

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
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
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 <u>SAI CONSULTING ENGINEERS, INC. 401(K) RS PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>11/01/1991</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>11/01/1991</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>11/01/1991</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>SAI CONSULTING ENGINEERS, INC.</u> <u>1350 PENN AVENUE, SUITE 300</u> <u>PITTSBURGH, PA 15222-4211</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>25-1289019</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>412-392-8750</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>541330</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>25-1289019</u>	2c Plan Sponsor's telephone number <u>412-392-8750</u>	2d Business code (see instructions) <u>541330</u>	
2b Employer Identification Number (EIN) <u>25-1289019</u>					
2c Plan Sponsor's telephone number <u>412-392-8750</u>					
2d Business code (see instructions) <u>541330</u>					

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2022	GLENN STICKEL
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	164
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)	116
a(2) Total number of active participants at the end of the plan year		6a(2)	118
b Retired or separated participants receiving benefits.....		6b	4
c Other retired or separated participants entitled to future benefits		6c	47
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	169
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	169
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	167
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 2S 2T 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		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 SAI CONSULTING ENGINEERS, INC. 401(K) RS PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 SAI CONSULTING ENGINEERS, INC.	D Employer Identification Number (EIN) 25-1289019	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
THE VANGUARD GROUP, INC.
23-1945930

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

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

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

THE VANGUARD GROUP, INC.

23-1945930

(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 25 52 99	NONE	2208	Yes ☒ No ☐	Yes ☒ 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:

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
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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
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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
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan SAI CONSULTING ENGINEERS, INC. 401(K) RS PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 SAI CONSULTING ENGINEERS, INC.	D Employer Identification Number (EIN) 25-1289019	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts.....	1c(9)	2811109	2252539
(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)	36940308	44596530
(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	39751417 46849069
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	39751417 46849069

Part II Income and Expense Statement

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

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	260071
	(B) Participants	2a(1)(B)	1046031
	(C) Others (including rollovers).....	2a(1)(C)	7461
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	1313563
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	0
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	3942127
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	3942127
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		31013
(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)		2312794
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		7599497
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	499637	
(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)		499637
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)	2208	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		2208
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		501845
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		7097652
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: **EXLER & COMPANY INC**

(2) EIN: **25-1208508**

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

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

Part IV Compliance Questions

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

During the plan year:

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

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		1500000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
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 SAI CONSULTING ENGINEERS, INC. 401(K) RS PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 SAI CONSULTING ENGINEERS, INC.	D Employer Identification Number (EIN) 25-1289019

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): 23-2186884		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

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

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
-----------------	-------------------

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

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

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

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

Schedule R (Form 5500) 2021
v. 201209

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 _____



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

**FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2021 AND 2020



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

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DECEMBER 31, 2021 AND 2020

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Exler & Company, Inc.

Certified Public Accountants

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Mark R. Exler, CPA, PFS
William H. Westland, Jr., CPA

INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of the
SAI Consulting Engineers, Inc.
401(k) Retirement/Savings Plan
Pittsburgh, Pennsylvania

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the accompanying financial statements of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings 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 SAI Consulting Engineers, Inc. Retirement/Savings Plan's 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 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 December 31, 2021 and for the year ended December 31, 2021, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the 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 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

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan 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 ERISA section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of this 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 the 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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 Financial Statements

Except as described in the Scope and Nature of the ERISA section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from 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 it not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 as audit in accordance with generally accepted auditing standards, 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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 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.

Supplemental Schedules Required by ERISA

The supplemental schedule of Assets Held for Investment Purposes is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 related directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, included 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labors' Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to or 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).

Pittsburgh, Pennsylvania
October 11, 2022



Exler & Company, Inc.

Certified Public Accountants

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William H. Westland, Jr., CPA

INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of the
SAI Consulting Engineers, Inc.
401(k) Retirement/Savings Plan
Pittsburgh, Pennsylvania

We were engaged to audit the accompanying financial statements of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan, which comprises the statement of net assets available for benefits as of December 31, 2020 and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on the 2020 financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

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



Disclaimer of Opinion

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

Report on Form and Content in Compliance with DOL Rules and Regulations for 2020 Financial Statements

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

Pittsburgh, Pennsylvania
October 11, 2022



SAI CONSULTING ENGINEERS, INC
401(K) RETIREMENT/SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2021 AND 2020

	2021	2020
ASSETS		
Investments at fair value (Note D):		
Mutual Funds	\$ 44,596,530	\$ 36,940,308
Investments at contract value:		
Vanguard Retirement Savings Trust	<u>\$ 2,252,539</u>	<u>\$ 2,811,109</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 46,849,069</u></u>	<u><u>\$ 39,751,417</u></u>

See accompanying notes



SAI CONSULTING ENGINEERS, INC
401(K) RETIREMENT/SAVINGS PLAN

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		
Dividends and interest	\$ 3,973,139	\$ 2,089,199
Realized gain on sale of securities	329,443	245,583
Net appreciation of fair value in investments (Note D)	<u>1,983,352</u>	<u>3,312,747</u>
Total Investment Income	6,285,934	5,647,529
Contributions		
Employer contributions (Note A-2)	260,071	354,666
Participant contributions (Note A-2)	1,046,031	1,118,775
Rollover contributions	<u>7,461</u>	<u>-</u>
Total Additions	7,599,497	7,120,970
DEDUCTIONS		
Deductions From Net Assets Attributed To		
Benefits paid to participants (Note A-5)	499,637	9,254,685
Administrative fees	<u>2,208</u>	<u>2,849</u>
Total Deductions	<u>501,845</u>	<u>9,257,534</u>
Net Increase (Decrease)	7,097,652	(2,136,564)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	<u>39,751,417</u>	<u>41,887,981</u>
END OF YEAR	<u>\$ 46,849,069</u>	<u>\$ 39,751,417</u>

See accompanying notes



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2021 AND 2020

A. Description of Plan

The following description of the SAI Consulting Engineers, Inc. 401(k) Retirement Plan ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan covering all full-time employees of the Company who are age eighteen (18) or older. The Plan includes an automatic salary deferral feature. Upon the participant satisfying the eligibility requirements, the Company will automatically withhold 4% of the participant's compensation and contribute the amount to the Plan as salary deferral. The participant does have the ability to modify the automatic deferral and/or elect not to defer any amount from their compensation. Participation is voluntary and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

2. Contributions

Company Contributions

Each year the Company may contribute to the Plan an amount determined by its Board of Directors subject to certain limitations, as defined in the Plan. A contribution is not required to be made in a Plan Year. In 2021 and 2020, the Company did not make any discretionary contributions.

Salary Reduction Contributions

A participant may elect to make pre-tax or Roth contributions to the plan of up to 20% of their salary. The Company must contribute a matching contribution equal to \$0.25 for each \$1.00 the participant deposits in his/her account up to 5% of the participant's compensation, and equal to \$0.50 for each \$1.00 the participant deposits in his/her account in excess of 5% up to a maximum of 10% of the participant's compensation. For participant's contributions in excess of 10% of the participant's compensation, there shall be no matching Company contributions.

