MSCI Inc	Common Stock	12 Shares	2,765	5,358
Murata Manufactur Unspn ADR	Common Stock	162 Shares	2,317	3,670
National Grid Transco Plc	Common Stock	88 Shares	4,761	5,195
National Instruments Corp	Common Stock	73 Shares	2,665	3,208
Nedbank Group Ltd - spons ADR	Common Stock	297 Shares	3,279	2,623
Neogen Corp	Common Stock	43 Shares	3,283	3,410
Nestle SA Sponsored ADR Registered (NSRGY)	Common Stock	45 Shares	5,180	5,301
Newell Brands Inc	Common Stock	69 Shares	1,268	1,465
Nihon M&A Center Inc	Common Stock	66 Shares	1,788	4,478
Nike Inc.	Common Stock	43 Shares	3,703	6,083
Nisource Inc	Common Stock	53 Shares	1,230	1,216
Nordea Bank Ab Spon ADR	Common Stock	425 Shares	3,112	3,468
NXP Semiconductors Nv	Common Stock	18 Shares	1,819	2,862
Ollie'S Bargain Outlet Holdi	Common Stock	44 Shares	4,525	3,598
Orthopediatrics Corp	Common Stock	46 Shares	2,403	1,898
Paycom Software Inc	Common Stock	15 Shares	4,574	6,784
Paylocity Holding Corp	Common Stock	16 Shares	2,131	3,295
Paypal Holdings Inc	Common Stock	46 Shares	5,181	10,773
Pegasystems Inc.	Common Stock	48 Shares	5,613	6,396
Pepsico Inc	Common Stock	34 Shares	4,387	5,042
Pernod-Ricard Sa-Unspn ADR	Common Stock	140 Shares	4,076	5,369
Pfizer Incorporated	Common Stock	229 Shares	8,098	8,429
Philip Morris International	Common Stock	98 Shares	7,514	8,113
Ping An Insurance ADR	Common Stock	189 Shares	3,896	4,631
Pioneer Natural Resources	Common Stock	26 Shares	2,259	2,961
Pluralsight Inc A	Common Stock	137 Shares	2,805	2,872
Pnc Financial Svc Group	Common Stock	28 Shares	3,305	4,172
PPG Industries Inc	Common Stock	15 Shares	1,934	2,163
Ppl Corp	Common Stock	152 Shares	4,637	4,286
PRA Group Inc	Common Stock	50 Shares	2,235	1,983
Pros Holdings Inc	Common Stock	64 Shares	2,405	3,249
Prosus NV Spon ADR	Common Stock	323 Shares	5,033	7,006
Proto Labs Inc	Common Stock	33 Shares	4,351	5,062
Pt Telecom Indonesia Sp ADR	Common Stock	158 Shares	3,718	3,716
Public Service Enterprise Group Inc.	Common Stock	98 Shares	5,013	5,713
Raymond James Finl Inc	Common Stock	22 Shares	1,890	2,105
Raytheon Technologies Corp	Common Stock	20 Shares	1,217	1,430
Reckitt Benckiser-Spon ADR	Common Stock	183 Shares	3,034	3,316
Regeneron Pharma Inc	Common Stock	13 Shares	5,417	6,280
Regions Finl Corp Com	Common Stock	237 Shares	2,919	3,820
Ritchie Bros Auctioneers	Common Stock	73 Shares	4,540	5,077
Roche Hldg Ltd -Spons ADR	Common Stock	77 Shares	2,508	3,376
Rollins Inc	Common Stock	123 Shares	4,500	4,806
Rwe Aktiengesllschar - Sp ADR	Common Stock	86 Shares	2,294	3,650

