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

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

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

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

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

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

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN

1b Three-digit plan number (PN) ▶ 002

1c Effective date of plan 01/01/1994

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)
PERFORMANCE CONTRACTORS, INC.

PO BOX 83630
BATON ROUGE, LA 70884

9901 PERFORMANCE WAY
BATON ROUGE, LA 70810

2b Employer Identification Number (EIN) 72-0875986

2c Plan Sponsor's telephone number 225-215-8351

2d Business code (see instructions) 237990

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2022	DANE BAILEY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/10/2022	DANE BAILEY
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor

3b Administrator's EIN

3c Administrator's telephone number

4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:

a Sponsor's name

c Plan Name

4b EIN

4d PN

5	Total number of participants at the beginning of the plan year	**5**	4358
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)**	2867
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	3901
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	990
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	4891
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	7
f	Total. Add lines **6d** and **6e**	**6f**	4898
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	3227
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:

2E 2F 2G 2J 2K 2T 3D

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

9a Plan funding arrangement (check all that apply)

- **(1)** [ ] Insurance
- **(2)** [ ] Code section 412(e)(3) insurance contracts
- **(3)** [X] 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)** [X] 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)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [ ] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] ___ **A** (Insurance Information)
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **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 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2021** **This Form is Open to Public Inspection.**

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan	**B** Three-digit plan number (PN) ▶
PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN	002
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
PERFORMANCE CONTRACTORS, INC.	72-0875986

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

ALERUS FINANCIAL, N.A.

45-6062081

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

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

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

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

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

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

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

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

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

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

(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)

ALERUS FINANCIAL, N.A.

45-6062081

(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?
15 21 24 37 50 60 64	NONE	351224	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [ ]

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

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

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

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN

B Three-digit plan number (PN) ▶ 002

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
PERFORMANCE CONTRACTORS, INC.

D Employer Identification Number (EIN)
72-0875986

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD RETIREMENT SAVINGS TRUST

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
45-5436422-022	C	6466454

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

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

Part II **Information on Participating Plans (to be completed by DFEs)**
(Complete as many entries as needed to report all participating plans)

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
PERFORMANCE CONTRACTORS, INC.

D Employer Identification Number (EIN)
72-0875986

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	612084	514455
(2) Participant contributions	1b(2)	92166	108956
(3) Other	1b(3)	54742	46622
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	562300	3201589
(2) U.S. Government securities	1c(2)	3417621	3664121
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	2656770	2802261
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)	8610507	5689097
(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)	2164194	2176290
(9) Value of interest in common/collective trusts	1c(9)	6880922	6466454
(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)	80110584	92923436
(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**	105161890	117593281
	Liabilities			
g	Benefit claims payable	**1g**		
h	Operating payables	**1h**		
i	Acquisition indebtedness	**1i**		
j	Other liabilities	**1j**	2403501	4574386
k	Total liabilities (add all amounts in lines 1g through1j)	**1k**	2403501	4574386
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	**1l**	102758389	113018895

Part II Income and Expense Statement

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

	Income		**(a)** Amount	**(b)** Total
a	**Contributions:**			
	(1) Received or receivable in cash from: **(A)** Employers	**2a(1)(A)**	1396469	
	(B) Participants	**2a(1)(B)**	5143245	
	(C) Others (including rollovers)	**2a(1)(C)**	177084	
	(2) Noncash contributions	**2a(2)**		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	**2a(3)**		6716798
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	**2b(1)(A)**	89623	
	(B) U.S. Government securities	**2b(1)(B)**	77222	
	(C) Corporate debt instruments	**2b(1)(C)**	105599	
	(D) Loans (other than to participants)	**2b(1)(D)**		
	(E) Participant loans	**2b(1)(E)**	109042	
	(F) Other	**2b(1)(F)**		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	**2b(1)(G)**		381486
	(2) Dividends: **(A)** Preferred stock	**2b(2)(A)**		
	(B) Common stock	**2b(2)(B)**	72272	
	(C) Registered investment company shares (e.g. mutual funds)	**2b(2)(C)**	4940381	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	**2b(2)(D)**		5012653
	(3) Rents	**2b(3)**		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	**2b(4)(A)**	65438392	
	(B) Aggregate carrying amount (see instructions)	**2b(4)(B)**	62940531	
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	**2b(4)(C)**		2497861
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	**2b(5)(A)**		
	(B) Other	**2b(5)(B)**	502595	
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	**2b(5)(C)**		502595

		(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)		7896894
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		23008287
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	12396557	
(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)		12396557
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)	351224	
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		351224
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		12747781
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		10260506
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

(1) [X] 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: MADDOX & ASSOCIATES APC **(2)** EIN: 72-1314069

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan
PERFORMANCE CONTRACTORS, INC. 401(K) SALARY SAVINGS PLAN

B Three-digit plan number (PN) ▶ 002

C Plan sponsor's name as shown on line 2a of Form 5500
PERFORMANCE CONTRACTORS, INC.

D Employer Identification Number (EIN)
72-0875986

Part I Distributions

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

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

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

EIN(s): 45-6062081

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

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

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

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

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

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

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

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

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Financial Statements

December 31, 2021 and 2020

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

December 31, 2021 and 2020

CONTENTS

	Page
Independent Auditors' Report	1
Statements of Net Assets Available for Benefits	5
Statements of Changes In Net Assets Available for Benefits	6
Notes to the Financial Statements	7
Supplemental Information	12

MADDOX & ASSOCIATES, APC
CERTIFIED PUBLIC ACCOUNTANTS

5627 Bankers Avenue | Building 2
Baton Rouge, LA 70808
P. 225.926.3360
F. 225.926.3361
maddoxassociates.com

Independent Auditor's Report

To the Plan Administrator
Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit for the 2021 Financial Statements

We have performed an audit of the accompanying financial statements of Performance Contractors, Inc. 401(k) Salary Savings Plan #002 (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statement of net assets available for benefits as of December 31, 2021, and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 7 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audit and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section

- the amounts and disclosures in the accompanying 2021 financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- the information in the accompanying 2021 financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of Performance Contractors, Inc. 401(k) Salary Savings Plan #002 and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 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, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Performance Contractors, Inc. 401(k) Salary Savings Plan #002's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the plan; and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the 2021 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Performance Contractors, Inc. 401(k) Salary Savings Plan #002's internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about Performance Contractors, Inc. 401(k) Salary Savings Plan #002's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental schedules of assets (held at end of year) and reportable transactions as of and for the year ended December 31, 2021 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion—

- the form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Performance Contractors, Inc. 401(k) Salary Savings Plan #002. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform, and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated November 9, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the financial statements and supplemental schedules, and (b) the form and content of the information included in the financial statements and supplemental schedules, other than that derived from the certified information, were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.



