

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>AMES RUBBER CORPORATION SAVINGS AND INVESTMENT 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>002</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1981</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>22-1466804</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>973-827-9101</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>326200</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>002</u>	1c Effective date of plan <u>01/01/1981</u>		2b Employer Identification Number (EIN) <u>22-1466804</u>		2c Plan Sponsor's telephone number <u>973-827-9101</u>		2d Business code (see instructions) <u>326200</u>	
1b Three-digit plan number (PN) ▶	<u>002</u>										
1c Effective date of plan <u>01/01/1981</u>											
2b Employer Identification Number (EIN) <u>22-1466804</u>											
2c Plan Sponsor's telephone number <u>973-827-9101</u>											
2d Business code (see instructions) <u>326200</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>AMES RUBBER CORPORATION</u> <u>19 AMES BOULEVARD</u> <u>HAMBURG, NJ 07419</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	WILLIAM KOVACH
	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	140
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d).			
a(1) Total number of active participants at the beginning of the plan year.....		6a(1)	113
a(2) Total number of active participants at the end of the plan year		6a(2)	103
b Retired or separated participants receiving benefits.....		6b	3
c Other retired or separated participants entitled to future benefits		6c	22
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	128
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	128
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	115
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	14
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: 2G 2J 2K 2S 2T 2E 2F 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

11c Enter the Receipt Confirmation Code for the 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 AMES RUBBER CORPORATION SAVINGS AND INVESTMENT PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 AMES RUBBER CORPORATION	D Employer Identification Number (EIN) 22-1466804	

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
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

(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)

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41-1416330

(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?
27	ADVISOR	24006	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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04-2647786

(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?
37 64 65	RECORDKEEPER	7082	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>AMES RUBBER CORPORATION SAVINGS AND INVESTMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>AMES RUBBER CORPORATION</u>	D Employer Identification Number (EIN) <u>22-1466804</u>	

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	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1675	6697
(2) Participant contributions.....	1b(2)	3916	13508
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	0	0
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	107320	74995
(9) Value of interest in common/collective trusts.....	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts.....	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	8935503	10007575
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	9048414	10102775

Liabilities

g Benefit claims payable	1g	0	0
h Operating payables	1h	0	0
i Acquisition indebtedness.....	1i	0	0
j Other liabilities.....	1j	0	0
k Total liabilities (add all amounts in lines 1g through 1j)	1k	0	0

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	9048414	10102775
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	193367	
(B) Participants	2a(1)(B)	430238	
(C) Others (including rollovers).....	2a(1)(C)	20166	
(2) Noncash contributions.....	2a(2)	0	643771
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	18	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	4866	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		4884
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	940504
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	940504	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		940504
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	0
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		41560
c Other income.....	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		1630719
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	544382	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		544382
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		889
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	0	
(4) Other.....	2i(4)	31087	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		31087
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		576358
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		1054361
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan.....	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: COHNREZNICK LLP

(2) EIN: 22-1478099

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		2000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		X	
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
4k		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	
4n		X	

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 AMES RUBBER CORPORATION SAVINGS AND INVESTMENT PLAN	B Three-digit plan number (PN) ► 002
C Plan sponsor's name as shown on line 2a of Form 5500 AMES RUBBER CORPORATION	D Employer Identification Number (EIN) 22-1466804

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): 04-6568107		
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 _____

**Retirement Plan for Employees of Ames
Rubber Corporation**

**Financial Statements
(With Supplementary Information)
and Independent Auditor's Report**

December 31, 2021 and 2020

Retirement Plan for Employees of Ames Rubber Corporation

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Independent Auditor's Report

To the Board of Trustees
Retirement Plan for Employees of Ames Rubber Corporation

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

We have performed an audit of the financial statements of Retirement Plan for Employees of Ames Rubber Corporation (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as permitted by ERISA Section 103(a)(3)(C) ("ERISA Section 103(a)(3)(C)"). 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 statement of accumulated plan benefits as of December 31, 2020, and the related statement of changes in accumulated plan benefits for the year then ended, and the related notes to the financial statements ("2021 Financial Statements").

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 9 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

- The amounts and disclosures in the accompanying 2021 Financial Statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying 2021 Financial Statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America ("GAAS"). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the 2021 Financial Statements* section of our report. We are required to be independent of the 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 our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

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

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

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the 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 the 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 2021 Financial Statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

The supplemental Schedule of Assets (Held at End of Year) (Schedule H, Line 4i) and Schedule of Reportable Transactions (Schedule H, Line 4j) as of or for the year ended December 31, 2021 are presented for purposes of additional analysis and are not a required part of the financial statements but are supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

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

In our opinion:

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

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

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA, the Plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 13, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.



Parsippany, New Jersey
October 11, 2022

Retirement Plan for Employees of Ames Rubber Corporation

Statements of Net Assets Available for Benefits December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments, at fair value	\$ 14,126,654	\$ 14,049,345
Cash	<u>1,647</u>	<u>1,713</u>
Total investments	<u>14,128,301</u>	<u>14,051,058</u>
Receivables		
Employer contributions	-	336,279
Income receivable	<u>20,008</u>	<u>24,984</u>
Total receivables	<u>20,008</u>	<u>361,263</u>
Net assets available for benefits	<u>\$ 14,148,309</u>	<u>\$ 14,412,321</u>

See Notes to Financial Statements.

Retirement Plan for Employees of Ames Rubber Corporation

Statements of Changes in Net Assets Available for Benefits Years Ended December 31, 2021 and 2020

	2021	2020
Additions		
Investment income		
Net appreciation in fair value of investments	\$ 793,455	\$ 1,140,826
Interest and dividends	299,716	273,692
Total investment income	1,093,171	1,414,518
Employer contributions	-	336,279
Total additions	1,093,171	1,750,797
Deductions		
Benefits paid to participants	1,045,148	1,068,800
Administrative expenses	312,035	388,605
Total deductions	1,357,183	1,457,405
Increase (decrease) in net assets	(264,012)	293,392
Net assets available for benefits		
Beginning	14,412,321	14,118,929
End	\$ 14,148,309	\$ 14,412,321

See Notes to Financial Statements.