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares		Cost	Fair Value
COMMON STOCKS - continued				
Salesforce.Com Inc	Common Stock	44 Shares	7,845	9,791
Sands China Ltd-Unspons Adr	Common Stock	120 Shares	5,837	5,236
Sanlam Ltd Unspn ADR	Common Stock	233 Shares	2,440	1,826
Sanofi - Aventis Sa Adr	Common Stock	170 Shares	8,430	8,260
Sap Aktiengesellschaft Adr	Common Stock	30 Shares	3,070	3,912
Sberbank-Sponsored Adr	Common Stock	388 Shares	4,474	5,626
Servicenow Inc	Common Stock	21 Shares	6,001	11,559
Shinhan Financial Grp ADR	Common Stock	109 Shares	3,811	3,244
Shopify Inc - A	Common Stock	3 Shares	2,961	3,396
Shoprite Holdings Sponsored ADR	Common Stock	156 Shares	1,973	1,475
Siemens AG ADR	Common Stock	48 Shares	3,348	3,446
Siemens Healthineer-Unsp ADR	Common Stock	96 Shares	1,992	2,471
Sig Combibloc Group Ag	Common Stock	38 Shares	836	883
Sika Ag-Br-ADR	Common Stock	67 Shares	1,753	1,824
Sinopharm Group Co-Unsp ADR	Common Stock	282 Shares	3,777	3,373
Smith & Nephew Plc Spdn Adr New	Common Stock	89 Shares	3,353	3,753
Smith A O	Common Stock	60 Shares	3,000	3,289
Sony Corp Adr New	Common Stock	18 Shares	1,228	1,820
Southern Company	Common Stock	104 Shares	5,952	6,389
St James's Place PLC	Common Stock	145 Shares	1,817	2,247
Standard Bank Group Spon ADR	Common Stock	264 Shares	2,929	2,281
Stanley Black and Decker Inc	Common Stock	7 Shares	1,250	1,250
Starbucks Corp.	Common Stock	81 Shares	6,952	8,665
Taiwan Semiconductor	Common Stock	180 Shares	9,067	19,627
Tal Education Group ADR	Common Stock	44 Shares	1,363	3,146
TC Energy Corp	Common Stock	79 Shares	3,702	3,217
Teladoc Health Inc	Common Stock	25 Shares	4,823	4,999
Temenos Group Ag Sp ADR	Common Stock	24 Shares	3,738	3,399
Tencent Holdings Ltd ADR	Common Stock	113 Shares	5,005	8,124
Temium SA Sponsored ADR	Common Stock	73 Shares	1,815	2,123
Tjx Companies	Common Stock	61 Shares	3,367	4,166
Tyler Technologies Inc	Common Stock	17 Shares	5,729	7,421
Ubisoft Entertain-Unspon ADR	Common Stock	251 Shares	3,591	4,832
UCB Sa - Un-sponsored ADR	Common Stock	59 Shares	3,709	3,172
Unilever Plc Spon Adr New	Common Stock	285 Shares	15,858	17,203
Union Pacific Corp.	Common Stock	13 Shares	2,189	2,707
Unitedhealth Group Inc	Common Stock	31 Shares	9,227	10,871
Verisk Analytics Inc CL A	Common Stock	34 Shares	6,456	7,058
Verizon Communications	Common Stock	262 Shares	15,299	15,393
Visa Inc Class A Shares	Common Stock	92 Shares	15,204	20,123
Vodacom Group Ltd-SP ADR	Common Stock	231 Shares	2,608	1,914
Vodafone Group PLC ADR	Common Stock	361 Shares	5,784	5,949
Watsco Inc	Common Stock	11 Shares	2,623	2,492
Weichai Power Co-Unsp ADR	Common Stock	326 Shares	3,147	5,170
Wells Fargo & Co New	Common Stock	231 Shares	8,938	6,972
West Pharmaceutical Services	Common Stock	22 Shares	5,997	6,233
Williams Co.	Common Stock	129 Shares	3,008	2,586

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares		Cost	Fair Value
COMMON STOCKS - continued				
Willis Towers Watson PLC	Common Stock	6 Shares	1,099	1,264
Wolters Kluwer Nv Adr	Common Stock	20 Shares	1,767	1,679
Workiva Inc	Common Stock	49 Shares	2,662	4,489
Yandex NV A	Common Stock	64 Shares	1,910	4,453
Yum China Holdings Inc	Common Stock	63 Shares	3,372	3,597
Zimmer Biomet Holdings Inc	Common Stock	15 Shares	2,210	2,311
Zoetis Inc	Common Stock	68 Shares	7,818	11,254
Zurich Insurance Group AG	Common Stock	86 Shares	3,242	3,631
			<u>1,141,841</u>	<u>1,400,015</u>
MUTUAL FUNDS				
Western Asset SMASh Series C Fund	Mutual Funds	7,866 Shares	74,726	77,165
Western Asset SMASh Series EC Fund	Mutual Funds	15,620 Shares	143,235	147,297
Western Asset SMASh Series M Fund	Mutual Funds	9,419 Shares	103,226	106,623
			<u>321,187</u>	<u>331,085</u>
MORTGAGE AND ASSET BACKED SECURITIES				
Fannie Mae Ma3945 4.500% Due 02-01-50	GNMA/FNMA/FHLMC/SBA POOL	7,639 Shares	8,322	8,288
Fannie Mae Ma4204 2.000% Due 12-01-40	GNMA/FNMA/FHLMC/SBA POOL	18,938 Shares	19,654	19,674
Freddie Mac Sd8010 3.000% Due 09-01-49	GNMA/FNMA/FHLMC/SBA POOL	12,923 Shares	13,256	13,548
Freddie Mac Sd8113 2.000% Due 11-01-50	GNMA/FNMA/FHLMC/SBA POOL	19,942 Shares	20,671	20,718
Freddie Mac Zt1546 4.500% Due 12-01-48	GNMA/FNMA/FHLMC/SBA POOL	13,042 Shares	13,898	14,125
			<u>75,801</u>	<u>76,353</u>
GOVERNMENT BONDS				
US Treasury Note/Bond 3.000% Due 05-15-45	Treasury Note/Bond	18,000 Shares	21,467	23,361
US Treasury Note/Bond 2.500% Due 02-15-46	Treasury Note/Bond	14,000 Shares	16,121	16,730
US Treasury Note/Bond 3.000% Due 02-15-49	Treasury Note/Bond	20,000 Shares	24,267	26,381
US Treasury Note/Bond 1.625% Due 02-15-26	Treasury Note/Bond	16,000 Shares	17,094	17,019
US Treasury Note/Bond 0.375% Due 04-30-25	Treasury Note/Bond	23,000 Shares	23,023	23,088
FNMA Note 6.625% Due 11-15-30	Treasury Bond	5,000 Shares	7,282	7,577
US Treasury Inflation Indexed Bond	Treasury Note	6,077 Shares	6,536	7,239
			<u>115,790</u>	<u>121,395</u>
CORPORATE BOND				
Citigroup Inc 3.668% Due 07-24-28	Corporate Bond	9,000 Shares	9,772	10,217
Comcast Corp 4.150% Due 10-15-28	Corporate Bond	8,000 Shares	9,143	9,606
CVS Health Corp 4.300% Due 03-25-28	Corporate Bond	9,000 Shares	10,402	10,665
Enterprise Products Oper 4.800% Due 02-01-49	Corporate Bond	6,000 Shares	7,126	7,573
General Electric Capital Corp 5.875% Due 01-14-38	Corporate Bond	6,000 Shares	7,637	8,123
Goldman Sachs Group Inc 3.800% Due 03-15-30	Corporate Bond	9,000 Shares	10,335	10,578
Microsoft Corp 4.250% Due 02-06-47	Corporate Bond	10,000 Shares	12,763	14,139
Shell International Fin 2.875% Due 05-10-26	Corporate Bond	9,000 Shares	9,498	9,943
Verizon Communications 4.125% Due 03-16-27	Corporate Bond	7,000 Shares	8,316	8,254
Wells Fargo & Company 3.584% Due 05-22-28	Corporate Bond	9,000 Shares	9,719	10,191
Bank of America Corp 2.884% Due 10-22-30	Corporate Bond	9,000 Shares	9,463	9,883
JPMorgan Chase & Co 4.203% Due 07-23-29	Corporate Bond	12,000 Shares	13,612	14,296
			<u>117,786</u>	<u>123,468</u>
			<u>\$ 1,772,405</u>	<u>\$ 2,052,316</u>