Baton Rouge, Louisiana
October 4, 2022

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Statements of Net Assets Available for Benefits

December 31, 2021 and 2020

	2021	2020
ASSETS		
Investments (at fair value)	$ 111,545,369	$ 101,676,404
Receivables:		
Employer's matching contributions	14,455	12,084
Employer's profit sharing contributions	500,000	600,000
Participants' contributions	108,956	92,166
Accrued income	46,622	54,742
Notes receivable from participants	2,176,290	2,164,194
	2,846,323	2,923,186
Cash:		
Alerus financial money market	2,716,816	562,300
Federated government obligations	484,773	0
	3,201,589	562,300
TOTAL ASSETS	117,593,281	105,161,890
LIABILITIES		
Due to brokers-unsettled transactions	2,776,660	566,463
Excess contributions payable	1,797,488	1,836,811
Accrued expenses	238	227
TOTAL LIABILITIES	4,574,386	2,403,501
NET ASSETS AVAILABLE FOR BENEFITS	$ 113,018,895	$ 102,758,389

See accompanying notes to the financial statements.

Performance Contractors, Inc.
401(k) Salary Savings Plan #002

Statements of Changes In Net Assets Available for Benefits

For the years ended December 31, 2021 and 2020

	2021	2020
ADDITIONS		
Additions to net assets attributed to:		
Investment income:		
Net appreciation in fair value of investments	$ 8,399,489	$ 9,610,898
Net gain (loss) realized on sale of securities	2,497,861	(378,660)
Interest	272,444	329,770
Dividends	5,012,653	3,518,807
	16,182,447	13,080,815
Interest income on notes receivable from participants	109,042	121,970
Contributions:		
Participants (including rollovers)	5,320,329	5,890,122
Employer	1,396,469	1,572,955
	6,716,798	7,463,077
TOTAL ADDITIONS	23,008,287	20,665,862
DEDUCTIONS		
Deductions from net assets attributed to:		
Benefits paid to participants	12,396,557	10,172,172
Administrative expenses	351,224	341,149
TOTAL DEDUCTIONS	12,747,781	10,513,321
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	10,260,506	10,152,541
Net Assets Available for Benefits, Beginning of Year	102,758,389	92,605,848
NET ASSETS AVAILABLE FOR BENEFITS, END OF YEAR	$ 113,018,895	$ 102,758,389

See accompanying notes to the financial statements.

1. DESCRIPTION OF PLAN

The following description of the Performance Contractors, Inc. ("Company") 401(k) Salary Savings Plan #002 ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General. The Plan is a salary reduction arrangement under Internal Revenue Code Section 401(k) and a profit sharing plan covering all full-time employees of the Company who have attained age 21. Salary deferrals may be made after one year of service and profit sharing after two years of service. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

Contributions. The Company must contribute to the Plan the amount by which the Participants have reduced their compensation for the plan year. In addition, the Company must make a matching contribution in an amount equal to twenty percent of each participant's compensation for the plan year. The Company may contribute to the profit sharing plan at the discretion of the Company's board of directors. Some of the administrative expenses of the Plan were paid by the Company at the discretion of the board of directors.

Participant Accounts. Each participant's account is credited with the participant's contribution and allocations of (a) the Company's matching contribution, (b) the Company's profit sharing contribution, and (c) the Plan's earnings (losses). Allocations are based on participant earnings or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting. Participants are immediately vested 100 percent in all allocations to their accounts and are nonforfeitable at all times.

Notes Receivable from Participants. Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their account balance. The loans are secured by the balance in the participant's account and bear interest at 1% above the prime rate, as published in the Wall Street Journal, on the date of the loan (ranging from 4.25% to 6.50%). Principal and interest is paid ratable through weekly payroll deductions.

Payment of Benefits. On termination of service due to death, disability or retirement, a participant may elect to receive an amount equal to the value of the participant's vested interest in his or her account in either a lump-sum amount, or in annual installments. For termination of service due to other reasons, a participant may receive the value of the vested interest in his or her account as a lump-sum distribution.

Forfeited Accounts. At December 31, 2021 and 2020, the balance of the forfeited non-vested accounts was $11 and $69,865; respectively. These accounts will be used to reduce future employer contributions.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

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

Use of Estimates. The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the plan administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition. The Plan's investments are stated at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 3 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 (depreciation) includes the Plan's gains and losses on investments bought and sold as well as held during the year.

Notes Receivable from Participants. Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest accrual is recorded on the accrual basis. Related fees are charged directly to the borrowing participant's account and are included in administrative expenses when incurred. As of December 31, 2021 and 2020, no allowance for credit losses has been recorded. If a participant does not make loan repayments and the plan administrator considers the participant loan to be in default, the loan balance is reduced, and the delinquent participant note receivable is recorded as a benefit payment based on the terms of the Plan document.

Excess Contributions. At December 31, 2021 and 2020, amounts payable to participants totaling $1,797,488 and $1,836,811, respectively, for contributions in excess of amounts allowed by the IRS are recorded as liabilities with a corresponding reduction to contributions. The Plan distributed the 2021 and 2020 excess contributions to the applicable participants prior to March 15, 2022 and March 15, 2021, respectively.

Payment of Benefits. Benefits are recorded when paid.

Expenses. All operating expenses of the Plan are paid by the Company and are therefore excluded from these financial statements.

