Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

A This return/report is for:
- [ ] a multiemployer plan
- [X] 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:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
BEARING & DRIVE SOLUTIONS 401(K) RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 04/01/1979

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)
BEARINGS & DRIVES UNLIMITED, INC.

3443 BETHLEHEM PIKE
SOUDERTON, PA 18964

2b Employer Identification Number (EIN) 27-2245260

2c Plan Sponsor's telephone number 215-723-5068

2d Business code (see instructions) 423990

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.	10/13/2022	BRIAN WEVODAU
	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

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

3b Administrator's EIN

3c Administrator's telephone number

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

4b EIN

4d PN

5 Total number of participants at the beginning of the plan year	**5**	232
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)**	206
a(2) Total number of active participants at the end of the plan year	**6a(2)**	204
b Retired or separated participants receiving benefits	**6b**	6
c Other retired or separated participants entitled to future benefits	**6c**	31
d Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	241
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	0
f Total. Add lines **6d** and **6e**	**6f**	241
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	180
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	9
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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

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

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)	[X]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

9b Plan benefit arrangement (check all that apply)

(1)	[X]	Insurance
(2)	[ ]	Code section 412(e)(3) insurance contracts
(3)	[X]	Trust
(4)	[ ]	General assets of the sponsor

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

a Pension Schedules

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

b General Schedules

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance 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.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

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
BEARING & DRIVE SOLUTIONS 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
BEARINGS & DRIVES UNLIMITED, INC.

D Employer Identification Number (EIN)
27-2245260

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
JOHN HANCOCK LIFE INSURANCE COMAPNY USA

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
01-0233346	65838	24153	187	01/01/2021	12/31/2021

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid
0	9112

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid
THE PARAGON ALLIANCE GROUP, LLC

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	
	9112	TPA FEES TPA FORUM COMPENSATION	5

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	13527
5	Current value of plan's interest under this contract in separate accounts at year end	5	19193154

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ GROUP ANNUITY

b	Balance at the end of the previous year			7b	0
c	Additions: (1) Contributions deposited during the year	7c(1)	2568		
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	217		
	(4) Transferred from separate account	7c(4)	93344		
	(5) Other (specify below)	7c(5)			
	▶				
	(6)Total additions			7c(6)	96129
d	Total of balance and additions (add lines **7b** and **7c(6)**)			7d	96129
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)			
	(2) Administration charge made by carrier	7e(2)	105		
	(3) Transferred to separate account	7e(3)	82497		
	(4) Other (specify below)	7e(4)			
	▶				
	(5) Total deductions			7e(5)	82602
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	13527

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

a ☐ Health (other than dental or vision) **b** ☐ Dental **c** ☐ Vision **d** ☐ Life insurance
e ☐ Temporary disability (accident and sickness) **f** ☐ Long-term disability **g** ☐ Supplemental unemployment **h** ☐ Prescription drug
i ☐ Stop loss (large deductible) **j** ☐ HMO contract **k** ☐ PPO contract **l** ☐ Indemnity contract
m ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

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

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

A Name of plan	**B** Three-digit plan number (PN) ▶
BEARING & DRIVE SOLUTIONS 401(K) RETIREMENT PLAN	001

C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)
BEARINGS & DRIVES UNLIMITED, INC.	27-2245260

Part I Service Provider Information (see instructions)

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

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

JOHN HANCOCK LIFE INS. CO., U.S.A.

01-0233346

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

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

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

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

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

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

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

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

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

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

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

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

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

COMPASS ION ADVISORS, LLC

26-3205926

(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?
26	INVESTMENT ADVISOR	64152	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

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

JOHN HANCOCK LIFE INS. COMPANY

01-0233346

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 28 59 60 62 63 67 68	RECORDKEEPER	1153	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

THE PARAGON ALLIANCE GROUP, LLC

23-3044062

(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?
17	THIRD PARTY ADMINISTRATOR	0	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

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

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

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

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

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

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

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

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

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

A Name of plan
BEARING & DRIVE SOLUTIONS 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
BEARINGS & DRIVES UNLIMITED, INC.

D Employer Identification Number (EIN)
27-2245260

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE:	JH MULTIMANAGER 2060 LIFETIME		
b Name of sponsor of entity listed in (a):	JOHN HANCOCK USA		
c EIN-PN	01-0233346-000	**d** Entity code	P
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	63878		
a Name of MTIA, CCT, PSA, or 103-12 IE:	JH MULTIMANAGER 2055 LIFETIME		
b Name of sponsor of entity listed in (a):	JOHN HANCOCK USA		
c EIN-PN	01-0233346-000	**d** Entity code	P
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	8968		
a Name of MTIA, CCT, PSA, or 103-12 IE:	JH MULTIMANAGER 2050 LIFETIME		
b Name of sponsor of entity listed in (a):	JOHN HANCOCK USA		
c EIN-PN	01-0233346-000	**d** Entity code	P
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	148355		
a Name of MTIA, CCT, PSA, or 103-12 IE:	JH MULTIMANAGER 2045 LIFETIME		
b Name of sponsor of entity listed in (a):	JOHN HANCOCK USA		
c EIN-PN	01-0233346-000	**d** Entity code	P
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	177439		
a Name of MTIA, CCT, PSA, or 103-12 IE:	JH MULTIMANAGER 2040 LIFETIME		
b Name of sponsor of entity listed in (a):	JOHN HANCOCK USA		
c EIN-PN	01-0233346-000	**d** Entity code	P
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	37372		
a Name of MTIA, CCT, PSA, or 103-12 IE:	JH MULTIMANAGER 2035 LIFETIME		
b Name of sponsor of entity listed in (a):	JOHN HANCOCK USA		
c EIN-PN	01-0233346-000	**d** Entity code	P
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	76306		
a Name of MTIA, CCT, PSA, or 103-12 IE:	JH MULTIMANAGER 2030 LIFETIME		
b Name of sponsor of entity listed in (a):	JOHN HANCOCK USA		
c EIN-PN	01-0233346-000	**d** Entity code	P
e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	321198		

a Name of MTIA, CCT, PSA, or 103-12 IE: JH MULTIMANAGER 2025 LIFETIME

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 242034

a Name of MTIA, CCT, PSA, or 103-12 IE: JH MULTIMANAGER AGGRESSIVE LS

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1281539

a Name of MTIA, CCT, PSA, or 103-12 IE: JH MULTIMANAGER GROWTH LS

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3393387

a Name of MTIA, CCT, PSA, or 103-12 IE: JH MULTIMANAGER BALANCED LS

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 2888125

a Name of MTIA, CCT, PSA, or 103-12 IE: JH MULTIMANAGER MODERATE LS

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1661121

a Name of MTIA, CCT, PSA, or 103-12 IE: JH MULTIMANAGER CONSERV LS

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1473887

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 335038

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 701611

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 161734

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 655997

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 19638

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 88141

a Name of MTIA, CCT, PSA, or 103-12 IE: MID CAP INDEX FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 401875

a Name of MTIA, CCT, PSA, or 103-12 IE: REAL EST. SECURITIES FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 305748

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 215053

a Name of MTIA, CCT, PSA, or 103-12 IE: SMALL CAP INDEX FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 37591

a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE GROWTH STOCK

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 917761

a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE QM US SC GRTH EQ

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 248745

a Name of MTIA, CCT, PSA, or 103-12 IE: FUNDAMENTAL LARGE CAP VALUE

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 9003

a Name of MTIA, CCT, PSA, or 103-12 IE: JOHN HANCOCK DISCIPLINED VALUE

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1035223

a Name of MTIA, CCT, PSA, or 103-12 IE: PARNASSUS CORE EQUITY FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1020003

a Name of MTIA, CCT, PSA, or 103-12 IE: TOTAL STOCK MARKET INDEX FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 81632

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 83539

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 40089

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 99988

a Name of MTIA, CCT, PSA, or 103-12 IE: FIDELITY ADVISOR TOTAL BOND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 514216

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 189529

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 45137

a Name of MTIA, CCT, PSA, or 103-12 IE: T. ROWE PRICE SPECTRUM INC

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 206276

a Name of MTIA, CCT, PSA, or 103-12 IE: WELLS FARGO GOVT SECURITIES

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 5975

a Name of MTIA, CCT, PSA, or 103-12 IE: JH STABLE VAL GNTD INCOME FUND

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 13527

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

b Name of sponsor of entity listed in (a): JOHN HANCOCK USA

c EIN-PN 01-0233346-000	**d** Entity code P	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 3248703

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

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

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

OMB No. 1210-0110

2021

This Form is Open to Public Inspection

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

A Name of plan
BEARING & DRIVE SOLUTIONS 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
BEARINGS & DRIVES UNLIMITED, INC.

D Employer Identification Number (EIN)
27-2245260

Part I Asset and Liability Statement

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	1245	1704
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	3952	52
(2) Participant contributions	1b(2)	42	258
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		13527
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	102895	73197
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)	16599459	19193153
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	3092850	3245012
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

			(a) Beginning of Year	**(b)** End of Year
1d	Employer-related investments:			
	(1) Employer securities	1d(1)		
	(2) Employer real property	1d(2)		
e	Buildings and other property used in plan operation	1e		
f	Total assets (add all amounts in lines 1a through 1e)	1f	19800443	22526903
	Liabilities			
g	Benefit claims payable	1g		
h	Operating payables	1h		
i	Acquisition indebtedness	1i		
j	Other liabilities	1j	31755	41018
k	Total liabilities (add all amounts in lines 1g through1j)	1k	31755	41018
	Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	19768688	22485885

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)	314274	
	(B) Participants	2a(1)(B)	929660	
	(C) Others (including rollovers)	2a(1)(C)	184229	
	(2) Noncash contributions	2a(2)		
	(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1428163
b	**Earnings on investments:**			
	(1) Interest:			
	(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
	(B) U.S. Government securities	2b(1)(B)		
	(C) Corporate debt instruments	2b(1)(C)		
	(D) Loans (other than to participants)	2b(1)(D)		
	(E) Participant loans	2b(1)(E)	4332	
	(F) Other	2b(1)(F)		
	(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		4332
	(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
	(B) Common stock	2b(2)(B)		
	(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	52389	
	(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		52389
	(3) Rents	2b(3)		
	(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
	(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
	(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
	(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
	(B) Other	2b(5)(B)		
	(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		2536629
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		4021513
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	1136183	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		1136183
f Corrective distributions (see instructions)	2f		41018
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)	120	
(2) Contract administrator fees	2i(2)	62843	
(3) Investment advisory and management fees	2i(3)	64152	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines **2i(1)** through **(4)**	2i(5)		127115
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		1304316
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		2717197
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

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

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

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

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

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

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

(1) Name: DETWEILER HERSHEY & ASSOC. P.C. **(2)** EIN: 23-1887636

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

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

Part IV Compliance Questions

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

During the plan year:

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

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

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

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

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

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

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

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

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

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

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

OMB No. 1210-0110

2021

This Form is Open to Public Inspection.