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

PLAN'S EMPLOYER IDENTIFICATION NUMBER: 31-0592759

PLAN NUMBER: 005

Year Ended December 31, 2020

(a) Identity of party involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(e) Lease rental	(f) Expenses incurred with transaction	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain (loss)
* Morgan Stanley	Western Asset Smash Series M	\$ 195,476	\$ -	N/A	\$ -	\$ -	\$ 195,476	\$ -
* Morgan Stanley	Western Asset Smash Series EC	173,058	-	N/A	-	-	173,058	-

(1) This schedule reports those assets purchased and/or sold during the current period that are in excess of 5% of the fair market value of assets as required by ERISA Section 2250.103-6 and IRS Form 5500, Schedule H, Line 4j.

* Represents a party-in-interest to the Plan.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares	Cost	Fair Value	
COMMON STOCKS				
21Vianet Group Inc-Adr	Common Stock	77 Shares \$ 1,857	\$ 2,671	
2U Inc	Common Stock	50 Shares 1,886	2,000	
3m Co.	Common Stock	12 Shares 1,787	2,097	
AAC Technologies H-Unspon Ad	Common Stock	401 Shares 2,678	2,197	
Abbott Laboratories	Common Stock	123 Shares 10,217	13,467	
Abbvie Inc	Common Stock	78 Shares 6,158	8,358	
Accenture PLC	Common Stock	44 Shares 6,869	11,493	
Activision Blizzard Inc	Common Stock	70 Shares 3,621	6,499	
Adecco Sa Reg Unspon ADR	Common Stock	113 Shares 3,215	3,760	
Adidas Ag-Spon ADR	Common Stock	29 Shares 3,310	5,307	
Adobe Inc	Common Stock	35 Shares 9,216	17,504	
Adyen NV	Common Stock	4 Shares 2,982	9,310	
Aia Group Ltd Spon ADR	Common Stock	77 Shares 3,171	3,783	
Air Liquide Adr France Adr	Common Stock	164 Shares 5,075	5,394	
Airbus Group NV	Common Stock	123 Shares 2,265	3,360	
Alarm.Com Holdings Inc	Common Stock	63 Shares 3,578	6,517	
Alcon Inc	Common Stock	57 Shares 3,371	3,761	
Alibaba Group Holding-Sp ADR	Common Stock	59 Shares 11,491	13,731	
Align Technology Inc.	Common Stock	21 Shares 6,078	11,222	
Allstate Corp	Common Stock	11 Shares 1,121	1,209	
Alphabet Inc CL A	Common Stock	4 Shares 1,839	7,011	
Alphabet Inc Cl C	Common Stock	10 Shares 11,061	17,519	
Altria Group Inc	Common Stock	110 Shares 4,886	4,510	
Amadeus IT Holding-Unsp Adr	Common Stock	43 Shares 2,527	3,231	
Amedisys Inc	Common Stock	19 Shares 4,361	5,573	
Ameren Corp	Common Stock	16 Shares 1,262	1,249	
America Movil Sa De Cv	Common Stock	468 Shares 6,711	6,805	
American Electric Power Co	Common Stock	44 Shares 3,681	3,664	
American Express Co.	Common Stock	24 Shares 2,336	2,902	
American International Group	Common Stock	137 Shares 4,616	5,187	
Amgen Inc	Common Stock	8 Shares 1,550	1,839	
Amn Healthcare Services	Common Stock	51 Shares 2,691	3,481	
Anglo American Plc ADR	Common Stock	531 Shares 5,166	8,921	
Anhui Conch Cement Unsponsored ADR	Common Stock	134 Shares 4,221	4,151	
Ansys Inc.	Common Stock	23 Shares 7,222	8,367	
Anthem Inc	Common Stock	15 Shares 4,229	4,816	
Applied Material	Common Stock	30 Shares 1,870	2,589	
Arthur J Gallagher	Common Stock	41 Shares 3,700	5,072	
ASM Pacific Technol-Unsp ADR	Common Stock	116 Shares 3,969	4,576	
Asml Holding Nv	Common Stock	17 Shares 4,423	8,291	
Aspen Technology Inc	Common Stock	19 Shares 2,301	2,475	
Astra International-Unsp Adr	Common Stock	380 Shares 3,716	3,239	
Astrazeneca Plc Sponsored Adr	Common Stock	165 Shares 6,563	8,248	
AT&T Inc	Common Stock	256 Shares 8,514	7,363	
Atlassian Corp Plc Cl A	Common Stock	13 Shares 1,702	3,040	
Autodesk Inc	Common Stock	38 Shares 6,433	11,603	
Avalara Inc	Common Stock	21 Shares 2,652	3,463	