Date of Management's Review. Subsequent events were evaluated through October 4, 2022, which is the date the financial statements were issued.

3. FAIR VALUE MEASUREMENTS AND INVESTMENTS

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The three levels of the fair value hierarchy under FASB ASC 820 are described as follows: Level 1 inputs consist of unadjusted quoted prices in active markets for identical assets and have the highest priority. Level 2 inputs consist of observable inputs other than quoted prices for identical assets (Level 1). Level 3 inputs are unobservable and have the lowest priority. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments. When available, the Plan measures fair value using Level 1 inputs because they generally provide the most reliable evidence of fair value. Level 2 inputs are used for investments for which Level 1 inputs were not available. Level 3 inputs would only be used if Level 1 or Level 2 inputs were not available.

Level 1 Fair Value Measurements
The fair value of mutual funds is based on quoted net asset values of the shares as reported by the fund. The mutual funds held by the Plan are open-end mutual funds registered with the U.S. Securities and Exchange Commission. The funds must publish their daily net asset value and transact at that price. The mutual funds held by the Plan are considered to be actively traded. The fair values of common stocks, corporate bonds, and U.S. government securities are based on the closing price reported on the active market where the individual securities are traded.

Level 2 Fair Value Measurements
The fair value of common/collective trusts are based on the net asset value (NAV) of units of a bank collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV.

Level 3 Fair Value Measurements
The fair value of participant loans are based on the outstanding balance amounts held by the Plan at year-end.

The fair value of investments of Plan assets at December 31, 2021 and 2020 are summarized as follows:

	Fair Market Value Level	2021	2020
Nonparticipant Directed:			
U.S. Government backed securities	1	$ 3,664,121	$ 3,417,621
Corporate debt securities	1	2,802,261	2,656,770
Common stocks of publicly traded companies	1	5,689,097	8,610,507
Registered investment companies (mutual funds)	1	10,092,196	7,070,632
Participant Directed:			
Common/collective trusts	2	6,466,454	6,880,922
Registered investment companies (mutual funds)	1	82,831,240	73,039,952
Plan participant loans	3	2,176,290	2,164,194
Total Investments (including participant loans)		$ 113,721,659	$ 103,840,598

The table below sets forth a summary of changes in the fair value of the Plan's level 3 assets for the year ended December 31, 2021.

	Participant Loans
Balance, beginning of year	$ 2,164,194
Purchases, sales, issuances and settlements (net)	12,096
Balance, end of year	$ 2,176,290

During 2021 and 2020, the Plan's investments (including investments bought and held during the year) appreciated or depreciated in value by $8,399,489 and $9,610,898; respectively, as follows:

	2021	2020
Nonparticipant Directed:		
U.S. Government backed securities	$ (107,629)	$ 177,971
Corporate debt securities	(131,061)	118,675
Common stocks of publicly traded companies	741,285	1,851,589
Registered investment companies (mutual funds)	279,017	748,018
Participant Directed:		
Registered investment companies (mutual funds)	7,617,877	6,714,645
Net appreciation (depreciation) in fair value of assets	$ 8,399,489	$ 9,610,898

4. PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA.

5. TAX STATUS

The Internal Revenue Service has determined and informed the Company by letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). Although the Plan has been amended since receiving the advisory letter, the Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable requirements of the IRC and, therefore, believe that the Plan is qualified, and the related trust is tax-exempt.

Accounting principles generally accepted in the United States of America require the Plan administrator to evaluate tax positions taken by the Plan and recognize a tax liability for any uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by tax authorities; however, there are currently no audits for any tax periods in progress. The Plan administrator believes the Plan is no longer subject to income tax examinations from years prior to 2018.

6. 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 participants' account balances and the amounts reported in the statement of net assets available for benefits.

In December 2019, an outbreak of a novel strain of coronavirus (COVID-19) originated in Wuhan, China and has since spread to other countries, including the U.S. On March 11, 2020, the World Health Organization characterized COVID-19 as a pandemic. In addition, multiple jurisdictions in the U.S. have declared a state of emergency. It is anticipated that these impacts will continue for some time. There has been no immediate impact to the Plan's or the Plan's sponsor operations. The future effects of these issues are unknown.

7. INFORMATION PREPARED AND CERTIFIED BY CUSTODIAN OF THE PLAN

The following information included in the accompanying financial statements and supplemental schedules was obtained from data that has been prepared and certified to as complete and accurate by Alerus Financial, N.A. ("Alerus").

	2021	2020
Investments, at fair value (including participant loans)	$ 113,721,659	$ 103,840,598
Investment income:		
Net appreciation (depreciation) in fair value of investments	8,399,489	9,610,898
Net gain (loss) realized on sale of securities	2,497,861	(378,660)
Interest	272,444	329,770
Dividends	5,012,653	3,518,807
	$ 16,182,447	$ 13,080,815

8. PARTY-IN-INTEREST TRANSACTIONS

Certain Plan investments are managed by Alerus. Alerus is the investment custodian of the Plan and, therefore, these transactions qualify as party-in-interest transactions. These party-in-interest transactions are exempt from the prohibited transaction rules of ERISA.