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

A Name of plan
BEARING & DRIVE SOLUTIONS 401(K) RETIREMENT PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
BEARINGS & DRIVES UNLIMITED, INC.

D Employer Identification Number (EIN)
27-2245260

Part I Distributions

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

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

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

EIN(s): 01-0233346

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

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

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

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

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

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

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

6 **a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) **6a**

b Enter the amount contributed by the employer to the plan for this plan year **6b**

c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount) **6c**

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

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

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

Part III Amendments

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

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

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

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

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

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

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

---

a Name of contributing employer

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

BEARING & DRIVE SOLUTIONS
401(k) RETIREMENT PLAN

Audited Financial Statements

For the Year Ended
December 31, 2021

TABLE OF CONTENTS

	Page
Independent Auditor's Report	1 - 5
Statements of Net Assets Available for Benefits	6
Statement of Changes in Net Assets Available for Benefits	7
Notes to Financial Statements	8 - 14
Supplementary Information:	
Schedule I - Assets Held at End of Year	15 - 17

DETWEILER HERSHEY
relationships. innovation. results

INDEPENDENT AUDITOR'S REPORT

To the Trustees
Bearing & Drive Solutions 401(k) Retirement Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of Bearing & Drive Solutions 401(k) Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by 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 3 to the financial statements, is complete and accurate.

Opinion

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

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

- the information in the financial statements 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).

T: 215.723.8901 F: 215.721.1992 64 N. County Line Road, P.O. Box 64157, Souderton, Pennsylvania 18964 DETWEILERHERSHEY.COM
Member of Pennsylvania Institute of CPA's American Institute of CPA's Private Companies Practice Section National Association of Certified Valuators and Analysts

Basis for Opinion

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 Financial Statements section of our report. We are required to be independent of Bearing & Drive Solutions 401(k) Retirement 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 Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Bearing & Drive Solutions 401(k) Retirement Plan ability to continue as a going concern for within 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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from 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 material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgement 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 Bearing & Drive Solutions 401(k) Retirement 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 judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about Bearing & Drive Solutions 401(k) Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedule of Schedule I - Assets Held at End of Year as of December 31, 2021 is presented for purposes of additional analysis and is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied to 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 schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedule related to assets held 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 Section103(a)(3)(C).

October 10, 2022

Detweiler Hershey & Associates PC

DETWEILER, HERSHEY & ASSOCIATES, P.C.
Certified Public Accountants

DETWEILER HERSHEY
relationships. innovation. results

INDEPENDENT AUDITOR'S REPORT

To the Trustees
Bearing & Drive Solutions 401(k) Retirement Plan

We were engaged to audit the accompanying statement of net assets available for benefits of Bearing & Drive Solutions 401(k) Retirement Plan, as of December 31, 2020, and related notes to the financial statement.

Management's Responsibility for the Financial Statement

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by John Hancock Life Insurance Company, the trustee/custodian of the Plan and US Bank the custodian of the managed brokerage accounts, except for comparing such information with the related information included in the financial statement. We have been informed by the Plan administrator that the trustee/custodian holds the Plan's investment assets and executes investment transactions. The Plan administrator has obtained a certification from the trustee/custodian as of December 31, 2020, that the information provided to the Plan administrator by the trustee/custodian is complete and accurate.

Disclaimer of Opinion

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

T: 215.723.8901 F: 215.721.1992 64 N. County Line Road, P.O. Box 64157, Souderton, Pennsylvania 18964 DETWEILERHERSHEY.COM
Member of Pennsylvania Institute of CPA's American Institute of CPA's Private Companies Practice Section National Association of Certified Valuators and Analysts

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

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

October 10, 2022

DETWEILER, HERSHEY & ASSOCIATES, P.C.
Certified Public Accountants

BEARING & DRIVE SOLUTIONS 401(k) RETIREMENT PLAN
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets:		
Investments, at Fair Value:		
Pooled Separate Accounts	$ 19,193,153	$ 16,599,459
Guaranteed Investment	13,527	--
Managed Brokerage Account	3,245,012	3,092,850
Total Investments	22,451,692	19,692,309
Cash	1,704	1,245
Receivables:		
Employee Contribution Receivable	52	42
Employer Contribution Receivable	258	3,952
Notes Receivable from Participants	73,197	102,895
Total Receivables	73,507	106,889
Total Assets	22,526,903	19,800,443
Liabilities:		
Corrective Distribution Payable	41,018	31,755
Net Assets Available for Plan Benefits	$ 22,485,885	$ 19,768,688

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

BEARING & DRIVE SOLUTIONS 401(k) RETIREMENT PLAN
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions to Net Assets Attributed to:	
Investment Income:	
Net Appreciation in Fair Value of Investments	$ 2,351,933
Investment Income from Managed Brokerage Account	184,696
Dividend and Interest Income	52,389
Total Investment Income	2,589,018
Notes Receivable Interest Income	4,332
Contributions:	
Participants	888,642
Employer	314,274
Rollover	184,229
Total Contributions	1,387,145
Total Additions	3,980,495
Deductions from Net Assets Attributed to:	
Benefits Paid to Participants	1,136,183
Administrative Fees	127,115
Total Deductions	1,263,298
Change in Net Assets	2,717,197
Net Assets Available for Plan Benefits:	
Beginning of Year	19,768,688
End of Year	$ 22,485,885

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

Note 1 - Description of the Plan:

The following description of Bearing & Drive Solutions 401(k) Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General

The Plan was established as of April 1, 1979 as a defined contribution plan covering all eligible employees of Bearing & Drives Unlimited, Inc. (the Company), who have completed three months of service. After meeting eligibility requirements, entry into the Plan may occur on the first day of the quarter coinciding with or next following date requirement is met. Employees excluded from participation in the plan include union employees and certain nonresident aliens who have no earned income from sources within the United States.

Related employers who have adopted the Plan are Bearing and Drive Solutions I, Inc.; Bearing and Drive Solutions II, Inc.; Bearing and Drive Solutions III, Inc.; Bearing and Drive Solutions IV, Inc.; Bearing and Drive Solutions V, LLC; Bearing and Drive Solutions VI, Inc.; Bearing & Drive Solutions VII, Inc.; Bearing & Drive Solutions VIII, Inc.; Sealing Specialties, Inc.; Sano Albero, Inc.; Talon Bearing, LLC; D-Electric, Inc.; G3 Automated Controls LLC; Stroudsburg Electric Motor/BDS Inc., Brown Bearing & Drive Solutions, Inc. and Reading Bearing & Drive Solutions. The Plan is subject to the provisions of the Employees Retirement Income Security Act of 1974 (ERISA).

Effective July 18, 2020, the Plan was amended for the recognition of service for the employees of Philadelphia Ball & Roller Bearing Co.. Bearing & Drives Unlimited, Inc. purchased the assets of Philadelphia Ball & Roller Bearing Co. and along with its employees were placed into a new company called Philadelphia Bearing and Drive Solutions, Inc.

Effective August 1, 2020, the Plan was amended for the recognition of service for the employees of Universal Motor Distribution Inc. Bearing & Drives Unlimited, Inc. purchased the assets of Universal Motor Distribution Inc. and along with its employees were placed into a new company called Universal Bearing and Drive Solutions, Inc.

Effective April 1, 2021, the Plan has been amended and restated for the IRS Cycle 3 Plan Restatements.

Effective July 9, 2021, the Plan was amended for the recognition of service for the employees of National Bearing Service and Bil Mar Industrial Services. Bearing & Drives Unlimited, Inc. purchased the assets of National Bearing Service and Bil Mar Industrial Services. National Bearing Service and along with its employees were placed into a new company called Bearing & Drive Solutions IX. Employees of Bil Mar Industrial Services were merged into existing companies of Bearing & Drives Unlimited, Inc.

Contributions

Elective Deferral: Participants can elect to make pre-tax contributions up to the maximum percentage allowable not to exceed the limits determined by the Internal Revenue Code ($19,500 - 2021). Participants who have attained age 50 before the end of the Plan year are eligible to make catch up contributions ($6,500 in 2021). The allocation of the contribution to various investment funds that are made available is at the discretion of the participant. For the Plan year 2021, corrective distributions will be made in the amount of $41,018 and have been applied against participant contributions.

Note 1 - Continued:

Employer Matching Contributions: The Company, at its discretion, may contribute for each participant a matching contribution equal to a percentage of the participant's elective contributions. For the plan year ending December 31, 2021, the Company contributed 50 cents on the dollar up to 6% of compensation that a participant contributed to the plan. The Company made matching contributions of $314,274 for the year ended December 31, 2021.

Other Contributions: The Company may also, at its discretion, make Profit Sharing Contributions. Profit Sharing Contributions are allocated based on the proportion of the participant's compensation to the compensation of all eligible participants, subject to certain IRS limitations for highly compensated employees. There were no discretionary Profit Sharing Contributions made during the year ending December 31, 2021.

Rollover Contributions: The Plan administrator may permit participants to deposit into their account, distributions received from other qualified plans. Such a deposit is called a "rollover" and may result in tax savings to the participant.

Participant Accounts

Each participant's account is credited with the participant's contributions and Company matching contributions, as well as allocations of the Company profit sharing contributions, and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes Receivable and Participants

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Participants may only have two outstanding loans at a time. Loans will only be granted if the Participant incurs a financial hardship or has a specified financial need. Participants should refer to the Summary of Plan Description for examples of what would be considered a specified financial need. The loans are secured by the balance in the participant's account. Interest rates range from 4.25% to 6.5% for both years ending December 31, 2021 and 2020. If the loan is not repaid in full, the unpaid balance, plus accrued interest, will be deducted from the participant's account balance and reported as a distribution.

Payment of Benefits

Participant benefits under the Plan are payable to the participants, their beneficiaries or their estates upon severance of employment, normal retirement, disability or death. Benefits for any of these events are payable in the form of a lump-sum distribution in most cases.