Beginning in November 2020 through February 2021, the matching contributions were temporarily suspended as part of management's adaptations to operations to keep the company's business functioning during the novel coronavirus Covid-19 global health pandemic.

Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

A. Description of Plan (Continued)

3. Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of a) the Company's matching contribution and b) Plan earnings (losses), and charged with an allocation of any expenses paid by the Plan. 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.

The Company contribution (if any) shall be credited to the participant's accounts as follows: Sixty Percent (60%) in the same proportion that each participant's compensation for such Plan year bears to the total compensation for all participants for such Plan year; and Forty Percent (40%) in the same proportion that each participant's total months of credited service bears to the total months of credited service for all participants.

4. Vesting/Forfeitures

Participants are 100% vested at all times with respect to their accrued benefit in both the Company contribution and salary reduction accounts. Since participants accounts are fully vested at all times, there are no forfeitures.

5. Benefits Paid to Participants

On termination of service, a participant will receive a lump-sum amount to equal the vested value of his or her account.

B. Summary of Accounting Policies

1. Basis of Accounting

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

Investments held by a defined contribution plan are required to be reported at fair value, except for the common/collective trust, which is reported at contract value. Contract value is the relevant measure for that portion of the net assets available for benefits of a defined contribution plan attributable to the common/collective trust because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the plan.

2. Estimates

The preparation of financial statements in conformity with generally accepted accounting principles in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported accounts and disclosures. Accordingly, actual results may differ from those estimates.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

B. Summary of Accounting Policies (Continued)

3. Investment Valuation and Income Recognition

The Plan's investments are stated at fair value, except for the units of the Retirement Savings Trust, which is a common/collective trust reported at contract 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. Shares of registered investment companies are valued at quoted market prices which represent the net asset value of shares held by the Plan at year end. See Note D for discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade date basis. Interest income is accrued when earned. Dividend income is recorded on the ex-dividend date. Capital gain distributions are included in dividend income.

4. Payment of Benefits

Benefits are recorded when paid.

5. Expenses

The plan paid administrative expenses of \$2,208 in 2021 and \$2,849 in 2020. Remaining operating and administrative expenses were paid by the Plan sponsor (see Footnote G). Investment-related expenses are included in net appreciation in fair value of investments.

C. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated August 10, 2004, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, 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. Therefore, the Plan is qualified and the related trust is tax-exempt.

The Plan is a qualified plan as described in Section 401(a) of the Internal Revenue Code and is therefore exempt from federal and state income taxes. Income generated by activities that would be considered unrelated to the Plan's purpose would be subject to tax which, if incurred, would be recognized as a current expense. No such tax has been recognized as of December 31, 2021 and 2020.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the Plan and recognize a tax liability (or



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

C. Tax Status (Continued)

asset) if the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the IRS. Management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements.

The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2017.

D. Fair Value Measurements and Investments

The Plan's investments are reported at fair value in the accompanying statement of net assets available for benefits, except for the common/collective trust which is reported at contract value. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: 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) and Level 3 inputs are unobservable and have the lowest priority. 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. There are no plan assets requiring the use of Level 2 or 3 inputs for the periods presented. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

Level 1 fair value measurements were utilized to determine the fair value of mutual funds which are based on quoted net asset values of the shares held by the Plan at year-end.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

D. Fair Value Measurements and Investments (Continued)

The following table presents the fair values of the investments and is included in the accompanying financial statements. The information was obtained from data that has been prepared and certified as to complete and accurate by Vanguard Fiduciary Trust Company, the trustee.

**Investments at Fair Market Value
As Determined by
Quoted Market Price:**

	December 31, 2021		December 31, 2020	
	No. Shares	Fair Value	No. Shares	Fair Value
Vanguard 500 Index Invest	6,798	*\$2,990,428	7,723	*\$2,676,791
Vanguard Cap Opportunity	23,176	1,944,225	19,706	1,515,167
Vanguard Cash Res Fed MM	662	662	662	662
Vanguard Explorer	8,052	1,031,110	6,803	875,498
Vanguard Int'l Growth	40,869	1,790,462	38,036	1,916,628
Vanguard Long-Term Corp	168,131	1,835,991	215,899	*2,545,452
Vanguard Mid-Cap Index	22,868	1,590,220	23,525	1,329,620
Vanguard PRIMECAP	14,378	*2,351,789	12,778	1,897,309
Vanguard Selected Value Fund	44,706	1,370,247	59,902	1,556,258
Vanguard Short Term Corp	98,860	1,064,718	59,499	656,269
Vanguard Small-Cap Index	6,369	690,098	4,879	454,700
Vanguard Target Retire 2015	6,241	91,184	5,908	92,941
Vanguard Target Retire 2020	10,967	340,189	8,806	301,941
Vanguard Target Retire 2025	106,453	2,165,254	44,627	961,276
Vanguard Target Retire 2030	34,964	1,343,330	20,043	812,740
Vanguard Target Retire 2035	34,567	824,085	27,206	686,145
Vanguard Target Retire 2040	4,651	195,474	2,989	132,326
Vanguard Target Retire 2045	10,261	291,210	8,153	229,838
Vanguard Target Retire 2050	9,702	455,020	8,095	367,900
Vanguard Target Retire 2055	11,068	577,986	8,637	426,139
Vanguard Target Retire 2060	4,775	229,368	3,810	166,087
Vanguard Target Retire 2065	2,747	86,308	1,719	47,270
Vanguard Target Retire Income	302	4,361	588	8,777
Vanguard Total Bond Mkt Ind	123,549	1,382,518	122,171	1,419,623
Vanguard U.S. Growth	74,396	* 4,837,970	47,109	* 3,091,783
Vanguard Wellington	137,508	* 6,673,266	132,156	* 5,862,442
Vanguard Windsor	348,866	* 8,439,057	326,191	* 6,908,726
		<u>\$44,596,530</u>		<u>\$36,940,308</u>

* Investments at December 31, 2021 and 2020 that represent 5% or more of the Plan's net assets.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

D. Fair Value Measurement and Investments (Continued)

During the years ended December 31, 2021 and 2020, the Plan's investments (including investments bought, sold and held during the year) appreciated in value by \$1,983,352 and \$3,312,747 respectively, as follows:

NET CHANGE IN FAIR VALUE

	Year Ended December 31, 2021	Year Ended December 31, 2020
Vanguard 500 Index Invest	\$603,831	\$348,481
Vanguard Cap Opportunity	138,854	155,584
Vanguard Explorer	(17,656)	132,516
Vanguard Int'l Growth	(237,054)	611,782
Vanguard Long-Term Corp	(135,778)	141,014
Vanguard Mid-Cap Index	282,113	166,172
Vanguard PRIMECAP	179,576	114,390
Vanguard Selected Value Fund	156,732	11,381
Vanguard Short Term Corp	(22,255)	17,982
Vanguard Small-Cap Index	77,491	71,359
Vanguard Target Retire 2015	(6130)	3,056
Vanguard Target Retire 2020	(30,616)	14,544
Vanguard Target Retire 2025	(179,106)	72,905
Vanguard Target Retire 2030	(78,596)	81,790
Vanguard Target Retire 2035	(43,715)	72,258
Vanguard Target Retire 2040	(12,219)	15,576
Vanguard Target Retire 2045	(2,303)	28,598
Vanguard Target Retire 2050	10,058	45,985
Vanguard Target Retire 2055	21,761	53,860
Vanguard Target Retire 2060	15,220	20,849
Vanguard Target Retire 2065	7,882	5,985
Vanguard Target Retire Income	(155)	419
Vanguard Total Bond Mkt Ind	(51,679)	49,355
Vanguard U.S. Growth	(156,115)	966,347
Vanguard Wellington	521,039	140,500
Vanguard Windsor	942,172	(29,941)
	<u>\$1,983,352</u>	<u>\$3,312,747</u>



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

E. 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.

F. Reconciliation of Financial Statements to Schedule H of Form 5500

The net assets available for benefits per the financial statements agree to Schedule H of Form 5500 and, accordingly, a reconciliation is not presented.

G. Related Party Transactions

The Plan invests in shares of mutual funds managed by an affiliate of Vanguard Fiduciary Trust Company ("VFTC"). VFTC acts as trustee for only these investments as defined in the Plan. Transactions in such investments qualify as party-in-interest transactions which are exempt from the prohibited transactions rules.

The Company provides certain accounting and administrative services to the Plan for which no fees are charged. Auditing fees are also paid by the Company on behalf of the Plan.

H. 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.

I. Subsequent Events

Subsequent events were evaluated through October 11, 2022, which is the date the financial statements were available to be issued.

SAI CONSULTING ENGINEERS, INC. 401 (k) RETIREMENT SAVINGS PLAN

Schedule of Assets Held for Investment Purposes at End of Year - Attachment for Schedule H, Line 4i
As of December 31, 2021

SAI Consulting Engineers, Inc. 401 (k) Retirement Savings Plan

EIN 25-1289019, PN 001

Identity of Issue	Investment Type	Cost	Current Value
* Vanguard 500 Index Fund Investor Shares	Registered Investment Company	\$ 1,398,376.28	\$ 2,990,427.59
* Vanguard Capital Opportunity Fund Investor Shares	Registered Investment Company	1,295,885.35	1,944,224.75
* Vanguard Cash Reserve Federal MM Fund	Registered Investment Company	661.89	661.89
* Vanguard Explorer Fund Investor Shares	Registered Investment Company	866,970.87	1,031,109.65
* Vanguard International Growth Fund Investor Shares	Registered Investment Company	1,181,131.60	1,790,461.44
* Vanguard Long-Term Investment Grade Fund: Inv. Shr	Registered Investment Company	1,743,958.36	1,835,991.01
* Vanguard Mid-Cap Index Fund Investor Shares	Registered Investment Company	823,548.43	1,590,220.30
* Vanguard PRIMECAP Fund Investor Shares	Registered Investment Company	1,680,501.80	2,351,789.32
* Vanguard Selected Value Fund	Registered Investment Company	1,152,074.06	1,370,246.98
* Vanguard Short-Term Investment-Grade Fund: Inv Shr	Registered Investment Company	1,064,949.76	1,064,718.29
* Vanguard Small-Cap Index Fund Investor Shares	Registered Investment Company	534,700.86	690,097.92
* Vanguard Target Retirement 2015 Fund	Registered Investment Company	84,114.47	91,183.88
* Vanguard Target Retirement 2020 Fund	Registered Investment Company	331,988.17	340,189.12
* Vanguard Target Retirement 2025 Fund	Registered Investment Company	2,101,103.85	2,165,254.37
* Vanguard Target Retirement 2030 Fund	Registered Investment Company	1,245,163.58	1,343,329.43
* Vanguard Target Retirement 2035 Fund	Registered Investment Company	692,108.52	824,085.37
* Vanguard Target Retirement 2040 Fund	Registered Investment Company	172,113.28	195,474.22
* Vanguard Target Retirement 2045 Fund	Registered Investment Company	235,773.88	291,210.12
* Vanguard Target Retirement 2050 Fund	Registered Investment Company	324,127.62	455,019.48
* Vanguard Target Retirement 2055 Fund	Registered Investment Company	471,750.76	577,985.93
* Vanguard Target Retirement 2060 Fund	Registered Investment Company	176,469.10	229,368.09

* Party in Interest

SAI CONSULTING ENGINEERS, INC. 401 (k) RETIREMENT SAVINGS PLAN

Schedule of Assets Held for Investment Purposes at End of Year - Attachment for Schedule H, Line 4i
As of December 31, 2021

SAI Consulting Engineers, Inc. 401 (k) Retirement Savings Plan

EIN 25-1289019, PN 001

Identity of Issue	Investment Type	Cost	Current Value
* Vanguard Target Retirement 2065 Fund	Registered Investment Company	72,169.11	86,308.11
* Vanguard Target Retirement Income	Registered Investment Company	4,312.39	4,361.27
* Vanguard Total Bond Market Index	Registered Investment Company	1,353,697.04	1,382,517.68
* Vanguard U.S. Growth Fund Investment Shares	Registered Investment Company	3,475,875.44	4,837,970.43
* Vanguard Wellington Fund Investor Shares	Registered Investment Company	5,016,984.15	6,673,265.96
* Vanguard Windsor Fund Investor Shares	Registered Investment Company	6,327,977.83	8,439,057.27
* Vanguard Retirement Savings Trust **	Registered Investment Company	2,252,539.12	2,252,539.12
		<u>\$ 36,081,027.57</u>	<u>\$ 46,849,068.99</u>

* Party in Interest

** Contract Value



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

**FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2021 AND 2020



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

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DECEMBER 31, 2021 AND 2020

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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of the
SAI Consulting Engineers, Inc.
401(k) Retirement/Savings Plan
Pittsburgh, Pennsylvania

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the accompanying financial statements of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings 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 SAI Consulting Engineers, Inc. Retirement/Savings Plan's 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 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 December 31, 2021 and for the year ended December 31, 2021, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the 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 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

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan 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 ERISA section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of this 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 the 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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 Financial Statements

Except as described in the Scope and Nature of the ERISA section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from 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 it not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 as audit in accordance with generally accepted auditing standards, 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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 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.

Supplemental Schedules Required by ERISA

The supplemental schedule of Assets Held for Investment Purposes is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 related directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, included 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labors' Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to or 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).

Pittsburgh, Pennsylvania
October 11, 2022



Exler & Company, Inc.