Supplemental Information

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	US Treasury Bond	100,000 par 4.375% MAT 5-15-41	$ 125,800	$ 141,270
	US Treasury Bond	100,000 par 3.0% MAT 5-15-42	100,250	118,789
	US Treasury Bond	150,000 par 3.0% MAT 11-15-44	149,100	179,514
	US Treasury Bond	150,000 par 2.5% MAT 2-15-46	139,553	166,336
	US Treasury Bond	200,000 par 3.125% MAT 5-15-48	206,799	250,938
	US Treasury Note	25,000 par 2.0% MAT 2-15-25	24,447	25,758
	US Treasury Note	100,000 par 1.625% MAT 2-15-26	98,203	101,766
	US Treasury Note	150,000 par 2.5% MAT 8-15-23	154,245	154,500
	US Treasury Note	35,000 par 1.625% MAT 8-15-29	35,529	35,540
	US Treasury Note	250,000 par 2.125% MAT 3-31-24	263,233	257,345
	US Treasury Note	200,000 par 1.625% MAT 5-15-31	201,161	202,750
	US Treasury Bonds	225,000 par 1.25% MAT 5-15-50	188,144	191,988
	US Treasury Bonds	100,000 par 1.25% MAT 5-15-51	91,604	99,391
	Federal Home Loan Bank	25,000 par 4.375% MAT 3-13-26	28,712	28,202
	Federal Home Loan Mtg Corp Pool	23,810 par 3.5% MAT 6-1-44	24,591	25,515
	Federal Home Loan Mtg Corp Pool	29,267 par 3.0% MAT 1-1-45	29,302	30,773
	Federal Home Loan Mtg Corp Pool	19,019 par 3.5% MAT 8-1-34	19,907	20,353
	Federal Home Loan Mtg Corp Pool	30,512 par 2.5% MAT 1-1-28	31,146	31,706
	Federal Home Loan Mtg Corp Pool	123,693 par 2.5% MAT 12-1-49	123,867	126,379
	Federal Home Loan Mtg Corp Pool	209,088 par 2.0% MAT 7-1-50	214,381	208,735
	Federal Home Loan Mtg Corp Pool	292,603 par 2.0% MAT 8-1-50	303,438	292,108
	Federal Home Loan Mtg Corp Pool	38,475 par 3.5% MAT 4-1-33	40,291	40,711
	Federal Home Loan Mtg Corp Pool	25,099 par 3.0% MAT 2-1-43	25,165	26,522
	Federal National Mtg Assn Pool	71,187 par 1.5% MAT 5-1-41	70,931	69,933
	Federal National Mtg Assn Pool	32,756 par 3.0% MAT 4-1-46	33,759	34,360
	Federal National Mtg Assn Pool	30,221 par 3.0% MAT 11-1-48	30,311	31,496
	Federal National Mtg Assn Pool	26,858 par 3.0% MAT 10-1-47	26,867	27,423
	Federal National Mtg Assn Pool	14,237 par 3.5% MAT 2-1-48	14,102	14,785
	Federal National Mtg Assn Pool	24,978 par 3.0% MAT 7-1-49	25,244	25,929
	Federal National Mtg Assn Pool	31,473 par 3.0% MAT 1-1-50	31,920	32,629
	Federal National Mtg Assn Pool	83,727 par 2.0% MAT 10-1-50	86,396	83,586
	Federal National Mtg Assn Pool	567,767 par 1.5% MAT 5-1-41	563,687	556,844
	Federal National Mtg Assn Pool	29,903 par 2.0% MAT 12-1-41	30,371	30,247
	Altera Corp	100,000 par 4.1% MAT 11-15-23	104,320	105,726
	Amazon.Com Inc	100,000 par 2.5% MAT 11-29-22	97,400	101,495
	Bank of America	175,000 par 3.95% MAT 4-21-25	188,312	187,124
	Burlington North Santa Fe	75,000 par 3.0% MAT 3-15-23	73,822	76,502
	Burlington Resources Fin	125,000 par 7.2% MAT 8-15-31	155,638	175,572
	CVS Corp	100,000 par 4.3% MAT 3-25-28	105,129	112,301
	Camden Property Trust	100,000 par 3.5% MAT 9-15-24	97,900	104,778
	Capital One Bank	75,000 par 3.375% MAT 2-15-23	75,951	77,079
	Dominion Resources	100,000 par 4.25% MAT 6-1-28	111,413	111,529
	Express Scripts Hldg Co	250,000 par 3.4% MAT 3-1-27	240,015	265,150
	Goldman Sachs Group Inc	100,000 par 5.75% MAT 1-24-22	112,538	100,301

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	JP Morgan Chase & Co	100,000 par 3.875% MAT 9-10-24	102,868	106,095
	Legg Mason Inc	100,000 par 4.75% MAT 3-15-26	104,820	112,099
	Morgan Stanley	100,000 par 6.25% MAT 8-9-26	119,420	119,219
	Norfolk Southn Corp	65,000 par 5.59% MAT 5-17-25	74,485	73,231
	Oracle Corporaton	50,000 par 2.95 % MAT 4-1-30	51,849	50,618
	Starbucks Corp	200,000 par 2.55 % MAT 11-15-30	208,988	204,186
	Tyson Foods	250,000 par 3.95% MAT 8-15-24	273,437	265,802
	Verizon Communications	100,000 par 3.875% MAT 2-8-29	102,970	110,910
	Wells Fargo & Company	100,000 par 4.3% MAT 7-22-27	106,097	111,480
	Whirlpool Corp	200,000 par 4.75% MAT 2-26-29	235,666	231,064
	Abbott Laboratories	886 Shares of common stock	86,094	124,696
	Activision Blizzard Inc	2,109 Shares of common stock	129,550	140,312
	Advance Auto Parts Inc	795 Shares of common stock	162,016	190,705
	Align Technology Inc	201 Shares of common stock	127,421	132,093
	Alphabet Inc Class A	133 Shares of common stock	199,312	385,306
	Amazon.Com Inc	113 Shares of common stock	253,004	376,780
	American Express Company	547 Shares of common stock	86,285	89,489
	American International	1,363 Shares of common stock	72,534	77,500
	Bank of America Corporation	3,132 Shares of common stock	113,795	139,343
	Blackstone Group Inc Com Cl A	529 Shares of common stock	46,553	68,447
	Cheniere Energy Inc Com New	382 Shares of common stock	41,256	38,742
	Constellation Brands Class A	574 Shares of common stock	123,493	144,057
	Copart Inc	355 Shares of common stock	50,542	53,825
	Danaher Corp	254 Shares of common stock	49,873	83,569
	Deere & Co	362 Shares of common stock	105,782	124,126
	Edwards Lifesciences Corp	179 Shares of common stock	13,903	23,189
	Electronic Arts Inc Del	1,038 Shares of common stock	133,461	136,912
	Fortive Corp	1,032 Shares of common stock	76,827	78,731
	Hartford Financial Svcs Group	1,045 Shares of common stock	73,161	72,147
	Hershey Foods Corporation	274 Shares of common stock	43,045	53,011
	Idexx Laboratories	78 Shares of common stock	49,833	51,360
	Intuitive Surgical Inc	108 Shares of common stock	27,128	38,804
	Iqvia Holdings Inc	342 Shares of common stock	60,645	96,492
	Lam Research Corp	206 Shares of common stock	91,647	148,145
	Lowes Companies Inc	477 Shares of common stock	63,706	123,295
	Marsh & McLennan Cos Inc	288 Shares of common stock	47,320	50,060
	Martin Marrietta Matls Inc	248 Shares of common stock	92,861	109,249
	Mastercard Corp	417 Shares of common stock	131,922	149,836
	Mid-Amer Apt Communities Inc	268 Shares of common stock	34,981	61,490
	Molina Healthcare Ins	269 Shares of common stock	65,981	85,564
	Morgan Stanley	1,061 Shares of common stock	71,698	104,148
	Netflix Inc	346 Shares of common stock	204,154	208,444
	Norfolk Southn Corp	410 Shares of common stock	94,862	122,061
	Prologis Inc Com	460 Shares of common stock	59,632	77,446