Vesting

Participants immediately vest at 100% in their Elective Deferral and Rollover Contribution Accounts. Participants shall be vested in their Employer Matching Account and their Profit Sharing Contribution Account based on the 2-6 year graded vesting schedule. Participants will be 100% vested upon death or permanent disability.

Note 1 - Continued:

Forfeited Accounts

The forfeiture nonvested account balance was $1,704 and $1,245 for the years ended December 31, 2021 and 2020, respectively, and is maintained in an account separate from individual participant accounts. The amounts forfeited from participant accounts during the year ending December 31, 2021 totaled $459. The Plan provides that forfeited non-vested account balances may be used to reduce future employer contributions or pay Plan administrative expenses. During the year ending December 31, 2021, forfeitures were not used to reduce employer contributions.

Note 2 - Summary of Significant Accounting Policies:

Basis of Accounting

The financial statements of Bearing & Drive Solutions 401(k) Retirement Plan are presented on the accrual basis of accounting.

Management Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants and the measurement date. 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 plan year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2021 and 2020. If a participant ceases to make a loan repayment and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments. Administrative fees paid by the Plan for the year ended December 31, 2021 totaled $127,115.

Note 2 - Continued:

Subsequent Events

Management has evaluated subsequent events through October 10, 2022, the date the financial statements were available to be issued.

Note 3 - Certified Investments:

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2021 and 2020, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2021, was obtained by management and agreed to or derived from information certified as complete and accurate by John Hancock Life Insurance Company (the trustee/custodian of the Plan) and US Bank (the custodian of the managed brokerage accounts).

Note 4 - Investment Contract with Insurance Company:

In 2003, the Plan entered into an investment contract with John Hancock Life Insurance Company. John Hancock Life Insurance Company maintains the contributions in pooled separate accounts. These accounts are credited with contributions and earnings on the underlying investments and charged for Plan withdrawals and administrative expenses charged by John Hancock Life Insurance Company. The contract is included in the financial statements at fair market value. There are no reserves against contract value for credit risk of the contract issuer or otherwise. The contract is not fully-benefit responsive.

Note 5 - 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 I measurements) and the lowest priority to unobservable inputs (Level III measurements). The three levels of the fair value hierarchy under FASB ASC 820, are described as follows:

Level I: 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 II: 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 II input must be observable for substantially the full term of the asset or liability.

Level III: 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.

Note 5 - Continued:

Following is a description of the valuation methodologies used for assets measured at fair value.

Pooled Separate Accounts: The Plan owns units of participation in pooled separate accounts. The fair value of each separate account is based on the net asset value (NAV) of shares owned by the separate account in the underlying mutual fund.

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 the price. The mutual funds held by the Plan are deemed to be actively traded. In the Statements of Net Assets Available for Benefits mutual funds are included in the Managed Brokerage Account.

Guaranteed Investment Contract: Valued at fair value by the insurance company by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer.

The following table represents, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2021 and 2020.

	Assets at Fair Value as of December 31, 2021			
	Level I	Level II	Level III	Total
Mutual Funds:				
Equity - US & Foreign	$ 182,588	$ --	$ --	$ 182,588
Equity - Foreign	54,657	--	--	54,657
Fixed Income & Equity	2,840,828	--	--	2,840,828
Money Market	56,936	--	--	56,936
Fixed Income Bonds & Equity	110,003	--	--	110,003
Guaranteed Investment Fund	--	--	13,527	13,527
Total Investments in the Fair Value Hierarchy	$ 3,245,012	$ --	$ 13,527	3,258,539
Investments Measured in NAV				19,193,153
Total Investments at Fair Value				$22,451,692

	Assets at Fair Value as of December 31, 2020			
	Level I	Level II	Level III	Total
Mutual Funds:				
Equity - US & Foreign	$ 196,478	$ --	$ --	$ 196,478
Equity - Foreign	132,986	--	--	132,986
Fixed Income & Equity	1,949,577	--	--	1,949,577
Money Market	167,765	--	--	167,765
Fixed Income Bonds & Equity	646,044	--	--	646,044
Guaranteed Investment Fund	--	--	--	--
Total Investments in the Fair Value Hierarchy	$ 3,092,850	$ --	$ --	3,092,850
Investments Measured in NAV				16,599,459
Total Investments at Fair Value				$19,692,309

Note 5 - Continued:

Quantitative information about Significant Unobservable Inputs Used in Level III Fair Value Measurements:

The following table represents the Plan's level III financial instruments, the valuation techniques used to measure the fair value of those financial instruments as of December 31, 2021 and 2020, respectively, and the significant unobservable inputs and the ranges of values of those inputs.

Instrument	Fair Value 12/31/21	Fair Value 12/31/20	Principal Valuation Technique	Unobservable Inputs	Range of Significant Input Yields	Weighted Average
Stable Value Guaranteed Income Fund	$13,527	$ --	Market value As calculated From daily published rates	Credit Rate Duration Payout Amount	1% 5 Years Book Value at time of redemption	N/A

Fair Value of Investments in Entities that Use Net Asset Value per Share Practical Expedient:

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2021 and 2020, respectively.

	December 31, 2021			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Investments measured in NAV	$19,193,153	N/A	Daily	None

	December 31, 2020			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Investments measured in NAV	$16,599,459	N/A	Daily	None

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

Note 6 - Risk and Uncertainties:

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rates, 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 and adversely affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Note 7 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100 percent vested in their accounts.

Note 8 - Party-In-Interest Transactions:

Plan investments include shares of various mutual funds managed by John Hancock Life Insurance Company. John Hancock Life Insurance Company also provides recordkeeping services to the Plan. Since John Hancock Life Insurance Company is the trustee/custodian as defined by the Plan, administrative fees charged by John Hancock Life Insurance Company and paid from the Plan assets qualify as party-in-interest transactions. Fees charged by John Hancock and paid by the Plan for the administrative services were $31,623 for plan year ended December 31, 2021. Additional fees paid by the Plan are for a third party administrative service provided by The Paragon Alliance Group, LLC. The Paragon Alliance Group, LLC handles all compliance testing, advisory services, as well as Form 5500 preparation. The fees charged by The Paragon Alliance Group, LLC for plan year ended December 31, 2021 were $120. The fees charged by US Bank and paid by the Plan for administrative services for the year ended December 31, 2021 were $4,152. The fees charged by Ameritrade for Compass Ion Advisors, LLC management fees and paid by the Plan for the year ended December 31, 2021 were $27,068. The Fees charged by Compass Ion Advisors, LLC for advisory fees and paid by the Plan for the year ended December 31, 2021 were $64,152.

Note 9 - Tax Status:

Effective April 1, 2021, the Company adopted a Non-Standardized Pre-Approved Profit Sharing/Money Purchase/ with Cash or Deferred Arrangement (CODA), which received from the IRS a favorable opinion letter dated June 30, 2020. Although the Plan has been amended since receiving the favorable opinion letter, the Plan administrator and Plan's tax counsel believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe the Plan is qualified, and the related trust is tax-exempt as if the financial statement date.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability 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 10 - Reconciliation to Form 5500

The following in a reconciliation of Statement of Changes in Net Assets Available for Benefits on the financial statements to Form 5500 as of December 31, 2021:

Participant Contributions per the Financial Statement	$ 888,642
Corrective Distributions	41,018
Participant Contributions per the Form 5500	$ 929,660
Deductions from Net Assets:	
Benefits Paid to Participants	$1,136,183
Administrative Fees	127,115
Total Deductions per the Financial Statement	1,263,298
Corrective Distributions	41,018
Total Expenses per the Form 5500	$1,304,316

SUPPLEMENTARY INFORMATION

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
*	John Hancock Life Ins Co.	Multimanager 2025 Lifetime		$ 242,034
*	John Hancock Life Ins Co.	Multimanager 2030 Lifetime		321,199
*	John Hancock Life Ins Co.	Multimanager 2035 Lifetime		76,305
*	John Hancock Life Ins Co.	Multimanager 2040 Lifetime		37,372
*	John Hancock Life Ins Co.	Multimanager 2045 Lifetime		177,439
*	John Hancock Life Ins Co.	Multimanager 2050 Lifetime		148,355
*	John Hancock Life Ins Co.	Multimanager 2055 Lifetime		8,969
*	John Hancock Life Ins Co.	Multimanager 2060 Lifetime		63,878
*	John Hancock Life Ins Co.	Lifestyle Conservative		1,473,887
*	John Hancock Life Ins Co.	Lifestyle Moderate		1,661,121
*	John Hancock Life Ins Co.	Lifestyle Balanced		2,888,125
*	John Hancock Life Ins Co.	Lifestyle Growth		3,393,387
*	John Hancock Life Ins Co.	Lifestyle Aggressive		1,281,539
*	John Hancock Life Ins Co.	Stable Value Fund		13,527
*	John Hancock Life Ins Co.	Wells Fargo Government Securities Fund		5,975
*	John Hancock Life Ins Co.	T. Rowe Price Spectrum Inc.		206,276
*	John Hancock Life Ins Co.	Pimco Real Return Fund		45,137
*	John Hancock Life Ins Co.	VS High Yield		189,529
*	John Hancock Life Ins Co.	Global Bond		99,988
*	John Hancock Life Ins Co.	Fidelity Advisor Total Bond		514,216
*	John Hancock Life Ins Co.	American Funds Am Balanced Fund		83,539
*	John Hancock Life Ins Co.	Index Total		81,632
*	John Hancock Life Ins Co.	T. Rowe Price Growth Stock		917,761
*	John Hancock Life Ins Co.	Parnassus Core Equity		1,020,003
*	John Hancock Life Ins Co.	VS Utilities		40,089
*	John Hancock Life Ins Co.	Disciplined Value		1,035,223
*	John Hancock Life Ins Co.	Fund LCV		9,003
*	John Hancock Life Ins Co.	VS Capital Appreciation Fund		701,611
*	John Hancock Life Ins Co.	TRP QM US Sml Cap Grwth Equity Fund		248,745
*	John Hancock Life Ins Co.	Index Small		37,591
*	John Hancock Life Ins Co.	Opportunity		215,053
*	John Hancock Life Ins Co.	VS Rests		305,748
*	John Hancock Life Ins Co.	Index Mid		401,875
*	John Hancock Life Ins Co.	Oppenheimer Developing Markets		88,141
*	John Hancock Life Ins Co.	Hartford International Opportunities Fund		19,639
*	John Hancock Life Ins Co.	EuroPacific Growth Fund		655,997
*	John Hancock Life Ins Co.	DFA Internation Value		161,734
		Subtotal Forward		$ 18,871,642

See Accompanying Independent Auditor's Report.