Retirement Plan for Employees of Ames Rubber Corporation

**Statement of Accumulated Plan Benefits
December 31, 2020**

Actuarial present value of accumulated plan benefits	
Vested benefits	
Participants currently receiving benefits	\$ 8,265,962
Other participants	<u>4,161,164</u>
Total actuarial present value of accumulated plan benefits	<u>\$ 12,427,126</u>

See Notes to Financial Statements.

Retirement Plan for Employees of Ames Rubber Corporation

**Statement of Changes in Accumulated Plan Benefits
Year Ended December 31, 2020**

Actuarial present value of accumulated plan benefits, beginning	<u>\$ 12,704,040</u>
Increase (decrease) due to	
Benefits accumulated and other experience gains and losses	38,668
Increase for interest due to the decrease in the discount period	822,034
Change in actuarial assumptions and other	(68,816)
Benefits paid	<u>(1,068,800)</u>
Net decrease	<u>(276,914)</u>
Actuarial present value of accumulated plan benefits, end	<u><u>\$ 12,427,126</u></u>

See Notes to Financial Statements.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2021 and 2020

Note 1 - Description of Plan

The following description of Retirement Plan for Employees of Ames Rubber Corporation (the "Plan") is provided for general information. Participants should refer to the Plan agreement including modifications for more complete information.

General

The Plan is a noncontributory, defined benefit plan for all eligible employees of Ames Rubber Corporation (the "Company"). It is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). The Plan's trustees are responsible for oversight of the Plan. The trustees determine the appropriateness of the Plan's investment offerings and monitor investment performance.

Pension benefits

The Plan covers all employees of the Company who have attained age 21 and have completed at least one year of service and were hired prior to March 1, 2005. Participants become vested when they have completed five years of service. The normal retirement date under the Plan is the first day of the month coinciding with or next following the date of the participant's 65th birthday. The Plan permits early retirement with reduced retirement benefits at or after age 55 upon completion of 10 years of service. Benefits are payable as of the first day of the month following the participant's retirement date. The amount of the annual benefit payable to fully vested participants on their normal retirement date is equal to 0.5% of the participant's final five-year average pay up to the covered compensation level, plus 1% of such final average pay in excess of the covered compensation level, multiplied by years of service to the normal retirement date. As of December 31, 2006, the Plan benefits were frozen.

Death and disability benefits

If an active employee dies and is vested, a death benefit will be paid to the surviving spouse for his or her life. The surviving spouse may elect to defer payments to a later date, but no later than the participant's normal retirement date. The amount of the benefit will be 50% of the accrued pension earned at the date of death and adjusted to the date the pension is payable.

If a retired member dies, a 100% survivor annuity will be paid to the surviving spouse or beneficiary if there is no surviving spouse.

If an employee becomes disabled, the employee will receive the benefit accrued to date, reduced by early retirement reduction factors.

Note 2 - Significant accounting policies

Basis of accounting

The accompanying financial statements are prepared under the accrual basis of accounting.

Use of estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America ("GAAP") requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, disclosures of contingent assets and liabilities and the actuarial present value of accumulated plan benefits at the date of the financial statements and the changes therein. Actual results could differ from those estimates.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2021 and 2020

Investment valuation and income recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. The Plan's trustees determine the Plan's valuation policies utilizing information provided by its investment advisors, custodians and insurance company. See Note 4 for a discussion of fair value measurements.

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

Funding policy

Contributions from the Company are accrued based upon amounts determined by the Board of Directors, which range from the minimum required to the maximum allowable to be funded under provisions of the Internal Revenue Code (the "Code"). The Company has met the minimum funding requirements of ERISA for the years ended December 31, 2021 and 2020.

Actuarial present value of accumulated plan benefits

Accumulated plan benefits are independent to employee service rendered to the valuation date and include all future periodic payments and lump-sum distributions expected to be paid to all present, retired and terminated employees who were covered by the Plan. The actuarial present value of these benefits has been determined by an independent actuary by applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and probability of payment by means of decrements such as for death, disability, withdrawal, or retirement between the valuation date and the expected date of payment.

The significant actuarial assumptions used for the December 31, 2021 valuation were as follows:

Assumed retirement age	65
Assumed rate of return	6.75%

Participant life expectancies are based on the following:

Male	PRI-2012 with improvement scale MP-2020
Female	PRI-2012 with improvement scale MP-2020

The change in the accumulated plan benefits for the Plan year ended December 31, 2021 reflects changes in actuarial assumptions primarily relating to the decrease in anticipated salary increases and decreases in the number of projected participants eligible to receive benefits.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. Should the Plan terminate, different actuarial assumptions and other factors might be applicable in the determination of the actuarial present value of accumulated plan benefits. The computations of the actuarial present value of accumulated plan benefits were made as of January 1, 2021. Had the valuation been performed as of December 31, there would be no material difference.

Payment of benefits

Benefit payments to participants are recorded upon distribution.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2021 and 2020

Subsequent events

The Plan has evaluated subsequent events through October 11, 2022, which is the date the financial statements were available to be issued.

Note 3 - Plan termination

Although it has not expressed any intention 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 set forth in ERISA.

In the event of Plan termination, the Plan provides for the distribution of the net assets of the trust fund to participants and beneficiaries of the Plan as provided under ERISA, generally to provide the following benefits in the order indicated:

- a. Participants' accounts prior to February 1, 1976 from the Pension Plan of Ames Rubber Corporation, if any.
- b. Continuation of annuity benefits which former employees or their beneficiaries have been receiving for at least three years, or that employees eligible to retire prior to that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.
- c. Other vested benefits insured by the Pension Benefit Guaranty Corporation ("PBGC").
- d. All other vested benefits.
- e. All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits and certain disability and survivor's benefits. The PBGC does not guarantee all benefits under the Plan and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the amount of an individual's monthly benefit that the PBGC guarantees. For Plan terminations occurring during 2021 and 2020, that ceiling is \$6,034 and \$5,813, respectively. That ceiling applies to those pensioners who elect to receive their benefits in the form of a single-life annuity and are at least 65 years old at the time of retirement or Plan termination (whichever comes later). For young annuitants or for those who elect to receive their benefits in some form more valuable than a single-life annuity, the corresponding ceilings are actuarially adjusted downward.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide for accumulated benefit obligations, and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2021 and 2020

Note 4 - Fair value measurements

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities ("Level 1") and the lowest priority to unobservable inputs ("Level 3"). The three levels of the fair value hierarchy under Financial Accounting Standards Board Accounting Standards Codification 820 are described as follows:

Level 1: Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2: Inputs to the valuation methodology include:

- quoted prices for similar assets or liabilities in active markets;
- quoted prices for identical or similar assets or liabilities in inactive markets;
- inputs other than quoted prices that are observable for the asset or liability; and
- inputs that are derived principally from or corroborated by observable market data by correlation or other means.