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current Value
	S P Global Inc Com	102	Shares of common stock	47,614	48,137
	Salesforce.com Inc	473	Shares of common stock	103,933	120,203
	The Charles Schwab Corporation	1,206	Shares of common stock	98,820	101,425
	Simon Property Group Inc	489	Shares of common stock	49,840	78,128
	Take-2 Interactive Sortware	960	Shares of common stock	158,894	170,611
	Texas Instruments Inc	41	Shares of common stock	54,125	51,204
	Thermo Fisher Scientific	73	Shares of common stock	33,766	48,708
	United Health Group Inc	358	Shares of common stock	132,849	179,766
	Visa Inc	732	Shares of common stock	143,890	158,632
	Vulcan Materials	517	Shares of common stock	91,353	107,319
	Wells Fargo & Company	2,475	Shares of common stock	121,963	118,750
	Western Digital Coporation Del	1,255	Shares of common stock	69,177	81,839
	Wynn Resorts Ltd	1,261	Shares of common stock	110,578	107,235
	Zoetis Inc	290	Shares of common stock	49,058	70,769
	Bunge Ltd	1,144	Shares of common stock	84,889	106,804
	Eaton Corp PLC	752	Shares of common stock	99,987	129,961
	Linde PLC Com	145	Shares of common stock	32,263	50,232
	Vanguard Retirement Savings Trust Fund	6,466,454	Common collective trust	6,466,454	6,466,454
	Alliancebernstein High Income	55,915	Shares of mutual funds	444,153	444,522
	Eaton Vance Floating Rate Advantage	25,227	Shares of mutual funds	267,404	266,143
	Pimco Mortgage Opportunities Fund Instl	80,858	Shares of mutual funds	886,345	874,071
	Cohen and Steers Global Realty I	2,456	Shares of mutual funds	132,512	163,284
	Dimensional US Small Cap Value	10,330	Shares of mutual funds	393,391	449,051
	Fidelity Advisor Small Cap Growth Z	13,811	Shares of mutual funds	374,908	441,405
	Invesco Developing Markets Cl R6	5,771	Shares of mutual funds	263,366	271,226
	Causeway International Value	45,016	Shares of mutual funds	685,695	782,827
	Dimensional Dfa World Ex US Core Equity	91,902	Shares of mutual funds	1,110,314	1,262,738
	Fidelity Intl Growth Z	31,628	Shares of mutual funds	668,148	665,450
	Ishares	630	Shares of mutual funds	336,798	341,662
	Ishares Dow Jones US Real Estate	762	Shares of mutual funds	84,683	88,499
	Spdr Tr Unit Ser 1	205	Shares of mutual funds	95,758	97,367
	Select Sectpr Spdr ETF Health Care	1,554	Shares of mutual funds	208,939	218,943
	Select Sectpr Spdr ETF Consumer Staples	1,812	Shares of mutual funds	130,532	139,723
	Select Sectpr Spdr ETF Consumer Discetionary	1,954	Shares of mutual funds	392,969	399,476
	Select Sectpr Spdr ETF Energy	3,013	Shares of mutual funds	147,757	167,222
	Select Sectpr Spdr ETF Financial	5,625	Shares of mutual funds	219,559	219,656
	Select Sectpr Spdr ETF Indl	2,148	Shares of mutual funds	225,751	227,280
	Select Sectpr Spdr ETF Technology	11,733	Shares of mutual funds	1,934,096	2,040,017
	Vanguard Long-Term Corp Bond ETF	5,023	Shares of mutual funds	536,378	531,634
	Janus Henderson Balanced	78,516	Shares of mutual funds	3,238,601	3,610,948
	Vanguard Target Retirement Income	67,277	Shares of mutual funds	913,306	972,831
	Vanguard Target Retirement 2015	101,935	Shares of mutual funds	1,504,113	1,489,275
	Vanguard Target Retirement 2020	16,719	Shares of mutual funds	574,625	518,643
	Vanguard Target Retirement 2025	171,361	Shares of mutual funds	3,272,679	3,485,483