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year - Continued
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
		Balance Forward		$ 18,871,642
*	John Hancock Life Ins Co.	American Century Heritage		335,038
	US Bank	Money Market		56,936
	US Bank	JP Morgan Chase Mtn L P		32,991
	US Bank	Barclays Bank Mtn		77,013
	US Bank	Domestic Common Stock		182,588
	US Bank	Foreign Stock		54,657
	US Bank	Ark Innovation Etf		207,909
	US Bank	Baron Real Estate Retain		8,231
	US Bank	Baron Real Estate Institutional		216,175
	US Bank	Brown Capital Management		60,740
	US Bank	Flexshares Global Upstream		3,712
	US Bank	Abr Dynamic Blend Equity Volatil Inv		36,777
	US Bank	Harbor Schroders International Stk		204,995
	US Bank	Ishares Core Dividend Growth Etf		141,729
	US Bank	Mfs Research Inernat I		228,284
	US Bank	Mfs Research Intl Fd Cl A		9,167
	US Bank	Merger Fund		24,738
	US Bank	Nuveen Esg small Cap Etf		25,542
	US Bank	Stone Ridge TrV		53,794
	US Bank	Vanguard US Value Factor Etf		222,549
	US Bank	Vanguard Total World Stock Index Etf		292,639
	US Bank	Vanguard Total Stock Market Etf		251,098
	US Bank	Wisdomtree Emmkts Ex Stt Ownd Etf		87,187
	US Bank	Spdr Gold Minishares Etf		58,230
	US Bank	Carillon Reams Unconstrained		100,219
	US Bank	Doubleline Total Return Bond		39,578
	US Bank	Eaton Vance Emerging Markets Dbt		4,147
	US Bank	Metropolitan West Total Return Bond		9,660
	US Bank	Metropolitan West Total Bond I		19,554
	US Bank	Stone Ridge Reinsurance Risk		26,513
	US Bank	Vanguard Intermediate Term Bond Etf		72,462
	US Bank	Western Asset Total Return Uncons A		156,622
	US Bank	Abr 50 50 Volatility Inv		19,794
	US Bank	Gmo Trust Resources Fd I		61,878
	US Bank	Jpmorgan Global Allocation Fund 1		182,794
		Subtotal Forward		$ 22,437,582

See Accompanying Independent Auditor's Report.

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year - Concluded
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
		Balance Forward		$ 22,437,582
	US Bank	Stone Ride Diversified Alternatives		14,110
	Participant Loans	Participant Loans 4.25% to 6.5%	$ 0	73,197
		Total		$ 22,524,889

This schedule does not include noninterest bearing cash or employee and employer receivables.

* Denotes a party in interest

** In column (d) the cost information has been omitted. This is a Plan with participant-directed transactions under an individual account plan and is not required to report cost information.

See Accompanying Independent Auditor's Report.

BEARING & DRIVE SOLUTIONS
401(k) RETIREMENT PLAN

Audited Financial Statements

For the Year Ended
December 31, 2021

TABLE OF CONTENTS

	Page
Independent Auditor's Report	1 - 5
Statements of Net Assets Available for Benefits	6
Statement of Changes in Net Assets Available for Benefits	7
Notes to Financial Statements	8 - 14
Supplementary Information:	
Schedule I - Assets Held at End of Year	15 - 17

DETWEILER HERSHEY
relationships. innovation. results

INDEPENDENT AUDITOR'S REPORT

To the Trustees
Bearing & Drive Solutions 401(k) Retirement Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of Bearing & Drive Solutions 401(k) Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by 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 3 to the financial statements, is complete and accurate.

Opinion

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

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

- the information in the financial statements 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).

T: 215.723.8901 F: 215.721.1992 64 N. County Line Road, P.O. Box 64157, Souderton, Pennsylvania 18964 DETWEILERHERSHEY.COM
Member of Pennsylvania Institute of CPA's American Institute of CPA's Private Companies Practice Section National Association of Certified Valuators and Analysts

Basis for Opinion

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 Financial Statements section of our report. We are required to be independent of Bearing & Drive Solutions 401(k) Retirement 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 Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Bearing & Drive Solutions 401(k) Retirement Plan ability to continue as a going concern for within 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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from 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 material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgement 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 Bearing & Drive Solutions 401(k) Retirement 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 judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about Bearing & Drive Solutions 401(k) Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedule of Schedule I - Assets Held at End of Year as of December 31, 2021 is presented for purposes of additional analysis and is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied to 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 schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedule related to assets held 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 Section103(a)(3)(C).

October 10, 2022

Detweiler Hershey & Associates PC

DETWEILER, HERSHEY & ASSOCIATES, P.C.
Certified Public Accountants

DETWEILER HERSHEY
relationships. innovation. results

INDEPENDENT AUDITOR'S REPORT

To the Trustees
Bearing & Drive Solutions 401(k) Retirement Plan

We were engaged to audit the accompanying statement of net assets available for benefits of Bearing & Drive Solutions 401(k) Retirement Plan, as of December 31, 2020, and related notes to the financial statement.

Management's Responsibility for the Financial Statement

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by John Hancock Life Insurance Company, the trustee/custodian of the Plan and US Bank the custodian of the managed brokerage accounts, except for comparing such information with the related information included in the financial statement. We have been informed by the Plan administrator that the trustee/custodian holds the Plan's investment assets and executes investment transactions. The Plan administrator has obtained a certification from the trustee/custodian as of December 31, 2020, that the information provided to the Plan administrator by the trustee/custodian is complete and accurate.

Disclaimer of Opinion

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

T: 215.723.8901 F: 215.721.1992 64 N. County Line Road, P.O. Box 64157, Souderton, Pennsylvania 18964 DETWEILERHERSHEY.COM
Member of Pennsylvania Institute of CPA's American Institute of CPA's Private Companies Practice Section National Association of Certified Valuators and Analysts

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

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

October 10, 2022

DETWEILER, HERSHEY & ASSOCIATES, P.C.
Certified Public Accountants

BEARING & DRIVE SOLUTIONS 401(k) RETIREMENT PLAN
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets:		
Investments, at Fair Value:		
Pooled Separate Accounts	$ 19,193,153	$ 16,599,459
Guaranteed Investment	13,527	--
Managed Brokerage Account	3,245,012	3,092,850
Total Investments	22,451,692	19,692,309
Cash	1,704	1,245
Receivables:		
Employee Contribution Receivable	52	42
Employer Contribution Receivable	258	3,952
Notes Receivable from Participants	73,197	102,895
Total Receivables	73,507	106,889
Total Assets	22,526,903	19,800,443
Liabilities:		
Corrective Distribution Payable	41,018	31,755
Net Assets Available for Plan Benefits	$ 22,485,885	$ 19,768,688

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

BEARING & DRIVE SOLUTIONS 401(k) RETIREMENT PLAN
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions to Net Assets Attributed to:	
Investment Income:	
Net Appreciation in Fair Value of Investments	$ 2,351,933
Investment Income from Managed Brokerage Account	184,696
Dividend and Interest Income	52,389
Total Investment Income	2,589,018
Notes Receivable Interest Income	4,332
Contributions:	
Participants	888,642
Employer	314,274
Rollover	184,229
Total Contributions	1,387,145
Total Additions	3,980,495
Deductions from Net Assets Attributed to:	
Benefits Paid to Participants	1,136,183
Administrative Fees	127,115
Total Deductions	1,263,298
Change in Net Assets	2,717,197
Net Assets Available for Plan Benefits:	
Beginning of Year	19,768,688
End of Year	$ 22,485,885

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

Note 1 - Description of the Plan:

The following description of Bearing & Drive Solutions 401(k) Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General

The Plan was established as of April 1, 1979 as a defined contribution plan covering all eligible employees of Bearing & Drives Unlimited, Inc. (the Company), who have completed three months of service. After meeting eligibility requirements, entry into the Plan may occur on the first day of the quarter coinciding with or next following date requirement is met. Employees excluded from participation in the plan include union employees and certain nonresident aliens who have no earned income from sources within the United States.

Related employers who have adopted the Plan are Bearing and Drive Solutions I, Inc.; Bearing and Drive Solutions II, Inc.; Bearing and Drive Solutions III, Inc.; Bearing and Drive Solutions IV, Inc.; Bearing and Drive Solutions V, LLC; Bearing and Drive Solutions VI, Inc.; Bearing & Drive Solutions VII, Inc.; Bearing & Drive Solutions VIII, Inc.; Sealing Specialties, Inc.; Sano Albero, Inc.; Talon Bearing, LLC; D-Electric, Inc.; G3 Automated Controls LLC; Stroudsburg Electric Motor/BDS Inc., Brown Bearing & Drive Solutions, Inc. and Reading Bearing & Drive Solutions. The Plan is subject to the provisions of the Employees Retirement Income Security Act of 1974 (ERISA).

Effective July 18, 2020, the Plan was amended for the recognition of service for the employees of Philadelphia Ball & Roller Bearing Co.. Bearing & Drives Unlimited, Inc. purchased the assets of Philadelphia Ball & Roller Bearing Co. and along with its employees were placed into a new company called Philadelphia Bearing and Drive Solutions, Inc.

Effective August 1, 2020, the Plan was amended for the recognition of service for the employees of Universal Motor Distribution Inc. Bearing & Drives Unlimited, Inc. purchased the assets of Universal Motor Distribution Inc. and along with its employees were placed into a new company called Universal Bearing and Drive Solutions, Inc.

Effective April 1, 2021, the Plan has been amended and restated for the IRS Cycle 3 Plan Restatements.

Effective July 9, 2021, the Plan was amended for the recognition of service for the employees of National Bearing Service and Bil Mar Industrial Services. Bearing & Drives Unlimited, Inc. purchased the assets of National Bearing Service and Bil Mar Industrial Services. National Bearing Service and along with its employees were placed into a new company called Bearing & Drive Solutions IX. Employees of Bil Mar Industrial Services were merged into existing companies of Bearing & Drives Unlimited, Inc.

Contributions

Elective Deferral: Participants can elect to make pre-tax contributions up to the maximum percentage allowable not to exceed the limits determined by the Internal Revenue Code ($19,500 - 2021). Participants who have attained age 50 before the end of the Plan year are eligible to make catch up contributions ($6,500 in 2021). The allocation of the contribution to various investment funds that are made available is at the discretion of the participant. For the Plan year 2021, corrective distributions will be made in the amount of $41,018 and have been applied against participant contributions.