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

Level 3: Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

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

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2021 and 2020.

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

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

Money market fund, interest-bearing account: Valued at fair value by discounting the related cash flows based on current yield of similar instruments with comparable duration considering the credit worthiness of the issuer.

U.S. Government securities: Valued using a model that incorporates market observable data such as reported sales of similar securities, broker quotes, yields, bids, offers and reference data. Certain securities are valued principally using dealer quotations.

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2021 and 2020

Corporate bonds: Valued using pricing models maximizing the use of observable inputs for similar securities. This includes basing value on yields currently available on comparable securities of issuers with similar credit ratings. When quoted prices are not available for identical or similar bonds, those corporate bonds are valued under a discounted cash flow approach that maximizes observable inputs, such as current yields or similar instruments, but includes adjustments for certain risks that may not be observable, such as credit and liquidity risks.

Guaranteed investment contract: Valued by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the creditworthiness of the issuer (see Note 5).

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2021 and 2020. Classification within the fair value hierarchy table is based on the lowest level of any input that is significant to the fair value measurement.

2021				
	Level 1	Level 2	Level 3	Total
Common stocks	\$ 7,519,222	\$ -	\$ -	\$ 7,519,222
Mutual funds	1,539,962	-	-	1,539,962
Interest-bearing accounts	-	789,655	-	789,655
Preferred stocks	494,014	-	-	494,014
U.S. Government securities	-	2,314,212	-	2,314,212
Corporate bonds	-	1,027,305	-	1,027,305
Guaranteed investment contract	-	-	442,284	442,284
Total investments at fair value	9,553,198	4,131,172	442,284	14,126,654
Total investments	<u>\$ 9,553,198</u>	<u>\$ 4,131,172</u>	<u>\$ 442,284</u>	<u>\$ 14,126,654</u>

2020				
	Level 1	Level 2	Level 3	Total
Common stocks	\$ 6,000,883	\$ -	\$ -	\$ 6,000,883
Mutual funds	1,028,767	-	-	1,028,767
Interest-bearing accounts	-	2,403,885	-	2,403,885
Preferred stocks	803,831	-	-	803,831
U.S. Government securities	-	2,213,078	-	2,213,078
Corporate bonds	-	1,140,588	-	1,140,588
Guaranteed investment contract	-	-	458,313	458,313
Total investments at fair value	7,833,481	5,757,551	458,313	14,049,345
Total investments	<u>\$ 7,833,481</u>	<u>\$ 5,757,551</u>	<u>\$ 458,313</u>	<u>\$ 14,049,345</u>

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2021 and 2020

For years ended December 31, 2021 and 2020, there were no significant transfers between Levels 1 and 2 and no transfers in or out of Level 3.

	2021 Guaranteed investment contract	2020 Guaranteed investment contract
Balance, beginning	\$ 458,313	\$ 406,929
Interest	17,734	39,266
Unrealized (loss) gain	(19,523)	35,650
Distributions	(6,375)	(14,912)
Administrative fees	(7,865)	(8,620)
Balance, end	<u>\$ 442,284</u>	<u>\$ 458,313</u>

The amount of total gains or losses for the period included in changes in net assets attributable to the net (depreciation) appreciation in fair value of investments held at the reporting date

<u>\$ (19,523)</u>	<u>\$ 35,650</u>
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Gains and losses (realized and unrealized) included in changes in net assets for the periods above are reported in net appreciation (depreciation) in fair value of investments in the statements of changes in net assets available for benefits.

Quantitative information about significant unobservable inputs used in Level 3 fair value measurements

The following tables represent the Plan's Level 3 financial instruments, the valuation techniques used to measure the fair value of those financial instruments as of December 31, 2021 and 2020 and the significant unobservable inputs and the ranges of values for those inputs:

2021					
Instrument	Fair value December 31, 2021	Principal valuation technique	Range of significant unobservable inputs	Significant input values	Weighted average
Guaranteed investment contract	<u>\$ 442,284</u>	Discounted	Discount rate cash flow duration (years)	2.34% 7.5	2.34% 7.5
2020					
Instrument	Fair value December 31, 2020	Principal valuation technique	Range of significant unobservable inputs	Significant input values	Weighted average
Guaranteed investment contract	<u>\$ 458,313</u>	Discounted	Discount rate cash flow duration (years)	1.81% 7.5	1.81% 7.5

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2021 and 2020

Note 5 - Investment contract with insurance company

The Plan entered into fully benefit-responsive investment contracts with Aetna Life Insurance Company ("Aetna"). Aetna maintains the contributions in a general account. The account is credited with earnings on the underlying investments and charged for participant withdrawals and administrative expenses. The average yield and credit of interest rates were approximately 2.34% and 1.81% for 2021 and 2020, respectively. The crediting interest rate is based on a formula agreed upon with the issuer. Such rates are reviewed on a quarterly basis for resetting.

Note 6 - Administrative expenses

Certain expenses incurred in connection with the administration of the Plan were paid by the Company.

Note 7 - Related party and party-in-interest transactions

Certain Plan investments are managed by the trustees of the Plan and, therefore, these transactions qualify as party-in-interest transactions.

Note 8 - Tax status

The Plan received a favorable determination letter from the Internal Revenue Service (the "IRS") on December 28, 2015, which indicates that the Plan qualifies under the provisions of Section 401(a) of the Code and that the trust is exempt from federal income taxes under the provisions of Section 501(a) of the Code, as amended. The Company believes that the Plan is designed and is currently being operated in compliance with the applicable requirements of the Code. GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 9 - Certification by trustees

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Investments held at December 2021 and 2020, and investment income for the years then ended, that are disclosed in the accompanying financial statements and supplemental schedules, were obtained or derived from information supplied to the Plan administrator and certified as complete and accurate by Comerica Bank and Trust, N.A. and Aetna Life Insurance Company, the trustees of the Plan.