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current Value
	Vanguard Target Retirement 2030	5,035	Shares of mutual funds	193,281	193,462
	Vanguard Target Retirement 2035	198,621	Shares of mutual funds	4,064,299	4,735,136
	Vanguard Target Retirement 2040	10,685	Shares of mutual funds	444,262	449,111
	Vanguard Target Retirement 2045	104,380	Shares of mutual funds	2,602,093	2,962,303
	Vanguard Target Retirement 2050	8,879	Shares of mutual funds	348,126	416,431
	Vanguard Target Retirement 2055	39,563	Shares of mutual funds	1,684,508	2,065,957
	Vanguard Target Retirement 2060	1,970	Shares of mutual funds	83,076	94,624
	Vanguard Target Retirement 2065	2,998	Shares of mutual funds	82,085	94,209
	Pimco Total Return Instl Fund	224,790	Shares of mutual funds	2,349,478	2,308,597
	Blackrock Mid Cap Growth Eq K	40,033	Shares of mutual funds	1,789,039	1,926,008
	Dodge & Cox Stock Fund	20,021	Shares of mutual funds	3,539,263	4,910,461
	Federated Hermes Kaufmann Small Cap Instl	29,775	Shares of mutual funds	1,886,281	1,795,706
	Franklin Utilities Adv	66,315	Shares of mutual funds	1,297,609	1,474,175
	T. Rowe Price Communication & Technology	25,943	Shares of mutual funds	2,940,317	4,737,146
	T. Rowe Price Financial Svcs Fund Inc Com	26,824	Shares of mutual funds	707,733	964,859
	T. Rowe Price Small-Cap Stock Fund Com	26,028	Shares of mutual funds	1,323,751	1,815,432
	T. Rowe Price Small Cap Value Fund #6	31,607	Shares of mutual funds	1,442,020	1,953,006
	Vanguard Energy Admiral	49,491	Shares of mutual funds	4,138,268	3,588,655
	Vanguard Reit Index Admiral Fund	9,886	Shares of mutual funds	1,192,446	1,623,965
	Vanguard Specialized Portfolios Health Care	29,831	Shares of mutual funds	2,580,481	2,858,720
	Vanguard Global Equity Portfolio Fund	47,067	Shares of mutual funds	1,390,806	1,810,663
	Vanguard Information Tech Ind Admir	16,611	Shares of mutual funds	3,025,864	3,895,139
	Vanguard Growth Index Admiral	24,755	Shares of mutual funds	3,277,544	4,088,347
	Vanguard Index Trust Mid-Cap Index Fund	12,458	Shares of mutual funds	2,642,886	3,930,051
	Vanguard Small Cap Index Admiral Fund	17,081	Shares of mutual funds	1,224,512	1,851,046
	Vanguard 500 Index Admiral Fd 540	28,972	Shares of mutual funds	7,400,405	12,742,580
	AFS Europacific Growth R6	16,068	Shares of mutual funds	892,412	1,040,064
	MFS Intl Diversified Income	96,857	Shares of mutual funds	2,355,506	2,428,207
				93,250,355	111,545,369
	Participant Loans	2,176,290	4.25% - 6.50%	0	2,176,290
				$ 93,250,355	$ 113,721,659

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4j - Schedule of Reportable Transactions

For the Year Ended December 31, 2021

Indentity of Party Involved	Description of Asset	Purchase Price	Selling Price	Lease Rental	Expense Incurred with Transaction	Cost of Asset	Current Value of Asset on Transaction Date	Net Gain or (Loss)
NONE								

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	US Treasury Bond	100,000 par 4.375% MAT 5-15-41	$ 125,800	$ 141,270
	US Treasury Bond	100,000 par 3.0% MAT 5-15-42	100,250	118,789
	US Treasury Bond	150,000 par 3.0% MAT 11-15-44	149,100	179,514
	US Treasury Bond	150,000 par 2.5% MAT 2-15-46	139,553	166,336
	US Treasury Bond	200,000 par 3.125% MAT 5-15-48	206,799	250,938
	US Treasury Note	25,000 par 2.0% MAT 2-15-25	24,447	25,758
	US Treasury Note	100,000 par 1.625% MAT 2-15-26	98,203	101,766
	US Treasury Note	150,000 par 2.5% MAT 8-15-23	154,245	154,500
	US Treasury Note	35,000 par 1.625% MAT 8-15-29	35,529	35,540
	US Treasury Note	250,000 par 2.125% MAT 3-31-24	263,233	257,345
	US Treasury Note	200,000 par 1.625% MAT 5-15-31	201,161	202,750
	US Treasury Bonds	225,000 par 1.25% MAT 5-15-50	188,144	191,988
	US Treasury Bonds	100,000 par 1.25% MAT 5-15-51	91,604	99,391
	Federal Home Loan Bank	25,000 par 4.375% MAT 3-13-26	28,712	28,202
	Federal Home Loan Mtg Corp Pool	23,810 par 3.5% MAT 6-1-44	24,591	25,515
	Federal Home Loan Mtg Corp Pool	29,267 par 3.0% MAT 1-1-45	29,302	30,773
	Federal Home Loan Mtg Corp Pool	19,019 par 3.5% MAT 8-1-34	19,907	20,353
	Federal Home Loan Mtg Corp Pool	30,512 par 2.5% MAT 1-1-28	31,146	31,706
	Federal Home Loan Mtg Corp Pool	123,693 par 2.5% MAT 12-1-49	123,867	126,379
	Federal Home Loan Mtg Corp Pool	209,088 par 2.0% MAT 7-1-50	214,381	208,735
	Federal Home Loan Mtg Corp Pool	292,603 par 2.0% MAT 8-1-50	303,438	292,108
	Federal Home Loan Mtg Corp Pool	38,475 par 3.5% MAT 4-1-33	40,291	40,711
	Federal Home Loan Mtg Corp Pool	25,099 par 3.0% MAT 2-1-43	25,165	26,522
	Federal National Mtg Assn Pool	71,187 par 1.5% MAT 5-1-41	70,931	69,933
	Federal National Mtg Assn Pool	32,756 par 3.0% MAT 4-1-46	33,759	34,360
	Federal National Mtg Assn Pool	30,221 par 3.0% MAT 11-1-48	30,311	31,496
	Federal National Mtg Assn Pool	26,858 par 3.0% MAT 10-1-47	26,867	27,423
	Federal National Mtg Assn Pool	14,237 par 3.5% MAT 2-1-48	14,102	14,785
	Federal National Mtg Assn Pool	24,978 par 3.0% MAT 7-1-49	25,244	25,929
	Federal National Mtg Assn Pool	31,473 par 3.0% MAT 1-1-50	31,920	32,629
	Federal National Mtg Assn Pool	83,727 par 2.0% MAT 10-1-50	86,396	83,586
	Federal National Mtg Assn Pool	567,767 par 1.5% MAT 5-1-41	563,687	556,844
	Federal National Mtg Assn Pool	29,903 par 2.0% MAT 12-1-41	30,371	30,247
	Altera Corp	100,000 par 4.1% MAT 11-15-23	104,320	105,726
	Amazon.Com Inc	100,000 par 2.5% MAT 11-29-22	97,400	101,495
	Bank of America	175,000 par 3.95% MAT 4-21-25	188,312	187,124
	Burlington North Santa Fe	75,000 par 3.0% MAT 3-15-23	73,822	76,502
	Burlington Resources Fin	125,000 par 7.2% MAT 8-15-31	155,638	175,572
	CVS Corp	100,000 par 4.3% MAT 3-25-28	105,129	112,301
	Camden Property Trust	100,000 par 3.5% MAT 9-15-24	97,900	104,778
	Capital One Bank	75,000 par 3.375% MAT 2-15-23	75,951	77,079
	Dominion Resources	100,000 par 4.25% MAT 6-1-28	111,413	111,529
	Express Scripts Hldg Co	250,000 par 3.4% MAT 3-1-27	240,015	265,150
	Goldman Sachs Group Inc	100,000 par 5.75% MAT 1-24-22	112,538	100,301