Note 1 - Continued:

Employer Matching Contributions: The Company, at its discretion, may contribute for each participant a matching contribution equal to a percentage of the participant's elective contributions. For the plan year ending December 31, 2021, the Company contributed 50 cents on the dollar up to 6% of compensation that a participant contributed to the plan. The Company made matching contributions of $314,274 for the year ended December 31, 2021.

Other Contributions: The Company may also, at its discretion, make Profit Sharing Contributions. Profit Sharing Contributions are allocated based on the proportion of the participant's compensation to the compensation of all eligible participants, subject to certain IRS limitations for highly compensated employees. There were no discretionary Profit Sharing Contributions made during the year ending December 31, 2021.

Rollover Contributions: The Plan administrator may permit participants to deposit into their account, distributions received from other qualified plans. Such a deposit is called a "rollover" and may result in tax savings to the participant.

Participant Accounts

Each participant's account is credited with the participant's contributions and Company matching contributions, as well as allocations of the Company profit sharing contributions, and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes Receivable and Participants

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Participants may only have two outstanding loans at a time. Loans will only be granted if the Participant incurs a financial hardship or has a specified financial need. Participants should refer to the Summary of Plan Description for examples of what would be considered a specified financial need. The loans are secured by the balance in the participant's account. Interest rates range from 4.25% to 6.5% for both years ending December 31, 2021 and 2020. If the loan is not repaid in full, the unpaid balance, plus accrued interest, will be deducted from the participant's account balance and reported as a distribution.

Payment of Benefits

Participant benefits under the Plan are payable to the participants, their beneficiaries or their estates upon severance of employment, normal retirement, disability or death. Benefits for any of these events are payable in the form of a lump-sum distribution in most cases.

Vesting

Participants immediately vest at 100% in their Elective Deferral and Rollover Contribution Accounts. Participants shall be vested in their Employer Matching Account and their Profit Sharing Contribution Account based on the 2-6 year graded vesting schedule. Participants will be 100% vested upon death or permanent disability.

Note 1 - Continued:

Forfeited Accounts

The forfeiture nonvested account balance was $1,704 and $1,245 for the years ended December 31, 2021 and 2020, respectively, and is maintained in an account separate from individual participant accounts. The amounts forfeited from participant accounts during the year ending December 31, 2021 totaled $459. The Plan provides that forfeited non-vested account balances may be used to reduce future employer contributions or pay Plan administrative expenses. During the year ending December 31, 2021, forfeitures were not used to reduce employer contributions.

Note 2 - Summary of Significant Accounting Policies:

Basis of Accounting

The financial statements of Bearing & Drive Solutions 401(k) Retirement Plan are presented on the accrual basis of accounting.

Management Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants and the measurement date. 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 plan year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2021 and 2020. If a participant ceases to make a loan repayment and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments. Administrative fees paid by the Plan for the year ended December 31, 2021 totaled $127,115.

Note 2 - Continued:

Subsequent Events

Management has evaluated subsequent events through October 10, 2022, the date the financial statements were available to be issued.

Note 3 - Certified Investments:

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2021 and 2020, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2021, was obtained by management and agreed to or derived from information certified as complete and accurate by John Hancock Life Insurance Company (the trustee/custodian of the Plan) and US Bank (the custodian of the managed brokerage accounts).

Note 4 - Investment Contract with Insurance Company:

In 2003, the Plan entered into an investment contract with John Hancock Life Insurance Company. John Hancock Life Insurance Company maintains the contributions in pooled separate accounts. These accounts are credited with contributions and earnings on the underlying investments and charged for Plan withdrawals and administrative expenses charged by John Hancock Life Insurance Company. The contract is included in the financial statements at fair market value. There are no reserves against contract value for credit risk of the contract issuer or otherwise. The contract is not fully-benefit responsive.

Note 5 - 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 I measurements) and the lowest priority to unobservable inputs (Level III measurements). The three levels of the fair value hierarchy under FASB ASC 820, are described as follows:

Level I: 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 II: 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 II input must be observable for substantially the full term of the asset or liability.

Level III: 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.

Note 5 - Continued:

Following is a description of the valuation methodologies used for assets measured at fair value.

Pooled Separate Accounts: The Plan owns units of participation in pooled separate accounts. The fair value of each separate account is based on the net asset value (NAV) of shares owned by the separate account in the underlying mutual fund.

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 the price. The mutual funds held by the Plan are deemed to be actively traded. In the Statements of Net Assets Available for Benefits mutual funds are included in the Managed Brokerage Account.

Guaranteed Investment Contract: Valued at fair value by the insurance company by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer.

The following table represents, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2021 and 2020.

	Assets at Fair Value as of December 31, 2021			
	Level I	Level II	Level III	Total
Mutual Funds:				
Equity - US & Foreign	$ 182,588	$ --	$ --	$ 182,588
Equity - Foreign	54,657	--	--	54,657
Fixed Income & Equity	2,840,828	--	--	2,840,828
Money Market	56,936	--	--	56,936
Fixed Income Bonds & Equity	110,003	--	--	110,003
Guaranteed Investment Fund	--	--	13,527	13,527
Total Investments in the Fair Value Hierarchy	$ 3,245,012	$ --	$ 13,527	3,258,539
Investments Measured in NAV				19,193,153
Total Investments at Fair Value				$22,451,692

	Assets at Fair Value as of December 31, 2020			
	Level I	Level II	Level III	Total
Mutual Funds:				
Equity - US & Foreign	$ 196,478	$ --	$ --	$ 196,478
Equity - Foreign	132,986	--	--	132,986
Fixed Income & Equity	1,949,577	--	--	1,949,577
Money Market	167,765	--	--	167,765
Fixed Income Bonds & Equity	646,044	--	--	646,044
Guaranteed Investment Fund	--	--	--	--
Total Investments in the Fair Value Hierarchy	$ 3,092,850	$ --	$ --	3,092,850
Investments Measured in NAV				16,599,459
Total Investments at Fair Value				$19,692,309

Note 5 - Continued:

Quantitative information about Significant Unobservable Inputs Used in Level III Fair Value Measurements:

The following table represents the Plan's level III financial instruments, the valuation techniques used to measure the fair value of those financial instruments as of December 31, 2021 and 2020, respectively, and the significant unobservable inputs and the ranges of values of those inputs.

Instrument	Fair Value 12/31/21	Fair Value 12/31/20	Principal Valuation Technique	Unobservable Inputs	Range of Significant Input Yields	Weighted Average
Stable Value Guaranteed Income Fund	$13,527	$ --	Market value As calculated From daily published rates	Credit Rate Duration Payout Amount	1% 5 Years Book Value at time of redemption	N/A

Fair Value of Investments in Entities that Use Net Asset Value per Share Practical Expedient:

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2021 and 2020, respectively.

	December 31, 2021			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Investments measured in NAV	$19,193,153	N/A	Daily	None

	December 31, 2020			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Investments measured in NAV	$16,599,459	N/A	Daily	None

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

Note 6 - Risk and Uncertainties:

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rates, 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 and adversely affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Note 7 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100 percent vested in their accounts.

Note 8 - Party-In-Interest Transactions:

Plan investments include shares of various mutual funds managed by John Hancock Life Insurance Company. John Hancock Life Insurance Company also provides recordkeeping services to the Plan. Since John Hancock Life Insurance Company is the trustee/custodian as defined by the Plan, administrative fees charged by John Hancock Life Insurance Company and paid from the Plan assets qualify as party-in-interest transactions. Fees charged by John Hancock and paid by the Plan for the administrative services were $31,623 for plan year ended December 31, 2021. Additional fees paid by the Plan are for a third party administrative service provided by The Paragon Alliance Group, LLC. The Paragon Alliance Group, LLC handles all compliance testing, advisory services, as well as Form 5500 preparation. The fees charged by The Paragon Alliance Group, LLC for plan year ended December 31, 2021 were $120. The fees charged by US Bank and paid by the Plan for administrative services for the year ended December 31, 2021 were $4,152. The fees charged by Ameritrade for Compass Ion Advisors, LLC management fees and paid by the Plan for the year ended December 31, 2021 were $27,068. The Fees charged by Compass Ion Advisors, LLC for advisory fees and paid by the Plan for the year ended December 31, 2021 were $64,152.

Note 9 - Tax Status:

Effective April 1, 2021, the Company adopted a Non-Standardized Pre-Approved Profit Sharing/Money Purchase/ with Cash or Deferred Arrangement (CODA), which received from the IRS a favorable opinion letter dated June 30, 2020. Although the Plan has been amended since receiving the favorable opinion letter, the Plan administrator and Plan's tax counsel believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe the Plan is qualified, and the related trust is tax-exempt as if the financial statement date.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability 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 10 - Reconciliation to Form 5500

The following in a reconciliation of Statement of Changes in Net Assets Available for Benefits on the financial statements to Form 5500 as of December 31, 2021:

Participant Contributions per the Financial Statement	$ 888,642
Corrective Distributions	41,018
Participant Contributions per the Form 5500	$ 929,660
Deductions from Net Assets:	
Benefits Paid to Participants	$1,136,183
Administrative Fees	127,115
Total Deductions per the Financial Statement	1,263,298
Corrective Distributions	41,018
Total Expenses per the Form 5500	$1,304,316