Note 10 - Risks and uncertainties

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

Retirement Plan for Employees of Ames Rubber Corporation

Notes to Financial Statements December 31, 2021 and 2020

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

In early 2020, an outbreak of a novel strain of coronavirus ("COVID-19") emerged globally. As a result, events have occurred domestically in United States and globally, including mandates from federal, state and local authorities, leading to an overall decline in economic activity. The continuation of the effects of COVID-19 could result in significant disruption of global financial markets; however, the ultimate impact of COVID-19 on the financial performance of the Plan's investments cannot be reasonably estimated at this time.

Supplementary Information

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

**Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2021**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	2U INC	Common stock	\$ 24,630	\$ 15,936
	3M CO	Common stock	96,395	94,499
	ABB LTD SPON ADR	Common stock	22,936	36,262
	ACCENTURE PLC CL A	Common stock	23,318	45,186
	ADIDAS AG SPONSORED ADR	Common stock	28,278	23,755
	ADVANCE AUTO PARTS	Common stock	13,976	16,552
	AGREE REALTY CORP	Common stock	20,570	22,621
	AIA GROUP LTD	Common stock	28,418	26,737
	AIR LIQUIDE ADR	Common stock	29,437	32,779
	AKZO NOBEL NV ADR	Common stock	31,737	29,337
	ALLIANT ENERGY CORP	Common stock	10,509	11,864
	ALPHABET INC CL A	Common stock	20,023	37,662
	ALPHABET INC CL C	Common stock	20,056	37,617
	AMAZON COM INC	Common stock	54,862	83,359
	AMDOCS LTD	Common stock	20,311	22,976
	AMEDISYS INC	Common stock	67,089	56,334
	AMGEN INC	Common stock	93,838	89,763
	ANALOG DEVICES INC	Common stock	42,593	61,344
	ANGLO AMERICAN PLC SPONSORED ADR	Common stock	21,760	22,488
	ANSYS INC	Common stock	42,676	60,970
	AON PLC SHS CL A	Common stock	30,006	42,078
	APPLE INC	Common stock	60,627	135,308
	ATMOS ENERGY CORP	Common stock	13,490	12,887
	AVALARA INC	Common stock	36,584	32,923
	AVERY DENNISON CORP	Common stock	8,575	14,294
	AVIENT CORPORATION	Common stock	12,221	18,016
	BANCO SANTANDER CENTRAL SPON ADR	Common stock	13,539	19,372
	BANDAI NAMCO HOLDINGS INC ADR	Common stock	19,322	18,628
	BARCLAYS PLC ADR	Common stock	27,411	27,345
	BLACKLINE INC	Common stock	29,729	48,767
	BP PLC SPON ADR	Common stock	32,297	33,927
	BROADRIDGE FINL SOLUTIONS INC	Common stock	16,058	24,681
	CARLSBERG AS ADR	Common stock	28,434	31,121
	CELANESE CORP DE COM SER A	Common stock	11,335	16,470
	CERTARA INC COM	Common stock	42,971	31,347
	CLARIVATE ANALYTICS PLC	Common stock	21,043	19,592
	COCA COLA CO	Common stock	106,835	112,262
	COMMUNITY BK SYS INC	Common stock	8,249	8,789
	COMPAGNIE FINANCIERE RICHEMONT A	Common stock	16,078	18,939
	COMPASS GROUP PLC ADR	Common stock	23,853	26,410
	CONTINENTAL AG ADR	Common stock	14,226	13,713
	COSTAR GROUP INC	Common stock	74,000	82,982
	CSG SYSTEMS INTL INC	Common stock	21,057	25,814
	DAIKIN INDS LTD ADR	Common stock	19,686	20,979
	DAIWA HOUSE IND LTD ADR	Common stock	19,774	17,667
	DANAHER CORP	Common stock	40,254	79,291
	DBS GROUP HLDGS LTD SPONSORED	Common stock	17,449	21,803
	ECOLAB INC	Common stock	34,693	41,053
	ENCOMPASS HEALTH CORP	Common stock	13,620	11,943
	ENEL SOCIETA PER AZIONI ADR	Common stock	29,934	27,669
	ENGIE ADR	Common stock	46,567	44,977
	ENSIGN GROUP INC	Common stock	25,668	23,677