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares		Cost	Fair Value
COMMON STOCKS - continued				
B&M European Value-Unsp ADR	Common Stock	158 Shares	2,485	4,485
Bae Systems Plc Spon ADR (baes.Y)	Common Stock	134 Shares	3,061	3,638
Baidu Inc	Common Stock	29 Shares	3,809	6,271
Banco Do Brasil ADR	Common Stock	605 Shares	6,777	4,495
BB Seguridade Parti-Spon ADR	Common Stock	545 Shares	3,660	3,156
Bce Inc Com	Common Stock	145 Shares	6,401	6,206
Berkshire Hathaway Inc Cl B	Common Stock	16 Shares	3,306	3,710
Bidvest Group Ltd-Spons ADR	Common Stock	139 Shares	3,274	2,962
Bio-Techne Corp	Common Stock	17 Shares	4,408	5,398
Blackline Inc	Common Stock	47 Shares	3,463	6,269
Blue Prism Group Plc	Common Stock	55 Shares	1,161	1,293
Boozt AB-Unsponsored ADR	Common Stock	121 Shares	622	2,896
Bp Plc Spons ADR	Common Stock	104 Shares	3,918	2,134
Brambles Ltd-Sponsored	Common Stock	224 Shares	3,378	3,683
Bristol-Myers Squibb Co	Common Stock	46 Shares	2,655	2,853
British American Tobacco	Common Stock	168 Shares	6,160	6,298
Canadian Imperial Bank Of Commerce	Common Stock	93 Shares	7,522	7,949
Capgemini Se - Unsponsor ADR	Common Stock	186 Shares	3,838	5,734
Carlsberg As-B-Spon ADR	Common Stock	116 Shares	2,740	3,727
Carsales.Com Ltd-Unsp ADR	Common Stock	137 Shares	2,221	4,222
Cellnex Telecom Sau-Unsp ADR	Common Stock	95 Shares	3,068	2,962
Charles Schwab Corporation	Common Stock	93 Shares	3,372	4,933
Chemed Corp	Common Stock	11 Shares	5,586	5,859
Chevron Corp	Common Stock	76 Shares	7,879	6,418
China Construction Bank Corp Unsponsored ADR	Common Stock	327 Shares	5,122	4,912
China Merchants Bank-Uns ADR	Common Stock	185 Shares	4,254	5,786
China Mobile Ltd ADR	Common Stock	60 Shares	2,364	1,712
China Shenhua-Unspon ADR	Common Stock	484 Shares	3,782	3,615
Cisco Systems Inc	Common Stock	237 Shares	9,835	10,606
Citigroup Inc	Common Stock	156 Shares	8,870	9,619
CME Group Inc	Common Stock	9 Shares	1,658	1,638
Cnooc Ltd Spd ADR	Common Stock	19 Shares	3,073	1,741
Coca-Cola Company	Common Stock	115 Shares	5,624	6,307
Cognex Corp	Common Stock	42 Shares	2,824	3,372
Cognizant Tech Solutns Cl. A	Common Stock	85 Shares	5,335	6,966
Comcast Corp Cl A	Common Stock	105 Shares	4,133	5,502
Commercial Intl Bank ADR	Common Stock	597 Shares	2,336	2,215
Compagnie De Saint Unsp ADR	Common Stock	392 Shares	2,236	3,583
Conocophillips	Common Stock	59 Shares	2,630	2,359
Constellation Brands Cl. A	Common Stock	17 Shares	2,876	3,724
Corteva Inc	Common Stock	89 Shares	2,477	3,446
Costar Group Inc	Common Stock	7 Shares	5,805	6,470
CRH PLC-Sponsored ADR	Common Stock	33 Shares	1,044	1,405
Crown Castle Intl Corp	Common Stock	15 Shares	2,428	2,388
CSL Ltd Sponsored ADR	Common Stock	41 Shares	3,365	4,516
CVS Health Corp	Common Stock	44 Shares	2,691	3,005
Danone Spons ADR	Common Stock	263 Shares	4,275	3,445