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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of the
SAI Consulting Engineers, Inc.
401(k) Retirement/Savings Plan
Pittsburgh, Pennsylvania

We were engaged to audit the accompanying financial statements of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan, which comprises the statement of net assets available for benefits as of December 31, 2020 and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on the 2020 financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

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



Disclaimer of Opinion

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

Report on Form and Content in Compliance with DOL Rules and Regulations for 2020 Financial Statements

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

Pittsburgh, Pennsylvania
October 11, 2022



SAI CONSULTING ENGINEERS, INC
401(K) RETIREMENT/SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2021 AND 2020

	2021	2020
ASSETS		
Investments at fair value (Note D):		
Mutual Funds	\$ 44,596,530	\$ 36,940,308
Investments at contract value:		
Vanguard Retirement Savings Trust	<u>\$ 2,252,539</u>	<u>\$ 2,811,109</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 46,849,069</u></u>	<u><u>\$ 39,751,417</u></u>

See accompanying notes



SAI CONSULTING ENGINEERS, INC
401(K) RETIREMENT/SAVINGS PLAN

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		
Dividends and interest	\$ 3,973,139	\$ 2,089,199
Realized gain on sale of securities	329,443	245,583
Net appreciation of fair value in investments (Note D)	<u>1,983,352</u>	<u>3,312,747</u>
Total Investment Income	6,285,934	5,647,529
Contributions		
Employer contributions (Note A-2)	260,071	354,666
Participant contributions (Note A-2)	1,046,031	1,118,775
Rollover contributions	<u>7,461</u>	<u>-</u>
Total Additions	7,599,497	7,120,970
DEDUCTIONS		
Deductions From Net Assets Attributed To		
Benefits paid to participants (Note A-5)	499,637	9,254,685
Administrative fees	<u>2,208</u>	<u>2,849</u>
Total Deductions	<u>501,845</u>	<u>9,257,534</u>
Net Increase (Decrease)	7,097,652	(2,136,564)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	<u>39,751,417</u>	<u>41,887,981</u>
END OF YEAR	<u><u>\$ 46,849,069</u></u>	<u><u>\$ 39,751,417</u></u>

See accompanying notes



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2021 AND 2020

A. Description of Plan

The following description of the SAI Consulting Engineers, Inc. 401(k) Retirement Plan ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan covering all full-time employees of the Company who are age eighteen (18) or older. The Plan includes an automatic salary deferral feature. Upon the participant satisfying the eligibility requirements, the Company will automatically withhold 4% of the participant's compensation and contribute the amount to the Plan as salary deferral. The participant does have the ability to modify the automatic deferral and/or elect not to defer any amount from their compensation. Participation is voluntary and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

2. Contributions

Company Contributions

Each year the Company may contribute to the Plan an amount determined by its Board of Directors subject to certain limitations, as defined in the Plan. A contribution is not required to be made in a Plan Year. In 2021 and 2020, the Company did not make any discretionary contributions.

Salary Reduction Contributions

A participant may elect to make pre-tax or Roth contributions to the plan of up to 20% of their salary. The Company must contribute a matching contribution equal to \$0.25 for each \$1.00 the participant deposits in his/her account up to 5% of the participant's compensation, and equal to \$0.50 for each \$1.00 the participant deposits in his/her account in excess of 5% up to a maximum of 10% of the participant's compensation. For participant's contributions in excess of 10% of the participant's compensation, there shall be no matching Company contributions.

Beginning in November 2020 through February 2021, the matching contributions were temporarily suspended as part of management's adaptations to operations to keep the company's business functioning during the novel coronavirus Covid-19 global health pandemic.

Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

A. Description of Plan (Continued)

3. Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of a) the Company's matching contribution and b) Plan earnings (losses), and charged with an allocation of any expenses paid by the Plan. 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.

The Company contribution (if any) shall be credited to the participant's accounts as follows: Sixty Percent (60%) in the same proportion that each participant's compensation for such Plan year bears to the total compensation for all participants for such Plan year; and Forty Percent (40%) in the same proportion that each participant's total months of credited service bears to the total months of credited service for all participants.

4. Vesting/Forfeitures

Participants are 100% vested at all times with respect to their accrued benefit in both the Company contribution and salary reduction accounts. Since participants accounts are fully vested at all times, there are no forfeitures.

5. Benefits Paid to Participants

On termination of service, a participant will receive a lump-sum amount to equal the vested value of his or her account.

B. Summary of Accounting Policies

1. Basis of Accounting

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

Investments held by a defined contribution plan are required to be reported at fair value, except for the common/collective trust, which is reported at contract value. Contract value is the relevant measure for that portion of the net assets available for benefits of a defined contribution plan attributable to the common/collective trust because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the plan.

2. Estimates

The preparation of financial statements in conformity with generally accepted accounting principles in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported accounts and disclosures. Accordingly, actual results may differ from those estimates.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

B. Summary of Accounting Policies (Continued)

3. Investment Valuation and Income Recognition

The Plan's investments are stated at fair value, except for the units of the Retirement Savings Trust, which is a common/collective trust reported at contract 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. Shares of registered investment companies are valued at quoted market prices which represent the net asset value of shares held by the Plan at year end. See Note D for discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade date basis. Interest income is accrued when earned. Dividend income is recorded on the ex-dividend date. Capital gain distributions are included in dividend income.

4. Payment of Benefits

Benefits are recorded when paid.

5. Expenses

The plan paid administrative expenses of \$2,208 in 2021 and \$2,849 in 2020. Remaining operating and administrative expenses were paid by the Plan sponsor (see Footnote G). Investment-related expenses are included in net appreciation in fair value of investments.

C. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated August 10, 2004, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, 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. Therefore, the Plan is qualified and the related trust is tax-exempt.

The Plan is a qualified plan as described in Section 401(a) of the Internal Revenue Code and is therefore exempt from federal and state income taxes. Income generated by activities that would be considered unrelated to the Plan's purpose would be subject to tax which, if incurred, would be recognized as a current expense. No such tax has been recognized as of December 31, 2021 and 2020.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the Plan and recognize a tax liability (or



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

C. Tax Status (Continued)

asset) if the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the IRS. Management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements.

The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2017.

D. Fair Value Measurements and Investments

The Plan's investments are reported at fair value in the accompanying statement of net assets available for benefits, except for the common/collective trust which is reported at contract value. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: 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) and Level 3 inputs are unobservable and have the lowest priority. 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. There are no plan assets requiring the use of Level 2 or 3 inputs for the periods presented. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

Level 1 fair value measurements were utilized to determine the fair value of mutual funds which are based on quoted net asset values of the shares held by the Plan at year-end.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

D. Fair Value Measurements and Investments (Continued)

The following table presents the fair values of the investments and is included in the accompanying financial statements. The information was obtained from data that has been prepared and certified as to complete and accurate by Vanguard Fiduciary Trust Company, the trustee.