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

**Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2021**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	EQUINOR ASA ADR	Common stock	11,164	15,377
	EQUITY LIFESTYLE PROPERTIES	Common stock	9,459	12,535
	EVERCORE PARTNERS INC	Common stock	13,685	27,442
	EXXON MOBIL CORPORATION	Common stock	99,326	111,427
	FASTENAL CO	Common stock	42,230	74,117
	FERGUSON PLC	Common stock	18,184	34,443
	FIRST FINL BANCORP	Common stock	9,729	9,606
	FIRST INTST BANCSYSTEM INC CL A	Common stock	10,969	13,096
	FIVE BELOW INC	Common stock	37,487	64,343
	FIVERR INTERNATIONAL LTD	Common stock	21,954	20,466
	FUJITSU LTD ADR	Common stock	20,436	24,672
	GENERAL DYNAMICS CORP	Common stock	100,582	113,616
	GLOBANT SA	Common stock	48,763	116,841
	GRAND CANYON ED INC	Common stock	68,116	58,283
	GUIDEWIRE SOFTWARE INC	Common stock	25,165	25,544
	HASBRO INC	Common stock	12,735	14,962
	HEICO CORP NEW	Common stock	55,395	67,928
	HENRY JACK & ASSOC INC	Common stock	32,069	33,064
	HITACHI LTD 10 COM ADR	Common stock	16,212	21,316
	HOME BANCSHARES INC	Common stock	13,246	16,193
	HOME DEPOT INC	Common stock	77,747	138,198
	HORACE MANN EDUCATORS CORP NEW	Common stock	9,730	8,553
	HUBBELL INC	Common stock	16,942	25,617
	HUNTINGTON BANCSHARES INC	Common stock	8,868	9,112
	IAC INTERACTIVECORP NEW COM	Common stock	24,567	31,501
	IDEXX LABORATORIES INC	Common stock	28,729	69,138
	IHS MARKIT LTD	Common stock	43,836	71,644
	ILLUMINA INC	Common stock	33,356	31,957
	INDUSTRIA DE DISENO TEXTIL INDIT	Common stock	24,754	23,992
	INFINEON TECHNOLOGIES AG	Common stock	11,526	12,235
	INNOVATIVE INDL PPTYS INC	Common stock	7,137	7,624
	JOHNSON & JOHNSON	Common stock	83,901	97,168
	JPMORGAN CHASE & CO	Common stock	77,573	111,478
	JUNIPER NETWORKS INC	Common stock	6,866	10,213
	LANCASTER COLONY CORP	Common stock	11,770	13,248
	LCI INDUSTRIES	Common stock	10,162	15,431
	LEGRAND ADR	Common stock	24,980	26,961
	M D C HLDGS INC	Common stock	14,167	23,951
	MAKITA CORP ADR NEW	Common stock	29,622	31,337
	MANTECH INTERNATIONAL CORP CL A	Common stock	15,095	14,440
	MCAFEE CORP COM CL A	Common stock	18,090	20,761
	MCDONALDS CORP	Common stock	100,541	119,559
	MEDTRONIC PLC	Common stock	137,223	117,933
	MERCK KGAA ADR	Common stock	17,644	30,358
	METLIFE INC	Common stock	81,136	117,419
	MICROSOFT CORP	Common stock	159,925	296,634
	NEOGEN CORP	Common stock	14,456	18,573
	NETAPP INC	Common stock	11,979	22,630
	NETFLIX.COM INC	Common stock	20,207	34,339
	NEXSTAR BROADCASTING GROUP INC	Common stock	7,320	9,512

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)

December 31, 2021

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	NEXTERA ENERGY INC	Common stock	90,197	129,770
	NISOURCE INC	Common stock	10,460	11,486
	NOVARTIS A G ADR	Common stock	25,487	23,967
	NVIDIA CORP	Common stock	15,490	72,351
	OAK STREET HEALTH INC COM	Common stock	38,386	22,701
	OWL ROCK CORE INCOME CORPORATION	Common stock	500,000	500,000
	PATTERSON COS INC	Common stock	7,004	6,193
	PAYCOM SOFTWARE INC	Common stock	59,552	76,810
	PAYPAL HLDGS INC	Common stock	25,704	26,590
	PEARSON PLC SPON ADR ONE ADR	Common stock	12,298	12,272
	PENSKE AUTOMOTIVE GROUP INC	Common stock	12,954	18,227
	PERNOD RICARD S A ADR	Common stock	17,680	24,581
	PERRIGO CO PLC	Common stock	9,963	8,441
	PETMED EXPRESS INC	Common stock	10,917	8,058
	PROGRESS SOFTWARE CORP	Common stock	6,832	9,413
	PRUDENTIAL PLC ADR	Common stock	16,071	14,839
	QUEST DIAGNOSTICS INC	Common stock	20,968	33,564
	RELX PLC ADR	Common stock	43,528	54,589
	RENT A CTR INC NEW	Common stock	18,583	18,640
	REYNOLDS PRESTO PRODUCTS INC COM	Common stock	19,190	18,495
	RITCHIE BROS AUCTIONEERS	Common stock	43,859	61,026
	ROLLINS INC	Common stock	37,282	51,520
	ROYAL DSM N V KONINKLIJKE DSM	Common stock	19,765	35,520
	RPM INTERNATIONAL INC	Common stock	8,864	12,524
	RYANAIR HLDGS PLC SPON ADR	Common stock	21,574	23,536
	RYOHIN KEIKAKU CO LTD ADR	Common stock	20,400	15,994
	SAFRAN S A ADR	Common stock	44,379	34,863
	SALESFORCE.COM INC	Common stock	53,461	73,444
	SAMPO OYJ ADR	Common stock	24,903	27,458
	SANDVIK AB ADR	Common stock	22,570	29,686
	SANOFI-AVENTIS	Common stock	46,574	46,693
	SCOTTS MIRACLE-GRO CO CL A	Common stock	12,635	17,388
	SERVICENOW INC	Common stock	27,747	56,473
	SHIMANO INC ADR	Common stock	24,811	34,506
	SILICON MOTION TECHNOLOGY CORP	Common stock	17,210	28,889
	SMITH & NEPHEW PLC ADR	Common stock	12,848	12,429
	SNAP ON INC	Common stock	16,883	17,446
	SONOCO PRODS CO	Common stock	7,942	8,452
	STARBUCKS CORP	Common stock	136,326	169,373
	SUMITOMO MITSUI FIN-UNSP ADR	Common stock	26,329	24,994
	SUNCOR ENERGY INC NEW	Common stock	25,705	23,003
	SUZUKI MTR CORP UNS ADR	Common stock	19,429	16,613
	TELADOC INC	Common stock	25,275	18,731
	TELENOR ASA SPONSORED ADR	Common stock	22,205	18,970
	TERRENO RLTY CORP	Common stock	6,891	8,870
	TESCO PLC SPONSORED ADR	Common stock	32,810	32,972
	TEXAS INSTRS INC	Common stock	77,078	109,124
	TRUIST FINANCIAL CORP COM	Common stock	112,147	115,519
	TWILIO INC	Common stock	26,926	24,754