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares	Cost	Fair Value	
COMMON STOCKS - continued				
Dbs Group Hldgs Ltd. Spon ADR	Common Stock	48 Shares	3,377	3,650
Deutsche Boerse Ag Unspn ADR	Common Stock	207 Shares	2,601	3,498
Deutsche Post Ag-Spon ADR	Common Stock	71 Shares	1,969	3,539
DNB Nor ASA Sponsor ADR	Common Stock	203 Shares	2,853	3,981
Dollar General Corp	Common Stock	41 Shares	5,643	8,622
Dominion Energy Inc	Common Stock	49 Shares	3,801	3,685
Duke Energy Corp	Common Stock	63 Shares	5,480	5,768
DuPont de Nemours Inc	Common Stock	41 Shares	2,447	2,916
Eaton Corp PLC	Common Stock	18 Shares	1,830	2,163
Edenred Sa-Unsp ADR	Common Stock	100 Shares	2,032	2,957
Edison Intl	Common Stock	34 Shares	1,953	2,136
Enbridge Inc	Common Stock	133 Shares	5,059	4,255
Enel Spa ADR	Common Stock	356 Shares	2,560	3,613
Engie Brasil Sa - Spon ADR	Common Stock	262 Shares	2,224	2,185
ENN Energy Holdings-Unsp ADR	Common Stock	44 Shares	1,558	2,591
Equinor ASA ADR	Common Stock	145 Shares	2,283	2,381
Equitable Holdings Inc	Common Stock	79 Shares	1,790	2,022
Evolution Gaming Group-ADR	Common Stock	27 Shares	336	2,728
Exelon Corp	Common Stock	29 Shares	1,255	1,224
Exponet Inc.	Common Stock	37 Shares	3,054	3,331
Exxon-Mobil Corporation	Common Stock	129 Shares	9,122	5,317
Facebook Inc-A	Common Stock	74 Shares	13,902	20,214
Fanuc Ltd Unsp ADR	Common Stock	140 Shares	2,251	3,457
Fastenal Co	Common Stock	127 Shares	6,119	6,201
Fedex Corp	Common Stock	7 Shares	1,199	1,817
Ferrari NV	Common Stock	13 Shares	2,392	2,984
First American Financial	Common Stock	13 Shares	654	671
Five Below	Common Stock	40 Shares	4,455	6,999
FNF Group	Common Stock	39 Shares	1,243	1,525
Fox Corp CL A	Common Stock	74 Shares	2,507	2,155
Fresenius Med Care Ag	Common Stock	83 Shares	2,859	3,449
Galp Energia Sgpps-Unspon ADR	Common Stock	455 Shares	3,211	2,389
Gartner Inc	Common Stock	38 Shares	6,271	6,087
General Electric Co	Common Stock	244 Shares	1,799	2,635
General Mills	Common Stock	57 Shares	3,541	3,352
General Motors Co	Common Stock	115 Shares	3,775	4,789
Gentex Corp	Common Stock	83 Shares	2,292	2,816
Gilead Sciences Inc	Common Stock	110 Shares	7,138	6,409
Globant SA	Common Stock	35 Shares	6,150	7,616
GoDaddy Inc - Class A	Common Stock	52 Shares	4,185	4,313
Grand Canyon Education Inc	Common Stock	51 Shares	4,879	4,749
Grupo Financiero Banorte SPONS ADR	Common Stock	112 Shares	3,005	3,111
Guidewire Software Inc	Common Stock	42 Shares	4,438	5,407
Healthcare Svcs Group Inc	Common Stock	114 Shares	2,585	3,203
Heico Corp New	Common Stock	47 Shares	5,009	6,223
Hengan Intl Group-Unspon ADR	Common Stock	143 Shares	4,983	5,062
Henry Jack & Assoc Inc	Common Stock	13 Shares	2,537	2,106