**Investments at Fair Market Value
As Determined by
Quoted Market Price:**

	December 31, 2021		December 31, 2020	
	No. Shares	Fair Value	No. Shares	Fair Value
Vanguard 500 Index Invest	6,798	*\$2,990,428	7,723	*\$2,676,791
Vanguard Cap Opportunity	23,176	1,944,225	19,706	1,515,167
Vanguard Cash Res Fed MM	662	662	662	662
Vanguard Explorer	8,052	1,031,110	6,803	875,498
Vanguard Int'l Growth	40,869	1,790,462	38,036	1,916,628
Vanguard Long-Term Corp	168,131	1,835,991	215,899	*2,545,452
Vanguard Mid-Cap Index	22,868	1,590,220	23,525	1,329,620
Vanguard PRIMECAP	14,378	*2,351,789	12,778	1,897,309
Vanguard Selected Value Fund	44,706	1,370,247	59,902	1,556,258
Vanguard Short Term Corp	98,860	1,064,718	59,499	656,269
Vanguard Small-Cap Index	6,369	690,098	4,879	454,700
Vanguard Target Retire 2015	6,241	91,184	5,908	92,941
Vanguard Target Retire 2020	10,967	340,189	8,806	301,941
Vanguard Target Retire 2025	106,453	2,165,254	44,627	961,276
Vanguard Target Retire 2030	34,964	1,343,330	20,043	812,740
Vanguard Target Retire 2035	34,567	824,085	27,206	686,145
Vanguard Target Retire 2040	4,651	195,474	2,989	132,326
Vanguard Target Retire 2045	10,261	291,210	8,153	229,838
Vanguard Target Retire 2050	9,702	455,020	8,095	367,900
Vanguard Target Retire 2055	11,068	577,986	8,637	426,139
Vanguard Target Retire 2060	4,775	229,368	3,810	166,087
Vanguard Target Retire 2065	2,747	86,308	1,719	47,270
Vanguard Target Retire Income	302	4,361	588	8,777
Vanguard Total Bond Mkt Ind	123,549	1,382,518	122,171	1,419,623
Vanguard U.S. Growth	74,396	* 4,837,970	47,109	* 3,091,783
Vanguard Wellington	137,508	* 6,673,266	132,156	* 5,862,442
Vanguard Windsor	348,866	* 8,439,057	326,191	* 6,908,726
		<u>\$44,596,530</u>		<u>\$36,940,308</u>

* Investments at December 31, 2021 and 2020 that represent 5% or more of the Plan's net assets.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

D. Fair Value Measurement and Investments (Continued)

During the years ended December 31, 2021 and 2020, the Plan's investments (including investments bought, sold and held during the year) appreciated in value by \$1,983,352 and \$3,312,747 respectively, as follows:

NET CHANGE IN FAIR VALUE

	Year Ended December 31, 2021	Year Ended December 31, 2020
Vanguard 500 Index Invest	\$603,831	\$348,481
Vanguard Cap Opportunity	138,854	155,584
Vanguard Explorer	(17,656)	132,516
Vanguard Int'l Growth	(237,054)	611,782
Vanguard Long-Term Corp	(135,778)	141,014
Vanguard Mid-Cap Index	282,113	166,172
Vanguard PRIMECAP	179,576	114,390
Vanguard Selected Value Fund	156,732	11,381
Vanguard Short Term Corp	(22,255)	17,982
Vanguard Small-Cap Index	77,491	71,359
Vanguard Target Retire 2015	(6130)	3,056
Vanguard Target Retire 2020	(30,616)	14,544
Vanguard Target Retire 2025	(179,106)	72,905
Vanguard Target Retire 2030	(78,596)	81,790
Vanguard Target Retire 2035	(43,715)	72,258
Vanguard Target Retire 2040	(12,219)	15,576
Vanguard Target Retire 2045	(2,303)	28,598
Vanguard Target Retire 2050	10,058	45,985
Vanguard Target Retire 2055	21,761	53,860
Vanguard Target Retire 2060	15,220	20,849
Vanguard Target Retire 2065	7,882	5,985
Vanguard Target Retire Income	(155)	419
Vanguard Total Bond Mkt Ind	(51,679)	49,355
Vanguard U.S. Growth	(156,115)	966,347
Vanguard Wellington	521,039	140,500
Vanguard Windsor	942,172	(29,941)
	<u>\$1,983,352</u>	<u>\$3,312,747</u>



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

E. 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.

F. Reconciliation of Financial Statements to Schedule H of Form 5500

The net assets available for benefits per the financial statements agree to Schedule H of Form 5500 and, accordingly, a reconciliation is not presented.

G. Related Party Transactions

The Plan invests in shares of mutual funds managed by an affiliate of Vanguard Fiduciary Trust Company ("VFTC"). VFTC acts as trustee for only these investments as defined in the Plan. Transactions in such investments qualify as party-in-interest transactions which are exempt from the prohibited transactions rules.

The Company provides certain accounting and administrative services to the Plan for which no fees are charged. Auditing fees are also paid by the Company on behalf of the Plan.

H. 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.

I. Subsequent Events

Subsequent events were evaluated through October 11, 2022, which is the date the financial statements were available to be issued.

SAI CONSULTING ENGINEERS, INC. 401 (k) RETIREMENT SAVINGS PLAN

Schedule of Assets Held for Investment Purposes at End of Year - Attachment for Schedule H, Line 4i
As of December 31, 2021

SAI Consulting Engineers, Inc. 401 (k) Retirement Savings Plan

EIN 25-1289019, PN 001

Identity of Issue	Investment Type	Cost	Current Value
* Vanguard 500 Index Fund Investor Shares	Registered Investment Company	\$ 1,398,376.28	\$ 2,990,427.59
* Vanguard Capital Opportunity Fund Investor Shares	Registered Investment Company	1,295,885.35	1,944,224.75
* Vanguard Cash Reserve Federal MM Fund	Registered Investment Company	661.89	661.89
* Vanguard Explorer Fund Investor Shares	Registered Investment Company	866,970.87	1,031,109.65
* Vanguard International Growth Fund Investor Shares	Registered Investment Company	1,181,131.60	1,790,461.44
* Vanguard Long-Term Investment Grade Fund: Inv. Shr	Registered Investment Company	1,743,958.36	1,835,991.01
* Vanguard Mid-Cap Index Fund Investor Shares	Registered Investment Company	823,548.43	1,590,220.30
* Vanguard PRIMECAP Fund Investor Shares	Registered Investment Company	1,680,501.80	2,351,789.32
* Vanguard Selected Value Fund	Registered Investment Company	1,152,074.06	1,370,246.98
* Vanguard Short-Term Investment-Grade Fund: Inv Shr	Registered Investment Company	1,064,949.76	1,064,718.29
* Vanguard Small-Cap Index Fund Investor Shares	Registered Investment Company	534,700.86	690,097.92
* Vanguard Target Retirement 2015 Fund	Registered Investment Company	84,114.47	91,183.88
* Vanguard Target Retirement 2020 Fund	Registered Investment Company	331,988.17	340,189.12
* Vanguard Target Retirement 2025 Fund	Registered Investment Company	2,101,103.85	2,165,254.37
* Vanguard Target Retirement 2030 Fund	Registered Investment Company	1,245,163.58	1,343,329.43
* Vanguard Target Retirement 2035 Fund	Registered Investment Company	692,108.52	824,085.37
* Vanguard Target Retirement 2040 Fund	Registered Investment Company	172,113.28	195,474.22
* Vanguard Target Retirement 2045 Fund	Registered Investment Company	235,773.88	291,210.12
* Vanguard Target Retirement 2050 Fund	Registered Investment Company	324,127.62	455,019.48
* Vanguard Target Retirement 2055 Fund	Registered Investment Company	471,750.76	577,985.93
* Vanguard Target Retirement 2060 Fund	Registered Investment Company	176,469.10	229,368.09