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

**Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2021**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	TYLER TECHNOLOGIES INC	Common stock	56,182	88,762
	UNILEVER PLC-SPONSORED ADR	Common stock	32,478	30,391
	UNITEDHEALTH GROUP INC	Common stock	117,696	197,842
	UNIVERSAL MUSIC GROUP N.V ADR	Common stock	8,272	7,285
	VEEVA SYS INC CLASS A	Common stock	42,936	64,125
	VERISK ANALYTICS INC CL A	Common stock	47,134	65,417
	VERITAS (BUREAU)	Common stock	19,817	20,574
	VESTAS WIND SYS A/S UTD KINGDOM	Common stock	20,437	24,494
	VIMEO INC COMMON STOCK	Common stock	9,324	7,220
	VISA INC CL A	Common stock	116,019	133,927
	VITESCO TECHNOLOGIES GROUP AG	Common stock	1,865	1,267
	VOLKSWAGEN ADR	Common stock	24,393	24,502
	WATSCO INC	Common stock	8,717	15,331
	WEST PHARMACEUTICAL SERVICES	Common stock	35,906	99,430
	WOLTERS KLUWER N V ADR	Common stock	17,423	26,744
	XCEL ENERGY INC	Common stock	104,413	100,602
	Total common stocks		6,024,856	7,519,222
	FIRST TR EXCHANGE-TRADED FD III	Mutual fund	157,253	157,825
	ISHARES CORE MSCI EAFE ETF	Mutual fund	238,224	270,198
	ISHARES TR-S&P 500 INDEX	Mutual fund	299,550	419,751
	PRINCIPAL FDS INC CAPITAL SEC-S	Mutual fund	382,196	380,257
	VANGUARD RUSSELL 3000	Mutual fund	216,598	311,931
	Total mutual funds		1,293,821	1,539,962
*	COMERICA SHORT-TERM FUND	Interest-bearing account	101,208	101,208
	RBC CASH PLUS	Interest-bearing account	688,447	688,447
	Total interest-bearing accounts		789,655	789,655
	AFFILIATED MANAGERS GROUP INC	Preferred stock	3,620	3,685
	AFFILIATED MANAGERS GROUP INC	Preferred stock	4,060	4,049
	ALABAMA PWR CO PFD CL A %	Preferred stock	3,819	3,721
	ALGONQUIN PWR & UTILS CORP	Preferred stock	2,170	2,094
	ALLSTATE CORP	Preferred stock	4,294	4,437
	ALLSTATE CORP DEP SHS REPSTG	Preferred stock	4,585	4,423
	ALLSTATE CORP DP SHS PFD H	Preferred stock	9,986	10,278
	AMERICAN FINL GROUP INC OH	Preferred stock	2,123	2,079
	AMERICAN INTL GROUP INC	Preferred stock	3,458	3,522
	ARCH CAP GROUP LTD DEPOSITARY	Preferred stock	2,291	2,251
	ARCH CAP GROUP LTD PFD SHS	Preferred stock	8,757	8,616
	ASSOCIATED BANC CORP DEPOSITARY	Preferred stock	4,787	5,327
	AT&T INC	Preferred stock	3,892	3,806
	AT&T INC	Preferred stock	12,128	12,009
	AT&T INC 5 DEP RP PFD A	Preferred stock	4,206	4,315
	AT&T INC DEPOSITARY SHARES	Preferred stock	2,124	2,206
	BANK OF AMERICA CORP 5.875%	Preferred stock	3,545	3,528
	BANK OF AMERICA CORPORATION	Preferred stock	4,275	4,345
	BANK OF AMERICA CORPORATION	Preferred stock	4,394	4,451

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

**Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2021**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	BANK OF AMERICA CORPORATION	Preferred stock	2,200	2,236
	BANK OF AMERICA CORPORATION	Preferred stock	2,261	2,283
	BERKLEY SUBORDINATED DEBENTURES	Preferred stock	5,140	5,421
	CAPITAL ONE FINANCIAL CO	Preferred stock	12,459	13,108
	CHARLES SCHWAB CORPORATION	Preferred stock	8,943	9,034
	CITIGROUP INC PFD SHARES SER K	Preferred stock	8,451	8,126
	CITIGROUP INC PFD SHS	Preferred stock	8,128	8,016
	CITIZENS FINL GROUP INC DP RP	Preferred stock	8,472	8,867
	CMS ENERGY CORP	Preferred stock	1,980	1,929
	CMS ENERGY CORP DEPOSITARY	Preferred stock	2,270	2,225
	CULLEN FROST DEPOSITARY SHARES	Preferred stock	2,294	2,323
	DIGITAL REALTY TRUST INC 5.200%	Preferred stock	2,042	2,089
	DIGITAL REALTY TRUST INC CUM	Preferred stock	4,175	4,062
	DTE ENERGY CO 4.375% JUNIOR	Preferred stock	4,490	4,735
	DTE ENERGY CO 4.375% JUNIOR	Preferred stock	2,171	2,230
	ENBRIDGE INC	Preferred stock	1,997	1,951
	EQUITABLE HLDGS INC	Preferred stock	3,528	3,551
	EQUITABLE HLDGS INC DEPOSITARY	Preferred stock	4,412	4,520
	FIFTH THIRD BANCORP 4.95%	Preferred stock	5,733	5,920
	FIFTH THIRD BANCORP PFD	Preferred stock	11,169	10,913
	FIRST HORIZON NATIONAL CORP	Preferred stock	2,245	2,225
	FIRST REPUBLIC BANK/SF	Preferred stock	2,080	2,076
	FIRST REPUBLIC BANK/SF DP RP PFD	Preferred stock	4,172	4,410
	GOLDMAN SACHS GROUP INC	Preferred stock	11,322	11,109
	GOLDMAN SACHS GROUP INC	Preferred stock	7,527	7,409
	HARTFORD FINL SVCS GROUP INC DEL	Preferred stock	7,036	6,337
	HUDSON PAC PPTYS INC 4.750%	Preferred stock	2,219	2,296
	HUNTINGTON BANCSHARES INC	Preferred stock	2,157	2,313
	JPMORGAN CHASE & CO DEP SHS	Preferred stock	4,561	4,517
	JPMORGAN CHASE & CO DEPOSITARY	Preferred stock	4,160	4,267
	KEYCORP PFD SHS	Preferred stock	11,707	11,673
	KIMCO	Preferred stock	2,285	2,242
	KIMCO DEPOSITARY SH REPSTG	Preferred stock	4,309	4,137
	MORGAN STANLEY DEPOSITARY	Preferred stock	2,265	2,271
	MORGAN STANLEY PFD SHRS	Preferred stock	5,698	5,668
	MORGAN STANLEY PFD SHS	Preferred stock	3,988	4,044
	MORGAN STANLEY PFD SHS PFD SER F	Preferred stock	11,050	10,751
	MORGAN STANLEY PFD SHS SERIES E	Preferred stock	11,123	10,507
	NEW YORK COMMUNITY BANCORP PFD	Preferred stock	7,696	7,518
	NEXTERA ENERGY CAP HLDGS INC	Preferred stock	16,105	16,218
	NORTHERN TRUST CORP DEPOSITARY	Preferred stock	3,431	3,551
	PEOPLES UTD FINL INC PFD SHS	Preferred stock	7,915	7,770
	PNC FINANCIAL SERVICES GROUP PFD	Preferred stock	7,191	6,821
	PRUDENTIAL FINANCIAL INC	Preferred stock	2,058	2,109
	PS BUSINESS PKS INC PFD SHS	Preferred stock	3,950	3,817
	PS BUSINESS PKS INC STOCK	Preferred stock	2,004	2,138
	PUBLIC STORAGE DEPOSITARY SHARES	Preferred stock	2,116	2,083
	PUBLIC STORAGE DEPOSITARY SHARES	Preferred stock	2,062	1,996
	PUBLIC STORAGE DEPOSITARY SHARES	Preferred stock	4,122	3,995
	PUBLIC STORAGE PFD SHS	Preferred stock	6,221	6,030
	PUBLIC STORAGE PFD SHS	Preferred stock	6,100	5,881