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current Value
	JP Morgan Chase & Co	100,000 par 3.875% MAT 9-10-24	102,868	106,095
	Legg Mason Inc	100,000 par 4.75% MAT 3-15-26	104,820	112,099
	Morgan Stanley	100,000 par 6.25% MAT 8-9-26	119,420	119,219
	Norfolk Southn Corp	65,000 par 5.59% MAT 5-17-25	74,485	73,231
	Oracle Corporaton	50,000 par 2.95 % MAT 4-1-30	51,849	50,618
	Starbucks Corp	200,000 par 2.55 % MAT 11-15-30	208,988	204,186
	Tyson Foods	250,000 par 3.95% MAT 8-15-24	273,437	265,802
	Verizon Communications	100,000 par 3.875% MAT 2-8-29	102,970	110,910
	Wells Fargo & Company	100,000 par 4.3% MAT 7-22-27	106,097	111,480
	Whirlpool Corp	200,000 par 4.75% MAT 2-26-29	235,666	231,064
	Abbott Laboratories	886 Shares of common stock	86,094	124,696
	Activision Blizzard Inc	2,109 Shares of common stock	129,550	140,312
	Advance Auto Parts Inc	795 Shares of common stock	162,016	190,705
	Align Technology Inc	201 Shares of common stock	127,421	132,093
	Alphabet Inc Class A	133 Shares of common stock	199,312	385,306
	Amazon.Com Inc	113 Shares of common stock	253,004	376,780
	American Express Company	547 Shares of common stock	86,285	89,489
	American International	1,363 Shares of common stock	72,534	77,500
	Bank of America Corporation	3,132 Shares of common stock	113,795	139,343
	Blackstone Group Inc Com Cl A	529 Shares of common stock	46,553	68,447
	Cheniere Energy Inc Com New	382 Shares of common stock	41,256	38,742
	Constellation Brands Class A	574 Shares of common stock	123,493	144,057
	Copart Inc	355 Shares of common stock	50,542	53,825
	Danaher Corp	254 Shares of common stock	49,873	83,569
	Deere & Co	362 Shares of common stock	105,782	124,126
	Edwards Lifesciences Corp	179 Shares of common stock	13,903	23,189
	Electronic Arts Inc Del	1,038 Shares of common stock	133,461	136,912
	Fortive Corp	1,032 Shares of common stock	76,827	78,731
	Hartford Financial Svcs Group	1,045 Shares of common stock	73,161	72,147
	Hershey Foods Corporation	274 Shares of common stock	43,045	53,011
	Idexx Laboratories	78 Shares of common stock	49,833	51,360
	Intuitive Surgical Inc	108 Shares of common stock	27,128	38,804
	Iqvia Holdings Inc	342 Shares of common stock	60,645	96,492
	Lam Research Corp	206 Shares of common stock	91,647	148,145
	Lowes Companies Inc	477 Shares of common stock	63,706	123,295
	Marsh & McLennan Cos Inc	288 Shares of common stock	47,320	50,060
	Martin Marrietta Matls Inc	248 Shares of common stock	92,861	109,249
	Mastercard Corp	417 Shares of common stock	131,922	149,836
	Mid-Amer Apt Communities Inc	268 Shares of common stock	34,981	61,490
	Molina Healthcare Ins	269 Shares of common stock	65,981	85,564
	Morgan Stanley	1,061 Shares of common stock	71,698	104,148
	Netflix Inc	346 Shares of common stock	204,154	208,444
	Norfolk Southn Corp	410 Shares of common stock	94,862	122,061
	Prologis Inc Com	460 Shares of common stock	59,632	77,446