* Party in Interest

SAI CONSULTING ENGINEERS, INC. 401 (k) RETIREMENT SAVINGS PLAN

Schedule of Assets Held for Investment Purposes at End of Year - Attachment for Schedule H, Line 4i
As of December 31, 2021

SAI Consulting Engineers, Inc. 401 (k) Retirement Savings Plan

EIN 25-1289019, PN 001

Identity of Issue	Investment Type	Cost	Current Value
* Vanguard Target Retirement 2065 Fund	Registered Investment Company	72,169.11	86,308.11
* Vanguard Target Retirement Income	Registered Investment Company	4,312.39	4,361.27
* Vanguard Total Bond Market Index	Registered Investment Company	1,353,697.04	1,382,517.68
* Vanguard U.S. Growth Fund Investment Shares	Registered Investment Company	3,475,875.44	4,837,970.43
* Vanguard Wellington Fund Investor Shares	Registered Investment Company	5,016,984.15	6,673,265.96
* Vanguard Windsor Fund Investor Shares	Registered Investment Company	6,327,977.83	8,439,057.27
* Vanguard Retirement Savings Trust **	Registered Investment Company	2,252,539.12	2,252,539.12
		<u>\$ 36,081,027.57</u>	<u>\$ 46,849,068.99</u>

* Party in Interest

** Contract Value



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

**FINANCIAL STATEMENTS
AND
SUPPLEMENTARY INFORMATION**

DECEMBER 31, 2021 AND 2020



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

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INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of the
SAI Consulting Engineers, Inc.
401(k) Retirement/Savings Plan
Pittsburgh, Pennsylvania

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed an audit of the accompanying financial statements of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings 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 SAI Consulting Engineers, Inc. Retirement/Savings Plan's 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 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 December 31, 2021 and for the year ended December 31, 2021, stating that the certified investment information, as described in Note D to the financial statements, is complete and accurate.

Opinion

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

- The amounts and disclosures in the 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 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

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan 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 ERISA section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of this 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 the 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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 Financial Statements

Except as described in the Scope and Nature of the ERISA section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from 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 it not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards 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 as audit in accordance with generally accepted auditing standards, 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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan'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 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.

Supplemental Schedules Required by ERISA

The supplemental schedule of Assets Held for Investment Purposes is presented for purposes of additional analysis and is not a required part of the financial statements but is 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 related directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, 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 schedule 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 schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, included 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labors' Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to or 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).

Pittsburgh, Pennsylvania
October 11, 2022



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William H. Westland, Jr., CPA

INDEPENDENT AUDITOR'S REPORT

To the Administrative Committee of the
SAI Consulting Engineers, Inc.
401(k) Retirement/Savings Plan
Pittsburgh, Pennsylvania

We were engaged to audit the accompanying financial statements of SAI Consulting Engineers, Inc. 401(k) Retirement/Savings Plan, which comprises the statement of net assets available for benefits as of December 31, 2020 and the related statement of changes in net assets available for benefits for the year then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

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

Auditor's Responsibility

Our responsibility is to express an opinion on the 2020 financial statements based on conducting the audit in accordance with auditing standards generally accepted in the United States of America. Because of the matter described in the Basis for Disclaimer of Opinion paragraph, however, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion.

Basis for Disclaimer of Opinion

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



Disclaimer of Opinion

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

Report on Form and Content in Compliance with DOL Rules and Regulations for 2020 Financial Statements

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

Pittsburgh, Pennsylvania
October 11, 2022



SAI CONSULTING ENGINEERS, INC
401(K) RETIREMENT/SAVINGS PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

DECEMBER 31, 2021 AND 2020

	2021	2020
ASSETS		
Investments at fair value (Note D):		
Mutual Funds	\$ 44,596,530	\$ 36,940,308
Investments at contract value:		
Vanguard Retirement Savings Trust	<u>\$ 2,252,539</u>	<u>\$ 2,811,109</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u><u>\$ 46,849,069</u></u>	<u><u>\$ 39,751,417</u></u>

See accompanying notes



SAI CONSULTING ENGINEERS, INC
401(K) RETIREMENT/SAVINGS PLAN

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		
Dividends and interest	\$ 3,973,139	\$ 2,089,199
Realized gain on sale of securities	329,443	245,583
Net appreciation of fair value in investments (Note D)	<u>1,983,352</u>	<u>3,312,747</u>
Total Investment Income	6,285,934	5,647,529
Contributions		
Employer contributions (Note A-2)	260,071	354,666
Participant contributions (Note A-2)	1,046,031	1,118,775
Rollover contributions	<u>7,461</u>	<u>-</u>
Total Additions	7,599,497	7,120,970
DEDUCTIONS		
Deductions From Net Assets Attributed To		
Benefits paid to participants (Note A-5)	499,637	9,254,685
Administrative fees	<u>2,208</u>	<u>2,849</u>
Total Deductions	<u>501,845</u>	<u>9,257,534</u>
Net Increase (Decrease)	7,097,652	(2,136,564)
NET ASSETS AVAILABLE FOR BENEFITS		
Beginning of year	<u>39,751,417</u>	<u>41,887,981</u>
END OF YEAR	<u>\$ 46,849,069</u>	<u>\$ 39,751,417</u>

See accompanying notes



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS

DECEMBER 31, 2021 AND 2020

A. Description of Plan

The following description of the SAI Consulting Engineers, Inc. 401(k) Retirement Plan ("Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan covering all full-time employees of the Company who are age eighteen (18) or older. The Plan includes an automatic salary deferral feature. Upon the participant satisfying the eligibility requirements, the Company will automatically withhold 4% of the participant's compensation and contribute the amount to the Plan as salary deferral. The participant does have the ability to modify the automatic deferral and/or elect not to defer any amount from their compensation. Participation is voluntary and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

2. Contributions

Company Contributions

Each year the Company may contribute to the Plan an amount determined by its Board of Directors subject to certain limitations, as defined in the Plan. A contribution is not required to be made in a Plan Year. In 2021 and 2020, the Company did not make any discretionary contributions.

Salary Reduction Contributions

A participant may elect to make pre-tax or Roth contributions to the plan of up to 20% of their salary. The Company must contribute a matching contribution equal to \$0.25 for each \$1.00 the participant deposits in his/her account up to 5% of the participant's compensation, and equal to \$0.50 for each \$1.00 the participant deposits in his/her account in excess of 5% up to a maximum of 10% of the participant's compensation. For participant's contributions in excess of 10% of the participant's compensation, there shall be no matching Company contributions.