Retirement Plan for Employees of Ames Rubber Corporation

EIN: 22-1466804

Plan #: 001

**Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2021**

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	REGIONS FINL CORP	Preferred stock	4,170	4,364
	REGIONS FINL CORP DEPOSITARY	Preferred stock	4,483	4,623
	REGIONS FINL CORP PFD SHS	Preferred stock	3,751	3,758
	RENAISSANCERE HLDGS LTD	Preferred stock	2,028	1,954
	RENAISSANCERE HOLDINGS L	Preferred stock	2,280	2,235
	SOUTHERN CO SR 2021C FL NT23	Preferred stock	6,250	6,188
	SPIRE INC	Preferred stock	1,999	1,997
	STATE STREET CORP PFD SHS	Preferred stock	6,824	6,773
	STATE STREET CORP PFD SHS	Preferred stock	13,778	13,819
	STIFEL FINANCIAL CORP	Preferred stock	4,043	3,990
	STIFEL FINANCIAL CORP DEPOSITARY	Preferred stock	4,007	4,259
	SVB FINANCIAL GROUP DEPOSITARY	Preferred stock	4,205	4,299
	SYNOVUS FINL CORP 5.87 PERP PFD	Preferred stock	5,913	6,075
	TRUIST FINANCIAL CORP DEPOSITARY	Preferred stock	4,302	4,308
	TRUIST FINANCIAL CORP DEPOSITARY	Preferred stock	6,282	6,806
	US BANCORP DEL DEPOSITARY SHARES	Preferred stock	6,420	6,493
	US BANCORP DEL DEPOSITARY SHS	Preferred stock	4,443	4,514
	US BANCORP DEL PFD SHS VAR RATE	Preferred stock	11,913	10,825
	VORNADO 5.25% SERIES N	Preferred stock	4,581	4,662
	VORNADO REALTY TRUST	Preferred stock	2,267	2,198
	VOYA FINL INC 5.35% DP PFD B	Preferred stock	3,499	3,721
	WEBSTER FINL CORP WATERBURY CONN	Preferred stock	5,837	5,778
	WELLS FARGO & CO NEW	Preferred stock	4,318	4,370
	WELLS FARGO & CO NEW DEPOSITARY	Preferred stock	2,233	2,245
	WELLS FARGO & CO NEW PFD SHS	Preferred stock	3,828	3,692
	WELLS FARGO & CO PFD SHS	Preferred stock	5,673	5,484
	WELLS FARGO & CO PFD VAR	Preferred stock	3,815	3,724
	Total preferred stocks		494,846	494,014
	FEDERAL HOME LN MTG 4.000	U.S. Government securities	12,409	12,579
	FEDERAL HOME LOAN MTG CORP 2.000	U.S. Government securities	87,785	87,561
	FEDERAL HOME LOAN MTG CORP 2.000	U.S. Government securities	32,361	31,316
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	12,370	12,182
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	45,287	44,234
	FEDERAL HOME LOAN MTG CORP 2.500	U.S. Government securities	20,089	19,645
	FEDERAL HOME LOAN MTG CORP 3.000	U.S. Government securities	79,478	80,593
	FEDERAL HOME LOAN MTG CORP 3.500	U.S. Government securities	52,200	53,387
	FEDERAL HOME LOAN MTG CORP 4.000	U.S. Government securities	32,171	32,691
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	14,727	14,952
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	10,602	10,690
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	16,216	16,531
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	71,586	71,244
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	13,901	13,943
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	26,678	26,985
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	33,145	33,645
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	19,314	19,657
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	38,408	37,359
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	60,459	59,367
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	63,689	62,777
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	205,191	203,070
	FEDERAL NATL MTG ASSN GTD MTG PA	U.S. Government securities	151,098	149,345
	FNMA PASS-THRU I 3.500	U.S. Government securities	10,872	10,721

Retirement Plan for Employees of Ames Rubber Corporation
EIN: 22-1466804
Plan #: 001