SUPPLEMENTARY INFORMATION

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
*	John Hancock Life Ins Co.	Multimanager 2025 Lifetime		$ 242,034
*	John Hancock Life Ins Co.	Multimanager 2030 Lifetime		321,199
*	John Hancock Life Ins Co.	Multimanager 2035 Lifetime		76,305
*	John Hancock Life Ins Co.	Multimanager 2040 Lifetime		37,372
*	John Hancock Life Ins Co.	Multimanager 2045 Lifetime		177,439
*	John Hancock Life Ins Co.	Multimanager 2050 Lifetime		148,355
*	John Hancock Life Ins Co.	Multimanager 2055 Lifetime		8,969
*	John Hancock Life Ins Co.	Multimanager 2060 Lifetime		63,878
*	John Hancock Life Ins Co.	Lifestyle Conservative		1,473,887
*	John Hancock Life Ins Co.	Lifestyle Moderate		1,661,121
*	John Hancock Life Ins Co.	Lifestyle Balanced		2,888,125
*	John Hancock Life Ins Co.	Lifestyle Growth		3,393,387
*	John Hancock Life Ins Co.	Lifestyle Aggressive		1,281,539
*	John Hancock Life Ins Co.	Stable Value Fund		13,527
*	John Hancock Life Ins Co.	Wells Fargo Government Securities Fund		5,975
*	John Hancock Life Ins Co.	T. Rowe Price Spectrum Inc.		206,276
*	John Hancock Life Ins Co.	Pimco Real Return Fund		45,137
*	John Hancock Life Ins Co.	VS High Yield		189,529
*	John Hancock Life Ins Co.	Global Bond		99,988
*	John Hancock Life Ins Co.	Fidelity Advisor Total Bond		514,216
*	John Hancock Life Ins Co.	American Funds Am Balanced Fund		83,539
*	John Hancock Life Ins Co.	Index Total		81,632
*	John Hancock Life Ins Co.	T. Rowe Price Growth Stock		917,761
*	John Hancock Life Ins Co.	Parnassus Core Equity		1,020,003
*	John Hancock Life Ins Co.	VS Utilities		40,089
*	John Hancock Life Ins Co.	Disciplined Value		1,035,223
*	John Hancock Life Ins Co.	Fund LCV		9,003
*	John Hancock Life Ins Co.	VS Capital Appreciation Fund		701,611
*	John Hancock Life Ins Co.	TRP QM US Sml Cap Grwth Equity Fund		248,745
*	John Hancock Life Ins Co.	Index Small		37,591
*	John Hancock Life Ins Co.	Opportunity		215,053
*	John Hancock Life Ins Co.	VS Rests		305,748
*	John Hancock Life Ins Co.	Index Mid		401,875
*	John Hancock Life Ins Co.	Oppenheimer Developing Markets		88,141
*	John Hancock Life Ins Co.	Hartford International Opportunities Fund		19,639
*	John Hancock Life Ins Co.	EuroPacific Growth Fund		655,997
*	John Hancock Life Ins Co.	DFA Internation Value		161,734
		Subtotal Forward		$ 18,871,642

See Accompanying Independent Auditor's Report.

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year - Continued
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
		Balance Forward		$ 18,871,642
*	John Hancock Life Ins Co.	American Century Heritage		335,038
	US Bank	Money Market		56,936
	US Bank	JP Morgan Chase Mtn L P		32,991
	US Bank	Barclays Bank Mtn		77,013
	US Bank	Domestic Common Stock		182,588
	US Bank	Foreign Stock		54,657
	US Bank	Ark Innovation Etf		207,909
	US Bank	Baron Real Estate Retain		8,231
	US Bank	Baron Real Estate Institutional		216,175
	US Bank	Brown Capital Management		60,740
	US Bank	Flexshares Global Upstream		3,712
	US Bank	Abr Dynamic Blend Equity Volatil Inv		36,777
	US Bank	Harbor Schroders International Stk		204,995
	US Bank	Ishares Core Dividend Growth Etf		141,729
	US Bank	Mfs Research Inernat I		228,284
	US Bank	Mfs Research Intl Fd Cl A		9,167
	US Bank	Merger Fund		24,738
	US Bank	Nuveen Esg small Cap Etf		25,542
	US Bank	Stone Ridge TrV		53,794
	US Bank	Vanguard US Value Factor Etf		222,549
	US Bank	Vanguard Total World Stock Index Etf		292,639
	US Bank	Vanguard Total Stock Market Etf		251,098
	US Bank	Wisdomtree Emmkts Ex Stt Ownd Etf		87,187
	US Bank	Spdr Gold Minishares Etf		58,230
	US Bank	Carillon Reams Unconstrained		100,219
	US Bank	Doubleline Total Return Bond		39,578
	US Bank	Eaton Vance Emerging Markets Dbt		4,147
	US Bank	Metropolitan West Total Return Bond		9,660
	US Bank	Metropolitan West Total Bond I		19,554
	US Bank	Stone Ridge Reinsurance Risk		26,513
	US Bank	Vanguard Intermediate Term Bond Etf		72,462
	US Bank	Western Asset Total Return Uncons A		156,622
	US Bank	Abr 50 50 Volatility Inv		19,794
	US Bank	Gmo Trust Resources Fd I		61,878
	US Bank	Jpmorgan Global Allocation Fund 1		182,794
		Subtotal Forward		$ 22,437,582

See Accompanying Independent Auditor's Report.

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year - Concluded
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
		Balance Forward		$ 22,437,582
	US Bank	Stone Ride Diversified Alternatives		14,110
	Participant Loans	Participant Loans 4.25% to 6.5%	$ 0	73,197
		Total		$ 22,524,889

This schedule does not include noninterest bearing cash or employee and employer receivables.

* Denotes a party in interest

** In column (d) the cost information has been omitted. This is a Plan with participant-directed transactions under an individual account plan and is not required to report cost information.

See Accompanying Independent Auditor's Report.

BEARING & DRIVE SOLUTIONS
401(k) RETIREMENT PLAN

Audited Financial Statements

For the Year Ended
December 31, 2021

TABLE OF CONTENTS

	Page
Independent Auditor's Report	1 - 5
Statements of Net Assets Available for Benefits	6
Statement of Changes in Net Assets Available for Benefits	7
Notes to Financial Statements	8 - 14
Supplementary Information:	
Schedule I - Assets Held at End of Year	15 - 17

DETWEILER HERSHEY
relationships. innovation. results

INDEPENDENT AUDITOR'S REPORT

To the Trustees
Bearing & Drive Solutions 401(k) Retirement Plan

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of Bearing & Drive Solutions 401(k) Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by 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 3 to the financial statements, is complete and accurate.

Opinion

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

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

- the information in the financial statements 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).

T: 215.723.8901 F: 215.721.1992 64 N. County Line Road, P.O. Box 64157, Souderton, Pennsylvania 18964 DETWEILERHERSHEY.COM
Member of Pennsylvania Institute of CPA's American Institute of CPA's Private Companies Practice Section National Association of Certified Valuators and Analysts

Basis for Opinion

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 Financial Statements section of our report. We are required to be independent of Bearing & Drive Solutions 401(k) Retirement 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 Financial Statements

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

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about Bearing & Drive Solutions 401(k) Retirement Plan ability to continue as a going concern for within 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 Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from 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 material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgement made by a reasonable user based on financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgement 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 Bearing & Drive Solutions 401(k) Retirement 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 judgement, there are conditions or events, considered in the aggregate, that raise substantial doubt about Bearing & Drive Solutions 401(k) Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matter – Supplemental Schedules Required by ERISA

The supplemental schedule of Schedule I - Assets Held at End of Year as of December 31, 2021 is presented for purposes of additional analysis and is 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 schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied to 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 schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, 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 schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, is presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- the information in the supplemental schedule related to assets held 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 Section103(a)(3)(C).

October 10, 2022

Detweiler Hershey & Associates PC

DETWEILER, HERSHEY & ASSOCIATES, P.C.
Certified Public Accountants

DETWEILER HERSHEY
relationships. innovation. results

INDEPENDENT AUDITOR'S REPORT

To the Trustees
Bearing & Drive Solutions 401(k) Retirement Plan

We were engaged to audit the accompanying statement of net assets available for benefits of Bearing & Drive Solutions 401(k) Retirement Plan, as of December 31, 2020, and related notes to the financial statement.

Management's Responsibility for the Financial Statement

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

Auditor's Responsibility

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

Basis for Disclaimer of Opinion

As permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified by John Hancock Life Insurance Company, the trustee/custodian of the Plan and US Bank the custodian of the managed brokerage accounts, except for comparing such information with the related information included in the financial statement. We have been informed by the Plan administrator that the trustee/custodian holds the Plan's investment assets and executes investment transactions. The Plan administrator has obtained a certification from the trustee/custodian as of December 31, 2020, that the information provided to the Plan administrator by the trustee/custodian is complete and accurate.

Disclaimer of Opinion

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

T: 215.723.8901 F: 215.721.1992 64 N. County Line Road, P.O. Box 64157, Souderton, Pennsylvania 18964 DETWEILERHERSHEY.COM
Member of Pennsylvania Institute of CPA's American Institute of CPA's Private Companies Practice Section National Association of Certified Valuators and Analysts

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

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

October 10, 2022

DETWEILER, HERSHEY & ASSOCIATES, P.C.
Certified Public Accountants

BEARING & DRIVE SOLUTIONS 401(k) RETIREMENT PLAN
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets:		
Investments, at Fair Value:		
Pooled Separate Accounts	$ 19,193,153	$ 16,599,459
Guaranteed Investment	13,527	--
Managed Brokerage Account	3,245,012	3,092,850
Total Investments	22,451,692	19,692,309
Cash	1,704	1,245
Receivables:		
Employee Contribution Receivable	52	42
Employer Contribution Receivable	258	3,952
Notes Receivable from Participants	73,197	102,895
Total Receivables	73,507	106,889
Total Assets	22,526,903	19,800,443
Liabilities:		
Corrective Distribution Payable	41,018	31,755
Net Assets Available for Plan Benefits	$ 22,485,885	$ 19,768,688

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

BEARING & DRIVE SOLUTIONS 401(k) RETIREMENT PLAN
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions to Net Assets Attributed to:	
Investment Income:	
Net Appreciation in Fair Value of Investments	$ 2,351,933
Investment Income from Managed Brokerage Account	184,696
Dividend and Interest Income	52,389
Total Investment Income	2,589,018
Notes Receivable Interest Income	4,332
Contributions:	
Participants	888,642
Employer	314,274
Rollover	184,229
Total Contributions	1,387,145
Total Additions	3,980,495
Deductions from Net Assets Attributed to:	
Benefits Paid to Participants	1,136,183
Administrative Fees	127,115
Total Deductions	1,263,298
Change in Net Assets	2,717,197
Net Assets Available for Plan Benefits:	
Beginning of Year	19,768,688
End of Year	$ 22,485,885

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

Note 1 - Description of the Plan:

The following description of Bearing & Drive Solutions 401(k) Retirement Plan (the Plan) provides only general information. Participants should refer to the Plan Agreement for a more complete description of the Plan's provisions.

General

The Plan was established as of April 1, 1979 as a defined contribution plan covering all eligible employees of Bearing & Drives Unlimited, Inc. (the Company), who have completed three months of service. After meeting eligibility requirements, entry into the Plan may occur on the first day of the quarter coinciding with or next following date requirement is met. Employees excluded from participation in the plan include union employees and certain nonresident aliens who have no earned income from sources within the United States.