Beginning in November 2020 through February 2021, the matching contributions were temporarily suspended as part of management's adaptations to operations to keep the company's business functioning during the novel coronavirus Covid-19 global health pandemic.

Participants who have attained age 50 before the end of the Plan year are eligible to make catch-up contributions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. Participants direct the investment of their contributions into various investment options offered by the Plan.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

A. Description of Plan (Continued)

3. Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of a) the Company's matching contribution and b) Plan earnings (losses), and charged with an allocation of any expenses paid by the Plan. 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.

The Company contribution (if any) shall be credited to the participant's accounts as follows: Sixty Percent (60%) in the same proportion that each participant's compensation for such Plan year bears to the total compensation for all participants for such Plan year; and Forty Percent (40%) in the same proportion that each participant's total months of credited service bears to the total months of credited service for all participants.

4. Vesting/Forfeitures

Participants are 100% vested at all times with respect to their accrued benefit in both the Company contribution and salary reduction accounts. Since participants accounts are fully vested at all times, there are no forfeitures.

5. Benefits Paid to Participants

On termination of service, a participant will receive a lump-sum amount to equal the vested value of his or her account.

B. Summary of Accounting Policies

1. Basis of Accounting

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

Investments held by a defined contribution plan are required to be reported at fair value, except for the common/collective trust, which is reported at contract value. Contract value is the relevant measure for that portion of the net assets available for benefits of a defined contribution plan attributable to the common/collective trust because contract value is the amount participants normally would receive if they were to initiate permitted transactions under the plan.

2. Estimates

The preparation of financial statements in conformity with generally accepted accounting principles in the United States of America requires the plan administrator to make estimates and assumptions that affect certain reported accounts and disclosures. Accordingly, actual results may differ from those estimates.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

B. Summary of Accounting Policies (Continued)

3. Investment Valuation and Income Recognition

The Plan's investments are stated at fair value, except for the units of the Retirement Savings Trust, which is a common/collective trust reported at contract 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. Shares of registered investment companies are valued at quoted market prices which represent the net asset value of shares held by the Plan at year end. See Note D for discussion of fair value measurements.

Purchases and sales of investments are recorded on a trade date basis. Interest income is accrued when earned. Dividend income is recorded on the ex-dividend date. Capital gain distributions are included in dividend income.

4. Payment of Benefits

Benefits are recorded when paid.

5. Expenses

The plan paid administrative expenses of \$2,208 in 2021 and \$2,849 in 2020. Remaining operating and administrative expenses were paid by the Plan sponsor (see Footnote G). Investment-related expenses are included in net appreciation in fair value of investments.

C. Tax Status

The Internal Revenue Service has determined and informed the Company by a letter dated August 10, 2004, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC). The Plan has been amended since receiving the determination letter. However, 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. Therefore, the Plan is qualified and the related trust is tax-exempt.

The Plan is a qualified plan as described in Section 401(a) of the Internal Revenue Code and is therefore exempt from federal and state income taxes. Income generated by activities that would be considered unrelated to the Plan's purpose would be subject to tax which, if incurred, would be recognized as a current expense. No such tax has been recognized as of December 31, 2021 and 2020.

Accounting principles generally accepted in the United States of America require management to evaluate tax positions taken by the Plan and recognize a tax liability (or



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

C. Tax Status (Continued)

asset) if the Plan has taken an uncertain position that more likely than not would be sustained upon examination by the IRS. Management has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements.

The Plan administrator believes the Plan is no longer subject to income tax examinations for years prior to 2017.

D. Fair Value Measurements and Investments

The Plan's investments are reported at fair value in the accompanying statement of net assets available for benefits, except for the common/collective trust which is reported at contract value. The methods used to measure fair value may produce an amount that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The fair value measurement accounting literature establishes a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. This hierarchy consists of three broad levels: 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) and Level 3 inputs are unobservable and have the lowest priority. 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. There are no plan assets requiring the use of Level 2 or 3 inputs for the periods presented. The Plan uses appropriate valuation techniques based on the available inputs to measure the fair value of its investments.

Level 1 fair value measurements were utilized to determine the fair value of mutual funds which are based on quoted net asset values of the shares held by the Plan at year-end.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

D. Fair Value Measurements and Investments (Continued)

The following table presents the fair values of the investments and is included in the accompanying financial statements. The information was obtained from data that has been prepared and certified as to complete and accurate by Vanguard Fiduciary Trust Company, the trustee.

**Investments at Fair Market Value
As Determined by
Quoted Market Price:**

	December 31, 2021		December 31, 2020	
	No. Shares	Fair Value	No. Shares	Fair Value
Vanguard 500 Index Invest	6,798	*\$2,990,428	7,723	*\$2,676,791
Vanguard Cap Opportunity	23,176	1,944,225	19,706	1,515,167
Vanguard Cash Res Fed MM	662	662	662	662
Vanguard Explorer	8,052	1,031,110	6,803	875,498
Vanguard Int'l Growth	40,869	1,790,462	38,036	1,916,628
Vanguard Long-Term Corp	168,131	1,835,991	215,899	*2,545,452
Vanguard Mid-Cap Index	22,868	1,590,220	23,525	1,329,620
Vanguard PRIMECAP	14,378	*2,351,789	12,778	1,897,309
Vanguard Selected Value Fund	44,706	1,370,247	59,902	1,556,258
Vanguard Short Term Corp	98,860	1,064,718	59,499	656,269
Vanguard Small-Cap Index	6,369	690,098	4,879	454,700
Vanguard Target Retire 2015	6,241	91,184	5,908	92,941
Vanguard Target Retire 2020	10,967	340,189	8,806	301,941
Vanguard Target Retire 2025	106,453	2,165,254	44,627	961,276
Vanguard Target Retire 2030	34,964	1,343,330	20,043	812,740
Vanguard Target Retire 2035	34,567	824,085	27,206	686,145
Vanguard Target Retire 2040	4,651	195,474	2,989	132,326
Vanguard Target Retire 2045	10,261	291,210	8,153	229,838
Vanguard Target Retire 2050	9,702	455,020	8,095	367,900
Vanguard Target Retire 2055	11,068	577,986	8,637	426,139
Vanguard Target Retire 2060	4,775	229,368	3,810	166,087
Vanguard Target Retire 2065	2,747	86,308	1,719	47,270
Vanguard Target Retire Income	302	4,361	588	8,777
Vanguard Total Bond Mkt Ind	123,549	1,382,518	122,171	1,419,623
Vanguard U.S. Growth	74,396	* 4,837,970	47,109	* 3,091,783
Vanguard Wellington	137,508	* 6,673,266	132,156	* 5,862,442
Vanguard Windsor	348,866	* 8,439,057	326,191	* 6,908,726
		<u>\$44,596,530</u>		<u>\$36,940,308</u>

* Investments at December 31, 2021 and 2020 that represent 5% or more of the Plan's net assets.