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2021

(a)	(b) Identity of issue, borrower, lessor or similar party	(c) Description of investment	(d) Cost	(e) Current value
	UNITED STATES TREAS BDS 1.625%	U.S. Government securities	126,670	127,487
	UNITED STATES TREAS BDS 2.25%	U.S. Government securities	42,470	42,516
	UNITED STATES TREAS BDS 2.625%	U.S. Government securities	144,553	143,868
	UNITED STATES TREAS BDS 2.625%	U.S. Government securities	34,965	34,624
	UNITED STATES TREASURY NOTES	U.S. Government securities	172,014	171,469
	UNITED STATES TREASURY NOTES	U.S. Government securities	260,338	260,032
	UNITED STATES TREASURY NOTES 0%	U.S. Government securities	398,237	392,716
	UNITED STATES TREASURY NOTES 1%	U.S. Government securities	37,932	37,026
	Total U.S. Government securities		<u>2,327,215</u>	<u>2,314,212</u>
	ABBVIE INC 3.2% 11/21/2029-2029	Corporate bonds	44,474	42,808
	AMAZON COM INC 2.1%	Corporate bonds	42,858	43,620
	AMERICAN EXPRESS CO 3.7%	Corporate bonds	41,280	40,667
	APPLE INC 1.65% 05/11/2030-2030	Corporate bonds	35,802	34,098
	BANK OF AMERICA CORP 1.319%	Corporate bonds	35,335	34,644
	BANK OF AMERICA CORP 1.734%	Corporate bonds	35,347	34,764
	BANK OF AMERICA CORP 3.248%	Corporate bonds	26,483	26,626
	BP CAP MARKETS AMERICA 3.41%	Corporate bonds	35,332	35,217
	CAPITAL ONE FINANCIAL CO 3.8%	Corporate bonds	27,148	27,237
	CIGNA CORP 2.4% 03/15/2030-2029	Corporate bonds	39,658	38,345
	CITIGROUP INC. 1.122%	Corporate bonds	38,061	37,031
	COMCAST CORP 1.5%	Corporate bonds	37,849	35,912
	COMCAST CORP 3.4%	Corporate bonds	41,914	41,513
	CVS/CAREMARK CORP 1.3%	Corporate bonds	69,858	67,908
	ENTERPRISE PRODS OPER LLC 3.75%	Corporate bonds	35,452	35,076
	FISERV INC 3.5% 07/01/2029-2029	Corporate bonds	41,785	41,979
	GOLDMAN SACHS GROUP INC 1.431%	Corporate bonds	37,955	37,246
	INTEL CORP 3.9% 03/25/2030-2029	Corporate bonds	45,883	43,199
	JPMORGAN CHASE & CO 3.54%	Corporate bonds	29,091	29,342
	MARSH & MCLENNAN 4.375%	Corporate bonds	31,021	30,803
	MORGAN STANLEY 4.431%	Corporate bonds	54,097	53,604
	ORACLE CORPORATION 2.5%	Corporate bonds	45,292	44,025
	ORACLE CORPORATION 2.95%	Corporate bonds	44,136	40,494
	VERIZON COMMUNICATIONS 4.329%	Corporate bonds	45,285	43,202
	VISA INC 2.05% 04/15/2030-2030	Corporate bonds	40,462	38,514
	WELLS FARGO & CO VR 3.3%	Corporate bonds	49,623	49,431
	Total Corporate bonds		<u>1,051,481</u>	<u>1,027,305</u>
*	Aetna Life Insurance Company Fixed Income Account	General account	<u>442,284</u>	<u>442,284</u>
	Total		<u><u>\$ 12,424,158</u></u>	<u><u>\$ 14,126,654</u></u>

* Party-in-interest.

See Independent Auditor's Report.

Retirement Plan for Employees of Ames Rubber Corporation
EIN: 22-1466804
Plan #: 001

Schedule of Reportable Transactions (Schedule H, Line 4j)
Year Ended December 31, 2021

(a) Identity of party involved	(b) Description of asset	(c) Purchase price	(d) Selling price	(g) Cost of asset	(h) Current value of asset on transaction date	(i) Net gain/(loss)
Category (iii) - A series of transactions with respect to securities of the same issue that amount in the aggregate to more than 5% of the beginning value of total Plan assets:						
* Comerica Short-Term Fund	Purchases - 32	\$ 1,104,111	\$ -	\$ 1,104,111	\$ -	\$ -
	Sales - 27	-	1,058,358	1,058,358	-	-
RBC Cash Plus	Purchases - 387	3,507,381	-	3,507,381	-	-
	Sales - 125	-	5,167,363	5,167,363	-	-
* Party-in-interest.						



Independent Member of Nexia International

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Ames Rubber Corporation Savings and Investment Plan
E.I. # 22-1466804
Plan Number: 002

Schedule of Assets (Held at End of Year) (Schedule H, Line 4i)
December 31, 2021

(a)	(b) Identity of issuer, borrower, lessor or similar party	(c) Description	(d) Cost (A)	(e) Current value
	RBC Emerging markets Equity R6	Mutual fund		\$ 70,889
	JPMorgan Government Bond R6	Mutual fund		11,721
	American Century Mid Cap Value R6	Mutual fund		102,497
	MFS Massachusetts Investors Trust R6	Mutual fund		2,189
	American Funds American Mutual R6	Mutual fund		109,351
	Janus Henderson Triton Class N	Mutual fund		2,008
	MFS Mid Cap Growth R6	Mutual fund		2,925
	Allspring Special Sm Cap Growth R6	Mutual fund		114,813
*	Fidelity US Bond Index	Mutual fund		56,980
*	Fidelity 500 Index	Mutual fund		263,011
*	Fidelity Mid Cap Index	Mutual fund		49,217
*	Fidelity Small Cap Index	Mutual fund		66,819
*	Fidelity Inflation-Protected Bond Index	Mutual fund		29,168
*	Fidelity Blue Chip Growth K6	Mutual fund		81,571
*	Fidelity International Capital Appreciation K6	Mutual fund		77,341
*	Fidelity Freedom 2010 K6	Mutual fund		109,586
*	Fidelity Freedom 2015 K6	Mutual fund		985,385
*	Fidelity Freedom 2020 K6	Mutual fund		554,002
*	Fidelity Freedom 2025 K6	Mutual fund		5,108,793
*	Fidelity Freedom 2030 K6	Mutual fund		945,492
*	Fidelity Freedom 2035 K6	Mutual fund		33,871
*	Fidelity Freedom 2040 K6	Mutual fund		229,554
*	Fidelity Freedom 2045 K6	Mutual fund		269,458
*	Fidelity Freedom 2050 K6	Mutual fund		108,755
*	Fidelity Freedom 2055 K6	Mutual fund		373,486
*	Fidelity Freedom 2060 K6	Mutual fund		72,506
*	Fidelity Freedom Income K6	Mutual fund		121,156
*	Fidelity Freedom 2065 K6	Mutual fund		5,028
*	Fidelity Government Money Market K6	Mutual fund		40,237
*	Fidelity Total Bond K6	Mutual fund		9,766
	Total			10,007,575
*	Participant loans	Interest rates at 4.25% to 6.50%, maturing at various dates, secured by participant account balance		74,995
	Total			\$ 10,082,570
*	Party-in-interest.			
(A)	Information not required.			

See Independent Auditor's Report.