Related employers who have adopted the Plan are Bearing and Drive Solutions I, Inc.; Bearing and Drive Solutions II, Inc.; Bearing and Drive Solutions III, Inc.; Bearing and Drive Solutions IV, Inc.; Bearing and Drive Solutions V, LLC; Bearing and Drive Solutions VI, Inc.; Bearing & Drive Solutions VII, Inc.; Bearing & Drive Solutions VIII, Inc.; Sealing Specialties, Inc.; Sano Albero, Inc.; Talon Bearing, LLC; D-Electric, Inc.; G3 Automated Controls LLC; Stroudsburg Electric Motor/BDS Inc., Brown Bearing & Drive Solutions, Inc. and Reading Bearing & Drive Solutions. The Plan is subject to the provisions of the Employees Retirement Income Security Act of 1974 (ERISA).

Effective July 18, 2020, the Plan was amended for the recognition of service for the employees of Philadelphia Ball & Roller Bearing Co.. Bearing & Drives Unlimited, Inc. purchased the assets of Philadelphia Ball & Roller Bearing Co. and along with its employees were placed into a new company called Philadelphia Bearing and Drive Solutions, Inc.

Effective August 1, 2020, the Plan was amended for the recognition of service for the employees of Universal Motor Distribution Inc. Bearing & Drives Unlimited, Inc. purchased the assets of Universal Motor Distribution Inc. and along with its employees were placed into a new company called Universal Bearing and Drive Solutions, Inc.

Effective April 1, 2021, the Plan has been amended and restated for the IRS Cycle 3 Plan Restatements.

Effective July 9, 2021, the Plan was amended for the recognition of service for the employees of National Bearing Service and Bil Mar Industrial Services. Bearing & Drives Unlimited, Inc. purchased the assets of National Bearing Service and Bil Mar Industrial Services. National Bearing Service and along with its employees were placed into a new company called Bearing & Drive Solutions IX. Employees of Bil Mar Industrial Services were merged into existing companies of Bearing & Drives Unlimited, Inc.

Contributions

Elective Deferral: Participants can elect to make pre-tax contributions up to the maximum percentage allowable not to exceed the limits determined by the Internal Revenue Code ($19,500 - 2021). Participants who have attained age 50 before the end of the Plan year are eligible to make catch up contributions ($6,500 in 2021). The allocation of the contribution to various investment funds that are made available is at the discretion of the participant. For the Plan year 2021, corrective distributions will be made in the amount of $41,018 and have been applied against participant contributions.

Note 1 - Continued:

Employer Matching Contributions: The Company, at its discretion, may contribute for each participant a matching contribution equal to a percentage of the participant's elective contributions. For the plan year ending December 31, 2021, the Company contributed 50 cents on the dollar up to 6% of compensation that a participant contributed to the plan. The Company made matching contributions of $314,274 for the year ended December 31, 2021.

Other Contributions: The Company may also, at its discretion, make Profit Sharing Contributions. Profit Sharing Contributions are allocated based on the proportion of the participant's compensation to the compensation of all eligible participants, subject to certain IRS limitations for highly compensated employees. There were no discretionary Profit Sharing Contributions made during the year ending December 31, 2021.

Rollover Contributions: The Plan administrator may permit participants to deposit into their account, distributions received from other qualified plans. Such a deposit is called a "rollover" and may result in tax savings to the participant.

Participant Accounts

Each participant's account is credited with the participant's contributions and Company matching contributions, as well as allocations of the Company profit sharing contributions, and Plan earnings. Participant accounts are charged with an allocation of administrative expenses that are paid by the Plan. Allocations are based on participant earnings, account balances, or specific participant transactions, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Notes Receivable and Participants

Participants may borrow from their fund accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Participants may only have two outstanding loans at a time. Loans will only be granted if the Participant incurs a financial hardship or has a specified financial need. Participants should refer to the Summary of Plan Description for examples of what would be considered a specified financial need. The loans are secured by the balance in the participant's account. Interest rates range from 4.25% to 6.5% for both years ending December 31, 2021 and 2020. If the loan is not repaid in full, the unpaid balance, plus accrued interest, will be deducted from the participant's account balance and reported as a distribution.

Payment of Benefits

Participant benefits under the Plan are payable to the participants, their beneficiaries or their estates upon severance of employment, normal retirement, disability or death. Benefits for any of these events are payable in the form of a lump-sum distribution in most cases.

Vesting

Participants immediately vest at 100% in their Elective Deferral and Rollover Contribution Accounts. Participants shall be vested in their Employer Matching Account and their Profit Sharing Contribution Account based on the 2-6 year graded vesting schedule. Participants will be 100% vested upon death or permanent disability.

Note 1 - Continued:

Forfeited Accounts

The forfeiture nonvested account balance was $1,704 and $1,245 for the years ended December 31, 2021 and 2020, respectively, and is maintained in an account separate from individual participant accounts. The amounts forfeited from participant accounts during the year ending December 31, 2021 totaled $459. The Plan provides that forfeited non-vested account balances may be used to reduce future employer contributions or pay Plan administrative expenses. During the year ending December 31, 2021, forfeitures were not used to reduce employer contributions.

Note 2 - Summary of Significant Accounting Policies:

Basis of Accounting

The financial statements of Bearing & Drive Solutions 401(k) Retirement Plan are presented on the accrual basis of accounting.

Management Estimates

The preparation of financial statements in accordance with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants and the measurement date. 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 plan year.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. No allowance for credit losses has been recorded as of December 31, 2021 and 2020. If a participant ceases to make a loan repayment and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced and a benefit payment is recorded.

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid by the Plan, unless otherwise paid by the Company. Expenses that are paid by the Company are excluded from these financial statements. Fees related to the administration of notes receivable from participants are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation of fair value of investments. Administrative fees paid by the Plan for the year ended December 31, 2021 totaled $127,115.

Note 2 - Continued:

Subsequent Events

Management has evaluated subsequent events through October 10, 2022, the date the financial statements were available to be issued.

Note 3 - Certified Investments:

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedule, including investments and notes receivable from participants held at December 31, 2021 and 2020, and net appreciation in fair value of investments, interest and dividends, and interest income on notes receivable from participants for the year ended December 31, 2021, was obtained by management and agreed to or derived from information certified as complete and accurate by John Hancock Life Insurance Company (the trustee/custodian of the Plan) and US Bank (the custodian of the managed brokerage accounts).

Note 4 - Investment Contract with Insurance Company:

In 2003, the Plan entered into an investment contract with John Hancock Life Insurance Company. John Hancock Life Insurance Company maintains the contributions in pooled separate accounts. These accounts are credited with contributions and earnings on the underlying investments and charged for Plan withdrawals and administrative expenses charged by John Hancock Life Insurance Company. The contract is included in the financial statements at fair market value. There are no reserves against contract value for credit risk of the contract issuer or otherwise. The contract is not fully-benefit responsive.

Note 5 - 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 I measurements) and the lowest priority to unobservable inputs (Level III measurements). The three levels of the fair value hierarchy under FASB ASC 820, are described as follows:

Level I: 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 II: 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 II input must be observable for substantially the full term of the asset or liability.

Level III: 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.

Note 5 - Continued:

Following is a description of the valuation methodologies used for assets measured at fair value.

Pooled Separate Accounts: The Plan owns units of participation in pooled separate accounts. The fair value of each separate account is based on the net asset value (NAV) of shares owned by the separate account in the underlying mutual fund.

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 the price. The mutual funds held by the Plan are deemed to be actively traded. In the Statements of Net Assets Available for Benefits mutual funds are included in the Managed Brokerage Account.

Guaranteed Investment Contract: Valued at fair value by the insurance company by discounting the related cash flows based on current yields of similar instruments with comparable durations considering the credit-worthiness of the issuer.

The following table represents, within the fair value hierarchy, the plan's assets at fair value as of December 31, 2021 and 2020.

	Assets at Fair Value as of December 31, 2021			
	Level I	Level II	Level III	Total
Mutual Funds:				
Equity - US & Foreign	$ 182,588	$ --	$ --	$ 182,588
Equity - Foreign	54,657	--	--	54,657
Fixed Income & Equity	2,840,828	--	--	2,840,828
Money Market	56,936	--	--	56,936
Fixed Income Bonds & Equity	110,003	--	--	110,003
Guaranteed Investment Fund	--	--	13,527	13,527
Total Investments in the Fair Value Hierarchy	$ 3,245,012	$ --	$ 13,527	3,258,539
Investments Measured in NAV				19,193,153
Total Investments at Fair Value				$22,451,692

	Assets at Fair Value as of December 31, 2020			
	Level I	Level II	Level III	Total
Mutual Funds:				
Equity - US & Foreign	$ 196,478	$ --	$ --	$ 196,478
Equity - Foreign	132,986	--	--	132,986
Fixed Income & Equity	1,949,577	--	--	1,949,577
Money Market	167,765	--	--	167,765
Fixed Income Bonds & Equity	646,044	--	--	646,044
Guaranteed Investment Fund	--	--	--	--
Total Investments in the Fair Value Hierarchy	$ 3,092,850	$ --	$ --	3,092,850
Investments Measured in NAV				16,599,459
Total Investments at Fair Value				$19,692,309

Note 5 - Continued:

Quantitative information about Significant Unobservable Inputs Used in Level III Fair Value Measurements:

The following table represents the Plan's level III financial instruments, the valuation techniques used to measure the fair value of those financial instruments as of December 31, 2021 and 2020, respectively, and the significant unobservable inputs and the ranges of values of those inputs.

Instrument	Fair Value 12/31/21	Fair Value 12/31/20	Principal Valuation Technique	Unobservable Inputs	Range of Significant Input Yields	Weighted Average
Stable Value Guaranteed Income Fund	$13,527	$ --	Market value As calculated From daily published rates	Credit Rate Duration Payout Amount	1% 5 Years Book Value at time of redemption	N/A

Fair Value of Investments in Entities that Use Net Asset Value per Share Practical Expedient:

The following table summarizes investments for which fair value is measured using the net asset value per share practical expedient as of December 31, 2021 and 2020, respectively.

	December 31, 2021			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Investments measured in NAV	$19,193,153	N/A	Daily	None

	December 31, 2020			
	Fair Value	Unfunded Commitments	Redemption Frequency	Redemption Notice Period
Investments measured in NAV	$16,599,459	N/A	Daily	None

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

Note 6 - Risk and Uncertainties:

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rates, 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 and adversely affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

Note 7 - Plan Termination:

Although it has not expressed any intent to do so, the Company has the right under the Plan to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100 percent vested in their accounts.