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
	Identity of Issuer or Similar Party	Description of Investment and Number of Shares	Cost	Fair Value
	COMMON STOCKS - continued			
	Hitachi Ltd Adr	Common Stock 46 Shares	3,056	3,652
	Humana Inc.	Common Stock 5 Shares	2,107	2,051
	Huntington Bancshares	Common Stock 323 Shares	4,129	4,079
	Huya Inc-ADR	Common Stock 47 Shares	1,073	937
	IAC/InteractiveCorp	Common Stock 22 Shares	2,009	4,166
	Illumina Inc	Common Stock 11 Shares	3,661	4,070
	Inditex-Unspon ADR	Common Stock 329 Shares	4,497	5,277
	Infosys Tech Ltd Spd Adr	Common Stock 637 Shares	6,383	10,797
	Intl Business Machines Inc	Common Stock 26 Shares	3,196	3,273
	Intuitive Surgical	Common Stock 6 Shares	4,277	4,909
	Japan Exchange Group Inc-ADR	Common Stock 286 Shares	2,322	3,644
	JPMorgan Chase & Co	Common Stock 75 Shares	7,572	9,530
	Julius Baer Group Ltd-Un ADR	Common Stock 312 Shares	2,330	3,607
	Just Eat Takeaway Com N V Unsp ADS	Common Stock 251 Shares	2,911	2,864
	Kasikornbank Pcl-Unspon ADR	Common Stock 156 Shares	3,060	2,343
	KB Financial Group Inc ADR	Common Stock 133 Shares	5,166	5,267
	Kbc Groep Nv-Unsp Adr	Common Stock 93 Shares	2,731	3,245
	Kerry Group PLC-Spons ADR	Common Stock 26 Shares	2,752	3,892
	Kimberly Clark	Common Stock 12 Shares	1,726	1,618
	Kimberly Clark De Mex Spon Adr	Common Stock 222 Shares	1,995	1,875
	Kinder Morgan Inc	Common Stock 105 Shares	1,861	1,435
	Komatsu Ltd Sponsored Adr New	Common Stock 132 Shares	3,511	3,654
	Koninklijke Ahold Sponsored ADR	Common Stock 113 Shares	2,481	3,189
	Koninklijke Philips EI	Common Stock 163 Shares	7,309	8,830
	Kornit Digital Ltd	Common Stock 59 Shares	3,489	5,259
	Leidos Holdings Inc	Common Stock 12 Shares	1,199	1,261
	Lennox Intl Inc	Common Stock 9 Shares	2,502	2,466
	Life Healthcare - Unspon ADR	Common Stock 559 Shares	2,908	2,538
	Lonza Group Ag Unspon Adr	Common Stock 91 Shares	2,639	5,831
	Lowes Co Inc	Common Stock 8 Shares	1,068	1,284
	Lukoil Oil Co Spon Adr	Common Stock 77 Shares	5,386	5,264
	Lvmh Moet Hennessy Adr	Common Stock 40 Shares	3,348	4,989
	Mandiri Persero ADR	Common Stock 510 Shares	4,831	4,539
	Marathon Petroleum Corp	Common Stock 109 Shares	4,725	4,508
	Mastercard Inc A	Common Stock 44 Shares	11,369	15,705
	Mckesson Hboc Inc	Common Stock 12 Shares	1,616	2,087
	Medtronic PLC	Common Stock 51 Shares	5,070	5,974
	Mercadolibre Inc	Common Stock 4 Shares	1,967	6,701
	Merck & Company Inc	Common Stock 69 Shares	5,340	5,644
	Merck KGAA ADR	Common Stock 162 Shares	4,326	5,568
	Metlife Inc	Common Stock 85 Shares	3,594	3,991
	Micron Tech. Inc.	Common Stock 53 Shares	2,528	3,985
	Microsoft Corporation	Common Stock 106 Shares	13,777	23,577
	Middleby Corp	Common Stock 16 Shares	1,645	2,063
	Mobile Telesys Ojsc Spon Adr	Common Stock 289 Shares	2,349	2,587
	Mondelez International Inc	Common Stock 31 Shares	1,467	1,813
	Mondi PLC-Unspon ADR	Common Stock 52 Shares	2,134	2,492

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares		Cost	Fair Value
COMMON STOCKS - continued				
Monotaro Co Ltd - Unsp ADR	Common Stock	51 Shares	1,412	2,608
Morgan Stanley	Common Stock	110 Shares	5,083	7,538
Motorola Solutions Inc	Common Stock	19 Shares	2,461	3,231
MSCI Inc	Common Stock	12 Shares	2,765	5,358
Murata Manufactur Unspn ADR	Common Stock	162 Shares	2,317	3,670
National Grid Transco Plc	Common Stock	88 Shares	4,761	5,195
National Instruments Corp	Common Stock	73 Shares	2,665	3,208
Nedbank Group Ltd - spons ADR	Common Stock	297 Shares	3,279	2,623
Neogen Corp	Common Stock	43 Shares	3,283	3,410
Nestle SA Sponsored ADR Registered (NSRGY)	Common Stock	45 Shares	5,180	5,301
Newell Brands Inc	Common Stock	69 Shares	1,268	1,465
Nihon M&A Center Inc	Common Stock	66 Shares	1,788	4,478
Nike Inc.	Common Stock	43 Shares	3,703	6,083
Nisource Inc	Common Stock	53 Shares	1,230	1,216
Nordea Bank Ab Spon ADR	Common Stock	425 Shares	3,112	3,468
NXP Semiconductors Nv	Common Stock	18 Shares	1,819	2,862
Ollie'S Bargain Outlet Holdi	Common Stock	44 Shares	4,525	3,598
Orthopediatrics Corp	Common Stock	46 Shares	2,403	1,898
Paycom Software Inc	Common Stock	15 Shares	4,574	6,784
Paylocity Holding Corp	Common Stock	16 Shares	2,131	3,295
Paypal Holdings Inc	Common Stock	46 Shares	5,181	10,773
Pegasystems Inc.	Common Stock	48 Shares	5,613	6,396
Pepsico Inc	Common Stock	34 Shares	4,387	5,042
Pernod-Ricard Sa-Unspn ADR	Common Stock	140 Shares	4,076	5,369
Pfizer Incorporated	Common Stock	229 Shares	8,098	8,429
Philip Morris International	Common Stock	98 Shares	7,514	8,113
Ping An Insurance ADR	Common Stock	189 Shares	3,896	4,631
Pioneer Natural Resources	Common Stock	26 Shares	2,259	2,961
Pluralsight Inc A	Common Stock	137 Shares	2,805	2,872
Pnc Financial Svc Group	Common Stock	28 Shares	3,305	4,172
PPG Industries Inc	Common Stock	15 Shares	1,934	2,163
Ppl Corp	Common Stock	152 Shares	4,637	4,286
PRA Group Inc	Common Stock	50 Shares	2,235	1,983
Pros Holdings Inc	Common Stock	64 Shares	2,405	3,249
Prosus NV Spon ADR	Common Stock	323 Shares	5,033	7,006
Proto Labs Inc	Common Stock	33 Shares	4,351	5,062
Pt Telecom Indonesia Sp ADR	Common Stock	158 Shares	3,718	3,716
Public Service Enterprise Group Inc.	Common Stock	98 Shares	5,013	5,713
Raymond James Finl Inc	Common Stock	22 Shares	1,890	2,105
Raytheon Technologies Corp	Common Stock	20 Shares	1,217	1,430
Reckitt Benckiser-Spon ADR	Common Stock	183 Shares	3,034	3,316
Regeneron Pharma Inc	Common Stock	13 Shares	5,417	6,280
Regions Finl Corp Com	Common Stock	237 Shares	2,919	3,820
Ritchie Bros Auctioneers	Common Stock	73 Shares	4,540	5,077
Roche Hldg Ltd -Spons ADR	Common Stock	77 Shares	2,508	3,376
Rollins Inc	Common Stock	123 Shares	4,500	4,806
Rwe Aktiengesllschar - Sp ADR	Common Stock	86 Shares	2,294	3,650