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current Value
	S P Global Inc Com	102	Shares of common stock	47,614	48,137
	Salesforce.com Inc	473	Shares of common stock	103,933	120,203
	The Charles Schwab Corporation	1,206	Shares of common stock	98,820	101,425
	Simon Property Group Inc	489	Shares of common stock	49,840	78,128
	Take-2 Interactive Sortware	960	Shares of common stock	158,894	170,611
	Texas Instruments Inc	41	Shares of common stock	54,125	51,204
	Thermo Fisher Scientific	73	Shares of common stock	33,766	48,708
	United Health Group Inc	358	Shares of common stock	132,849	179,766
	Visa Inc	732	Shares of common stock	143,890	158,632
	Vulcan Materials	517	Shares of common stock	91,353	107,319
	Wells Fargo & Company	2,475	Shares of common stock	121,963	118,750
	Western Digital Coporation Del	1,255	Shares of common stock	69,177	81,839
	Wynn Resorts Ltd	1,261	Shares of common stock	110,578	107,235
	Zoetis Inc	290	Shares of common stock	49,058	70,769
	Bunge Ltd	1,144	Shares of common stock	84,889	106,804
	Eaton Corp PLC	752	Shares of common stock	99,987	129,961
	Linde PLC Com	145	Shares of common stock	32,263	50,232
	Vanguard Retirement Savings Trust Fund	6,466,454	Common collective trust	6,466,454	6,466,454
	Alliancebernstein High Income	55,915	Shares of mutual funds	444,153	444,522
	Eaton Vance Floating Rate Advantage	25,227	Shares of mutual funds	267,404	266,143
	Pimco Mortgage Opportunities Fund Instl	80,858	Shares of mutual funds	886,345	874,071
	Cohen and Steers Global Realty I	2,456	Shares of mutual funds	132,512	163,284
	Dimensional US Small Cap Value	10,330	Shares of mutual funds	393,391	449,051
	Fidelity Advisor Small Cap Growth Z	13,811	Shares of mutual funds	374,908	441,405
	Invesco Developing Markets Cl R6	5,771	Shares of mutual funds	263,366	271,226
	Causeway International Value	45,016	Shares of mutual funds	685,695	782,827
	Dimensional Dfa World Ex US Core Equity	91,902	Shares of mutual funds	1,110,314	1,262,738
	Fidelity Intl Growth Z	31,628	Shares of mutual funds	668,148	665,450
	Ishares	630	Shares of mutual funds	336,798	341,662
	Ishares Dow Jones US Real Estate	762	Shares of mutual funds	84,683	88,499
	Spdr Tr Unit Ser 1	205	Shares of mutual funds	95,758	97,367
	Select Sectpr Spdr ETF Health Care	1,554	Shares of mutual funds	208,939	218,943
	Select Sectpr Spdr ETF Consumer Staples	1,812	Shares of mutual funds	130,532	139,723
	Select Sectpr Spdr ETF Consumer Discetionary	1,954	Shares of mutual funds	392,969	399,476
	Select Sectpr Spdr ETF Energy	3,013	Shares of mutual funds	147,757	167,222
	Select Sectpr Spdr ETF Financial	5,625	Shares of mutual funds	219,559	219,656
	Select Sectpr Spdr ETF Indl	2,148	Shares of mutual funds	225,751	227,280
	Select Sectpr Spdr ETF Technology	11,733	Shares of mutual funds	1,934,096	2,040,017
	Vanguard Long-Term Corp Bond ETF	5,023	Shares of mutual funds	536,378	531,634
	Janus Henderson Balanced	78,516	Shares of mutual funds	3,238,601	3,610,948
	Vanguard Target Retirement Income	67,277	Shares of mutual funds	913,306	972,831
	Vanguard Target Retirement 2015	101,935	Shares of mutual funds	1,504,113	1,489,275
	Vanguard Target Retirement 2020	16,719	Shares of mutual funds	574,625	518,643
	Vanguard Target Retirement 2025	171,361	Shares of mutual funds	3,272,679	3,485,483

Performance Contractors, Inc.
401(k) Salary Savings Plan #002
Plan Sponsor's EIN: 72-0875986

Form 5500, Schedule H, line 4i - Schedule of Assets (Held at End of Year)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current Value
	Vanguard Target Retirement 2030	5,035	Shares of mutual funds	193,281	193,462
	Vanguard Target Retirement 2035	198,621	Shares of mutual funds	4,064,299	4,735,136
	Vanguard Target Retirement 2040	10,685	Shares of mutual funds	444,262	449,111
	Vanguard Target Retirement 2045	104,380	Shares of mutual funds	2,602,093	2,962,303
	Vanguard Target Retirement 2050	8,879	Shares of mutual funds	348,126	416,431
	Vanguard Target Retirement 2055	39,563	Shares of mutual funds	1,684,508	2,065,957
	Vanguard Target Retirement 2060	1,970	Shares of mutual funds	83,076	94,624
	Vanguard Target Retirement 2065	2,998	Shares of mutual funds	82,085	94,209
	Pimco Total Return Instl Fund	224,790	Shares of mutual funds	2,349,478	2,308,597
	Blackrock Mid Cap Growth Eq K	40,033	Shares of mutual funds	1,789,039	1,926,008
	Dodge & Cox Stock Fund	20,021	Shares of mutual funds	3,539,263	4,910,461
	Federated Hermes Kaufmann Small Cap Instl	29,775	Shares of mutual funds	1,886,281	1,795,706
	Franklin Utilities Adv	66,315	Shares of mutual funds	1,297,609	1,474,175
	T. Rowe Price Communication & Technology	25,943	Shares of mutual funds	2,940,317	4,737,146
	T. Rowe Price Financial Svcs Fund Inc Com	26,824	Shares of mutual funds	707,733	964,859
	T. Rowe Price Small-Cap Stock Fund Com	26,028	Shares of mutual funds	1,323,751	1,815,432
	T. Rowe Price Small Cap Value Fund #6	31,607	Shares of mutual funds	1,442,020	1,953,006
	Vanguard Energy Admiral	49,491	Shares of mutual funds	4,138,268	3,588,655
	Vanguard Reit Index Admiral Fund	9,886	Shares of mutual funds	1,192,446	1,623,965
	Vanguard Specialized Portfolios Health Care	29,831	Shares of mutual funds	2,580,481	2,858,720
	Vanguard Global Equity Portfolio Fund	47,067	Shares of mutual funds	1,390,806	1,810,663
	Vanguard Information Tech Ind Admir	16,611	Shares of mutual funds	3,025,864	3,895,139
	Vanguard Growth Index Admiral	24,755	Shares of mutual funds	3,277,544	4,088,347
	Vanguard Index Trust Mid-Cap Index Fund	12,458	Shares of mutual funds	2,642,886	3,930,051
	Vanguard Small Cap Index Admiral Fund	17,081	Shares of mutual funds	1,224,512	1,851,046
	Vanguard 500 Index Admiral Fd 540	28,972	Shares of mutual funds	7,400,405	12,742,580
	AFS Europacific Growth R6	16,068	Shares of mutual funds	892,412	1,040,064
	MFS Intl Diversified Income	96,857	Shares of mutual funds	2,355,506	2,428,207
				93,250,355	111,545,369
	Participant Loans	2,176,290	4.25% - 6.50%	0	2,176,290
				$ 93,250,355	$ 113,721,659