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

D. Fair Value Measurement and Investments (Continued)

During the years ended December 31, 2021 and 2020, the Plan's investments (including investments bought, sold and held during the year) appreciated in value by \$1,983,352 and \$3,312,747 respectively, as follows:

NET CHANGE IN FAIR VALUE

	Year Ended December 31, 2021	Year Ended December 31, 2020
Vanguard 500 Index Invest	\$603,831	\$348,481
Vanguard Cap Opportunity	138,854	155,584
Vanguard Explorer	(17,656)	132,516
Vanguard Int'l Growth	(237,054)	611,782
Vanguard Long-Term Corp	(135,778)	141,014
Vanguard Mid-Cap Index	282,113	166,172
Vanguard PRIMECAP	179,576	114,390
Vanguard Selected Value Fund	156,732	11,381
Vanguard Short Term Corp	(22,255)	17,982
Vanguard Small-Cap Index	77,491	71,359
Vanguard Target Retire 2015	(6130)	3,056
Vanguard Target Retire 2020	(30,616)	14,544
Vanguard Target Retire 2025	(179,106)	72,905
Vanguard Target Retire 2030	(78,596)	81,790
Vanguard Target Retire 2035	(43,715)	72,258
Vanguard Target Retire 2040	(12,219)	15,576
Vanguard Target Retire 2045	(2,303)	28,598
Vanguard Target Retire 2050	10,058	45,985
Vanguard Target Retire 2055	21,761	53,860
Vanguard Target Retire 2060	15,220	20,849
Vanguard Target Retire 2065	7,882	5,985
Vanguard Target Retire Income	(155)	419
Vanguard Total Bond Mkt Ind	(51,679)	49,355
Vanguard U.S. Growth	(156,115)	966,347
Vanguard Wellington	521,039	140,500
Vanguard Windsor	942,172	(29,941)
	<u>\$1,983,352</u>	<u>\$3,312,747</u>



**SAI CONSULTING ENGINEERS, INC.
401(K) RETIREMENT/SAVINGS PLAN**

NOTES TO FINANCIAL STATEMENTS (CONTINUED)

DECEMBER 31, 2021 AND 2020

E. 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.

F. Reconciliation of Financial Statements to Schedule H of Form 5500

The net assets available for benefits per the financial statements agree to Schedule H of Form 5500 and, accordingly, a reconciliation is not presented.

G. Related Party Transactions

The Plan invests in shares of mutual funds managed by an affiliate of Vanguard Fiduciary Trust Company ("VFTC"). VFTC acts as trustee for only these investments as defined in the Plan. Transactions in such investments qualify as party-in-interest transactions which are exempt from the prohibited transactions rules.

The Company provides certain accounting and administrative services to the Plan for which no fees are charged. Auditing fees are also paid by the Company on behalf of the Plan.

H. 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.

I. Subsequent Events

Subsequent events were evaluated through October 11, 2022, which is the date the financial statements were available to be issued.

SAI CONSULTING ENGINEERS, INC. 401 (k) RETIREMENT SAVINGS PLAN

Schedule of Assets Held for Investment Purposes at End of Year - Attachment for Schedule H, Line 4i
As of December 31, 2021

SAI Consulting Engineers, Inc. 401 (k) Retirement Savings Plan

EIN 25-1289019, PN 001

Identity of Issue	Investment Type	Cost	Current Value
* Vanguard 500 Index Fund Investor Shares	Registered Investment Company	\$ 1,398,376.28	\$ 2,990,427.59
* Vanguard Capital Opportunity Fund Investor Shares	Registered Investment Company	1,295,885.35	1,944,224.75
* Vanguard Cash Reserve Federal MM Fund	Registered Investment Company	661.89	661.89
* Vanguard Explorer Fund Investor Shares	Registered Investment Company	866,970.87	1,031,109.65
* Vanguard International Growth Fund Investor Shares	Registered Investment Company	1,181,131.60	1,790,461.44
* Vanguard Long-Term Investment Grade Fund: Inv. Shr	Registered Investment Company	1,743,958.36	1,835,991.01
* Vanguard Mid-Cap Index Fund Investor Shares	Registered Investment Company	823,548.43	1,590,220.30
* Vanguard PRIMECAP Fund Investor Shares	Registered Investment Company	1,680,501.80	2,351,789.32
* Vanguard Selected Value Fund	Registered Investment Company	1,152,074.06	1,370,246.98
* Vanguard Short-Term Investment-Grade Fund: Inv Shr	Registered Investment Company	1,064,949.76	1,064,718.29
* Vanguard Small-Cap Index Fund Investor Shares	Registered Investment Company	534,700.86	690,097.92
* Vanguard Target Retirement 2015 Fund	Registered Investment Company	84,114.47	91,183.88
* Vanguard Target Retirement 2020 Fund	Registered Investment Company	331,988.17	340,189.12
* Vanguard Target Retirement 2025 Fund	Registered Investment Company	2,101,103.85	2,165,254.37
* Vanguard Target Retirement 2030 Fund	Registered Investment Company	1,245,163.58	1,343,329.43
* Vanguard Target Retirement 2035 Fund	Registered Investment Company	692,108.52	824,085.37
* Vanguard Target Retirement 2040 Fund	Registered Investment Company	172,113.28	195,474.22
* Vanguard Target Retirement 2045 Fund	Registered Investment Company	235,773.88	291,210.12
* Vanguard Target Retirement 2050 Fund	Registered Investment Company	324,127.62	455,019.48
* Vanguard Target Retirement 2055 Fund	Registered Investment Company	471,750.76	577,985.93
* Vanguard Target Retirement 2060 Fund	Registered Investment Company	176,469.10	229,368.09

* Party in Interest

SAI CONSULTING ENGINEERS, INC. 401 (k) RETIREMENT SAVINGS PLAN

Schedule of Assets Held for Investment Purposes at End of Year - Attachment for Schedule H, Line 4i
As of December 31, 2021

SAI Consulting Engineers, Inc. 401 (k) Retirement Savings Plan

EIN 25-1289019, PN 001

Identity of Issue	Investment Type	Cost	Current Value
* Vanguard Target Retirement 2065 Fund	Registered Investment Company	72,169.11	86,308.11
* Vanguard Target Retirement Income	Registered Investment Company	4,312.39	4,361.27
* Vanguard Total Bond Market Index	Registered Investment Company	1,353,697.04	1,382,517.68
* Vanguard U.S. Growth Fund Investment Shares	Registered Investment Company	3,475,875.44	4,837,970.43
* Vanguard Wellington Fund Investor Shares	Registered Investment Company	5,016,984.15	6,673,265.96
* Vanguard Windsor Fund Investor Shares	Registered Investment Company	6,327,977.83	8,439,057.27
* Vanguard Retirement Savings Trust **	Registered Investment Company	2,252,539.12	2,252,539.12
		<u>\$ 36,081,027.57</u>	<u>\$ 46,849,068.99</u>

* Party in Interest

** Contract Value