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares		Cost	Fair Value
COMMON STOCKS - continued				
Salesforce.Com Inc	Common Stock	44 Shares	7,845	9,791
Sands China Ltd-Unspons Adr	Common Stock	120 Shares	5,837	5,236
Sanlam Ltd Unspn ADR	Common Stock	233 Shares	2,440	1,826
Sanofi - Aventis Sa Adr	Common Stock	170 Shares	8,430	8,260
Sap Aktiengesellschaft Adr	Common Stock	30 Shares	3,070	3,912
Sberbank-Sponsored Adr	Common Stock	388 Shares	4,474	5,626
Servicenow Inc	Common Stock	21 Shares	6,001	11,559
Shinhan Financial Grp ADR	Common Stock	109 Shares	3,811	3,244
Shopify Inc - A	Common Stock	3 Shares	2,961	3,396
Shoprite Holdings Sponsored ADR	Common Stock	156 Shares	1,973	1,475
Siemens AG ADR	Common Stock	48 Shares	3,348	3,446
Siemens Healthineer-Unsp ADR	Common Stock	96 Shares	1,992	2,471
Sig Combibloc Group Ag	Common Stock	38 Shares	836	883
Sika Ag-Br-ADR	Common Stock	67 Shares	1,753	1,824
Sinopharm Group Co-Unsp ADR	Common Stock	282 Shares	3,777	3,373
Smith & Nephew Plc Spdn Adr New	Common Stock	89 Shares	3,353	3,753
Smith A O	Common Stock	60 Shares	3,000	3,289
Sony Corp Adr New	Common Stock	18 Shares	1,228	1,820
Southern Company	Common Stock	104 Shares	5,952	6,389
St James's Place PLC	Common Stock	145 Shares	1,817	2,247
Standard Bank Group Spon ADR	Common Stock	264 Shares	2,929	2,281
Stanley Black and Decker Inc	Common Stock	7 Shares	1,250	1,250
Starbucks Corp.	Common Stock	81 Shares	6,952	8,665
Taiwan Semiconductor	Common Stock	180 Shares	9,067	19,627
Tal Education Group ADR	Common Stock	44 Shares	1,363	3,146
TC Energy Corp	Common Stock	79 Shares	3,702	3,217
Teladoc Health Inc	Common Stock	25 Shares	4,823	4,999
Temenos Group Ag Sp ADR	Common Stock	24 Shares	3,738	3,399
Tencent Holdings Ltd ADR	Common Stock	113 Shares	5,005	8,124
Temium SA Sponsored ADR	Common Stock	73 Shares	1,815	2,123
Tjx Companies	Common Stock	61 Shares	3,367	4,166
Tyler Technologies Inc	Common Stock	17 Shares	5,729	7,421
Ubisoft Entertain-Unspon ADR	Common Stock	251 Shares	3,591	4,832
UCB Sa - Un-sponsored ADR	Common Stock	59 Shares	3,709	3,172
Unilever Plc Spon Adr New	Common Stock	285 Shares	15,858	17,203
Union Pacific Corp.	Common Stock	13 Shares	2,189	2,707
Unitedhealth Group Inc	Common Stock	31 Shares	9,227	10,871
Verisk Analytics Inc CL A	Common Stock	34 Shares	6,456	7,058
Verizon Communications	Common Stock	262 Shares	15,299	15,393
Visa Inc Class A Shares	Common Stock	92 Shares	15,204	20,123
Vodacom Group Ltd-SP ADR	Common Stock	231 Shares	2,608	1,914
Vodafone Group PLC ADR	Common Stock	361 Shares	5,784	5,949
Watsco Inc	Common Stock	11 Shares	2,623	2,492
Weichai Power Co-Unsp ADR	Common Stock	326 Shares	3,147	5,170
Wells Fargo & Co New	Common Stock	231 Shares	8,938	6,972
West Pharmaceutical Services	Common Stock	22 Shares	5,997	6,233
Williams Co.	Common Stock	129 Shares	3,008	2,586

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

EIN: #31-0592759 PN: #005 PYE: 12/31/20

Schedule of Assets (Held at End of Year)