Note 8 - Party-In-Interest Transactions:

Plan investments include shares of various mutual funds managed by John Hancock Life Insurance Company. John Hancock Life Insurance Company also provides recordkeeping services to the Plan. Since John Hancock Life Insurance Company is the trustee/custodian as defined by the Plan, administrative fees charged by John Hancock Life Insurance Company and paid from the Plan assets qualify as party-in-interest transactions. Fees charged by John Hancock and paid by the Plan for the administrative services were $31,623 for plan year ended December 31, 2021. Additional fees paid by the Plan are for a third party administrative service provided by The Paragon Alliance Group, LLC. The Paragon Alliance Group, LLC handles all compliance testing, advisory services, as well as Form 5500 preparation. The fees charged by The Paragon Alliance Group, LLC for plan year ended December 31, 2021 were $120. The fees charged by US Bank and paid by the Plan for administrative services for the year ended December 31, 2021 were $4,152. The fees charged by Ameritrade for Compass Ion Advisors, LLC management fees and paid by the Plan for the year ended December 31, 2021 were $27,068. The Fees charged by Compass Ion Advisors, LLC for advisory fees and paid by the Plan for the year ended December 31, 2021 were $64,152.

Note 9 - Tax Status:

Effective April 1, 2021, the Company adopted a Non-Standardized Pre-Approved Profit Sharing/Money Purchase/ with Cash or Deferred Arrangement (CODA), which received from the IRS a favorable opinion letter dated June 30, 2020. Although the Plan has been amended since receiving the favorable opinion letter, the Plan administrator and Plan's tax counsel believes that the Plan is designed, and is currently being operated, in compliance with the applicable requirements of the Internal Revenue Code and, therefore, believe the Plan is qualified, and the related trust is tax-exempt as if the financial statement date.

Accounting principles generally accepted in the United States of America require plan management to evaluate tax positions taken by the Plan and recognize a tax liability 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 10 - Reconciliation to Form 5500

The following in a reconciliation of Statement of Changes in Net Assets Available for Benefits on the financial statements to Form 5500 as of December 31, 2021:

Participant Contributions per the Financial Statement	$ 888,642
Corrective Distributions	41,018
Participant Contributions per the Form 5500	$ 929,660
Deductions from Net Assets:	
Benefits Paid to Participants	$1,136,183
Administrative Fees	127,115
Total Deductions per the Financial Statement	1,263,298
Corrective Distributions	41,018
Total Expenses per the Form 5500	$1,304,316

SUPPLEMENTARY INFORMATION

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
*	John Hancock Life Ins Co.	Multimanager 2025 Lifetime		$ 242,034
*	John Hancock Life Ins Co.	Multimanager 2030 Lifetime		321,199
*	John Hancock Life Ins Co.	Multimanager 2035 Lifetime		76,305
*	John Hancock Life Ins Co.	Multimanager 2040 Lifetime		37,372
*	John Hancock Life Ins Co.	Multimanager 2045 Lifetime		177,439
*	John Hancock Life Ins Co.	Multimanager 2050 Lifetime		148,355
*	John Hancock Life Ins Co.	Multimanager 2055 Lifetime		8,969
*	John Hancock Life Ins Co.	Multimanager 2060 Lifetime		63,878
*	John Hancock Life Ins Co.	Lifestyle Conservative		1,473,887
*	John Hancock Life Ins Co.	Lifestyle Moderate		1,661,121
*	John Hancock Life Ins Co.	Lifestyle Balanced		2,888,125
*	John Hancock Life Ins Co.	Lifestyle Growth		3,393,387
*	John Hancock Life Ins Co.	Lifestyle Aggressive		1,281,539
*	John Hancock Life Ins Co.	Stable Value Fund		13,527
*	John Hancock Life Ins Co.	Wells Fargo Government Securities Fund		5,975
*	John Hancock Life Ins Co.	T. Rowe Price Spectrum Inc.		206,276
*	John Hancock Life Ins Co.	Pimco Real Return Fund		45,137
*	John Hancock Life Ins Co.	VS High Yield		189,529
*	John Hancock Life Ins Co.	Global Bond		99,988
*	John Hancock Life Ins Co.	Fidelity Advisor Total Bond		514,216
*	John Hancock Life Ins Co.	American Funds Am Balanced Fund		83,539
*	John Hancock Life Ins Co.	Index Total		81,632
*	John Hancock Life Ins Co.	T. Rowe Price Growth Stock		917,761
*	John Hancock Life Ins Co.	Parnassus Core Equity		1,020,003
*	John Hancock Life Ins Co.	VS Utilities		40,089
*	John Hancock Life Ins Co.	Disciplined Value		1,035,223
*	John Hancock Life Ins Co.	Fund LCV		9,003
*	John Hancock Life Ins Co.	VS Capital Appreciation Fund		701,611
*	John Hancock Life Ins Co.	TRP QM US Sml Cap Grwth Equity Fund		248,745
*	John Hancock Life Ins Co.	Index Small		37,591
*	John Hancock Life Ins Co.	Opportunity		215,053
*	John Hancock Life Ins Co.	VS Rests		305,748
*	John Hancock Life Ins Co.	Index Mid		401,875
*	John Hancock Life Ins Co.	Oppenheimer Developing Markets		88,141
*	John Hancock Life Ins Co.	Hartford International Opportunities Fund		19,639
*	John Hancock Life Ins Co.	EuroPacific Growth Fund		655,997
*	John Hancock Life Ins Co.	DFA Internation Value		161,734
		Subtotal Forward		$ 18,871,642

See Accompanying Independent Auditor's Report.

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year - Continued
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
		Balance Forward		$ 18,871,642
*	John Hancock Life Ins Co.	American Century Heritage		335,038
	US Bank	Money Market		56,936
	US Bank	JP Morgan Chase Mtn L P		32,991
	US Bank	Barclays Bank Mtn		77,013
	US Bank	Domestic Common Stock		182,588
	US Bank	Foreign Stock		54,657
	US Bank	Ark Innovation Etf		207,909
	US Bank	Baron Real Estate Retain		8,231
	US Bank	Baron Real Estate Institutional		216,175
	US Bank	Brown Capital Management		60,740
	US Bank	Flexshares Global Upstream		3,712
	US Bank	Abr Dynamic Blend Equity Volatil Inv		36,777
	US Bank	Harbor Schroders International Stk		204,995
	US Bank	Ishares Core Dividend Growth Etf		141,729
	US Bank	Mfs Research Inernat I		228,284
	US Bank	Mfs Research Intl Fd Cl A		9,167
	US Bank	Merger Fund		24,738
	US Bank	Nuveen Esg small Cap Etf		25,542
	US Bank	Stone Ridge TrV		53,794
	US Bank	Vanguard US Value Factor Etf		222,549
	US Bank	Vanguard Total World Stock Index Etf		292,639
	US Bank	Vanguard Total Stock Market Etf		251,098
	US Bank	Wisdomtree Emmkts Ex Stt Ownd Etf		87,187
	US Bank	Spdr Gold Minishares Etf		58,230
	US Bank	Carillon Reams Unconstrained		100,219
	US Bank	Doubleline Total Return Bond		39,578
	US Bank	Eaton Vance Emerging Markets Dbt		4,147
	US Bank	Metropolitan West Total Return Bond		9,660
	US Bank	Metropolitan West Total Bond I		19,554
	US Bank	Stone Ridge Reinsurance Risk		26,513
	US Bank	Vanguard Intermediate Term Bond Etf		72,462
	US Bank	Western Asset Total Return Uncons A		156,622
	US Bank	Abr 50 50 Volatility Inv		19,794
	US Bank	Gmo Trust Resources Fd I		61,878
	US Bank	Jpmorgan Global Allocation Fund 1		182,794
		Subtotal Forward		$ 22,437,582

See Accompanying Independent Auditor's Report.

BEARING & DRIVE SOLUTIONS 401(k) RETIRMENT PLAN
Schedule I - Assets Held at End of Year - Concluded
December 31, 2021

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

EIN 27-2245260, Plan 001

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of Investment including maturity date, rate of interest, collateral, par or maturity value	(d) Cost**	(e) Current Value
		Balance Forward		$ 22,437,582
	US Bank	Stone Ride Diversified Alternatives		14,110
	Participant Loans	Participant Loans 4.25% to 6.5%	$ 0	73,197
		Total		$ 22,524,889

This schedule does not include noninterest bearing cash or employee and employer receivables.

* Denotes a party in interest

** In column (d) the cost information has been omitted. This is a Plan with participant-directed transactions under an individual account plan and is not required to report cost information.

See Accompanying Independent Auditor's Report.

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

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

A This return/report is for:
- [ ] a multiemployer plan
- [X] 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:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

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

Part II Basic Plan Information—enter all requested information

1a Name of plan
BEARING & DRIVE SOLUTIONS 401(k)
RETIREMENT PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 04/01/1979

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)
BEARINGS & DRIVES UNLIMITED, INC.

3443 BETHLEHEM PIKE

SOUDERTON PA 18964

2b Employer Identification Number (EIN) 27-2245260

2c Plan Sponsor's telephone number (215)723-5068

2d Business code (see instructions) 423990

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	Brian Wevodau	10-13-22	Brian Wevodau
	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

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

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

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

OMB Nos. 1210-0110
1210-0089

2021

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2021 or fiscal plan year beginning and ending

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

1b Three-digit plan number (PN) ▶

1c Effective date of plan

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)

2b Employer Identification Number (EIN)

2c Plan Sponsor's telephone number

2d Business code (see instructions)

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			
	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

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**	
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)**	
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	
b	Retired or separated participants receiving benefits	**6b**	
c	Other retired or separated participants entitled to future benefits	**6c**	
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**	**6d**	
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	
f	Total. Add lines **6d** and **6e**	**6f**	
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	
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:

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

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

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

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

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

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

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

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

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

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

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

Attachment to 2021 Form 5500
Form 5500 Multiple Employer Plan Participating Employer Information

Plan Name BEARING & DRIVE SOLUTIONS 401(k) RETIREMENT PLAN **EIN:** 27-2245260
Plan Sponsor's Name BEARINGS & DRIVES UNLIMITED, INC. **PN:** 001

Name of participating employer	EIN	Percent of Total Contributions	Aggregate Account balance
Bearings & Drives Unlimited, Inc.	27-2245260	83.19	20,688,725.00
D Electric, Inc.	23-2711948	7.66	971,377.00
G3 Automated Controls, LLC	46-3210624	9.16	868,479.00