Attachment to Schedule H Line 4i

(a)	(b)	(c)	(d)	(e)
Identity of Issuer or Similar Party	Description of Investment and Number of Shares		Cost	Fair Value
COMMON STOCKS - continued				
Willis Towers Watson PLC	Common Stock	6 Shares	1,099	1,264
Wolters Kluwer Nv Adr	Common Stock	20 Shares	1,767	1,679
Workiva Inc	Common Stock	49 Shares	2,662	4,489
Yandex NV A	Common Stock	64 Shares	1,910	4,453
Yum China Holdings Inc	Common Stock	63 Shares	3,372	3,597
Zimmer Biomet Holdings Inc	Common Stock	15 Shares	2,210	2,311
Zoetis Inc	Common Stock	68 Shares	7,818	11,254
Zurich Insurance Group AG	Common Stock	86 Shares	3,242	3,631
			<u>1,141,841</u>	<u>1,400,015</u>
MUTUAL FUNDS				
Western Asset SMASh Series C Fund	Mutual Funds	7,866 Shares	74,726	77,165
Western Asset SMASh Series EC Fund	Mutual Funds	15,620 Shares	143,235	147,297
Western Asset SMASh Series M Fund	Mutual Funds	9,419 Shares	103,226	106,623
			<u>321,187</u>	<u>331,085</u>
MORTGAGE AND ASSET BACKED SECURITIES				
Fannie Mae Ma3945 4.500% Due 02-01-50	GNMA/FNMA/FHLMC/SBA POOL	7,639 Shares	8,322	8,288
Fannie Mae Ma4204 2.000% Due 12-01-40	GNMA/FNMA/FHLMC/SBA POOL	18,938 Shares	19,654	19,674
Freddie Mac Sd8010 3.000% Due 09-01-49	GNMA/FNMA/FHLMC/SBA POOL	12,923 Shares	13,256	13,548
Freddie Mac Sd8113 2.000% Due 11-01-50	GNMA/FNMA/FHLMC/SBA POOL	19,942 Shares	20,671	20,718
Freddie Mac Zt1546 4.500% Due 12-01-48	GNMA/FNMA/FHLMC/SBA POOL	13,042 Shares	13,898	14,125
			<u>75,801</u>	<u>76,353</u>
GOVERNMENT BONDS				
US Treasury Note/Bond 3.000% Due 05-15-45	Treasury Note/Bond	18,000 Shares	21,467	23,361
US Treasury Note/Bond 2.500% Due 02-15-46	Treasury Note/Bond	14,000 Shares	16,121	16,730
US Treasury Note/Bond 3.000% Due 02-15-49	Treasury Note/Bond	20,000 Shares	24,267	26,381
US Treasury Note/Bond 1.625% Due 02-15-26	Treasury Note/Bond	16,000 Shares	17,094	17,019
US Treasury Note/Bond 0.375% Due 04-30-25	Treasury Note/Bond	23,000 Shares	23,023	23,088
FNMA Note 6.625% Due 11-15-30	Treasury Bond	5,000 Shares	7,282	7,577
US Treasury Inflation Indexed Bond	Treasury Note	6,077 Shares	6,536	7,239
			<u>115,790</u>	<u>121,395</u>
CORPORATE BOND				
Citigroup Inc 3.668% Due 07-24-28	Corporate Bond	9,000 Shares	9,772	10,217
Comcast Corp 4.150% Due 10-15-28	Corporate Bond	8,000 Shares	9,143	9,606
CVS Health Corp 4.300% Due 03-25-28	Corporate Bond	9,000 Shares	10,402	10,665
Enterprise Products Oper 4.800% Due 02-01-49	Corporate Bond	6,000 Shares	7,126	7,573
General Electric Capital Corp 5.875% Due 01-14-38	Corporate Bond	6,000 Shares	7,637	8,123
Goldman Sachs Group Inc 3.800% Due 03-15-30	Corporate Bond	9,000 Shares	10,335	10,578
Microsoft Corp 4.250% Due 02-06-47	Corporate Bond	10,000 Shares	12,763	14,139
Shell International Fin 2.875% Due 05-10-26	Corporate Bond	9,000 Shares	9,498	9,943
Verizon Communications 4.125% Due 03-16-27	Corporate Bond	7,000 Shares	8,316	8,254
Wells Fargo & Company 3.584% Due 05-22-28	Corporate Bond	9,000 Shares	9,719	10,191
Bank of America Corp 2.884% Due 10-22-30	Corporate Bond	9,000 Shares	9,463	9,883
JPMorgan Chase & Co 4.203% Due 07-23-29	Corporate Bond	12,000 Shares	13,612	14,296
			<u>117,786</u>	<u>123,468</u>
			<u>\$ 1,772,405</u>	<u>\$ 2,052,316</u>

See independent auditors' report.

SENIOR RESOURCE CONNECTION PENSION PLAN

SCHEDULE H, LINE 4j - SCHEDULE OF REPORTABLE TRANSACTIONS

PLAN'S EMPLOYER IDENTIFICATION NUMBER: 31-0592759

PLAN NUMBER: 005

Year Ended December 31, 2020

(a) Identity of party involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(e) Lease rental	(f) Expenses incurred with transaction	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain (loss)
* Morgan Stanley	Western Asset Smash Series M	\$ 195,476	\$ -	N/A	\$ -	\$ -	\$ 195,476	\$ -
* Morgan Stanley	Western Asset Smash Series EC	173,058	-	N/A	-	-	173,058	-

(1) This schedule reports those assets purchased and/or sold during the current period that are in excess of 5% of the fair market value of assets as required by ERISA Section 2250.103-6 and IRS Form 5500, Schedule H, Line 4j.

* Represents a party-in-interest to the Plan.