

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A	This return/report is for: ☐ a multiemployer plan ☒ a single-employer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☐ a DFE (specify) _____
B	This return/report is: ☐ the first return/report ☐ an amended return/report ☐ the final 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 ☐ special extension (enter description) ☐ automatic extension ☐ the DFVC program
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>FEIN, SUCH, KAHN & SHEPARD, P.C. 401(K) RETIREMENT PLAN</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>07/01/1994</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>07/01/1994</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>07/01/1994</u>					
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>FEIN, SUCH, KAHN & SHEPARD, P.C.</u> <u>7 CENTURY DRIVE</u> <u>SUITE 201</u> <u>PARSIPPANY, NJ 07054</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>22-3140786</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>973-538-4700</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>541110</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>22-3140786</u>	2c Plan Sponsor's telephone number <u>973-538-4700</u>	2d Business code (see instructions) <u>541110</u>	
2b Employer Identification Number (EIN) <u>22-3140786</u>					
2c Plan Sponsor's telephone number <u>973-538-4700</u>					
2d Business code (see instructions) <u>541110</u>					

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	<u>10/13/2022</u>	<u>LISA ROCCO</u>
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

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

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☒ Same as Plan Sponsor		3b Administrator's EIN	
		3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN	
5 Total number of participants at the beginning of the plan year		5	339
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)	299
a(2) Total number of active participants at the end of the plan year		6a(2)	264
b Retired or separated participants receiving benefits.....		6b	3
c Other retired or separated participants entitled to future benefits		6c	54
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	321
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	321
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	219
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	7
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: 3D 2F 2G 2J 2K 2S 2E 2T			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions: 4A 4B 4D 4E 4H 4Q			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☒ C (Service Provider Information) (5) ☐ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

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

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

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

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

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

Receipt Confirmation Code _____

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

For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan FEIN, SUCH, KAHN & SHEPARD, P.C. 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 FEIN, SUCH, KAHN & SHEPARD, P.C.	D Employer Identification Number (EIN) 22-3140786	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

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

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

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL
04-2647786

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

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

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	37598	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

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

WELLS FARGO CLEARING SERVICES LLC

23-2384840

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	27910	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(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.	
PIM STKPLUS SM A - DST ASSET MANAG 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.20%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>FEIN, SUCH, KAHN & SHEPARD, P.C. 401(K) RETIREMENT PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>FEIN, SUCH, KAHN & SHEPARD, P.C.</u>	D Employer Identification Number (EIN) <u>22-3140786</u>	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	13424	3035
(2) Participant contributions.....	1b(2)	0	19092
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	155810	104549
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	315011	229858
(9) Value of interest in common/collective trusts	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	13236796	14855803
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	13721041	15212337

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	13721041	15212337
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	62630	
(B) Participants	2a(1)(B)	496766	
(C) Others (including rollovers).....	2a(1)(C)	0	
(2) Noncash contributions.....	2a(2)	0	
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		559396
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	0	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	17288	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		17288
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	420477	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		420477
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	
(B) Other	2b(5)(B)	0	
(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)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		1515004
c Other income.....	2c		0
d Total income. Add all income amounts in column (b) and enter total.....	2d		2512165
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	952721	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		952721
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		2640
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	0	
(4) Other.....	2i(4)	65508	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		65508
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		1020869
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		1491296
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan.....	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: SOBEL & CO. LLC

(2) EIN: 22-1430039

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

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

Part IV Compliance Questions

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

During the plan year:

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

	Yes	No	Amount
4a	X		36447

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

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

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

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

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined
If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
---	--	---

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

A Name of plan FEIN, SUCH, KAHN & SHEPARD, P.C. 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 FEIN, SUCH, KAHN & SHEPARD, P.C.	D Employer Identification Number (EIN) 22-3140786

Part I	Distributions
--------	---------------

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107	
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.	
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3

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

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

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

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

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

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

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

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

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

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year.....

15b

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

a Enter the number of employers who withdrew during the preceding plan year.....

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

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

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

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

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

a Enter the percentage of plan assets held as:

Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____

FEIN, SUCH, KAHN & SHEPARD, P.C.
401(k) RETIREMENT PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

DECEMBER 31, 2021 AND 2020



SobelCo
Certified Public Accountants & Advisors

FEIN, SUCH, KAHN & SHEPARD, P.C.
401(k) RETIREMENT PLAN

DECEMBER 31, 2021 AND 2020

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INDEPENDENT AUDITORS' REPORT

To the Plan Administrator and Trustees of
the Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan

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

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

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

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

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

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

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

Auditors’ Responsibilities for the Audit of the 2021 Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan’s internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

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

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to, or is derived from, the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA.
- The information in the supplemental schedules related to assets held by, and certified to by, a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Fein, Such, Kahn, & Shepard P.C. 401(k) Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 12, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA.



Certified Public Accountants

Livingston, New Jersey
October 13, 2022

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2021	2020
ASSETS		
Participant-directed Investments at Fair Value:		
Interest-bearing cash	\$ 104,549	\$ 155,810
Investments	14,855,803	13,236,796
Total Investments	14,960,352	13,392,606
Receivables:		
Notes receivable from participants	229,858	315,011
Participant contributions	19,092	-
Employer contributions	3,035	13,424
Other employer contributions	17,355	-
Total Receivables	269,340	328,435
NET ASSETS AVAILABLE FOR BENEFITS	\$ 15,229,692	\$ 13,721,041

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31,	
	2021	2020
ADDITIONS:		
Additions in Net Assets Attributed to:		
Investment Income:		
Interest and dividends	\$ 420,477	\$ 313,012
Net appreciation in fair value of investments	1,515,004	1,452,902
Total Investment Income	1,935,481	1,765,914
Interest income on notes receivable from participants	17,288	14,506
Contributions:		
Participant	496,766	601,645
Employer	79,985	93,996
Total Contributions	576,751	695,641
Total Additions	2,529,520	2,476,061
DEDUCTIONS:		
Deductions from Net Assets Attributed to:		
Benefit payments	955,361	2,349,835
Administrative expenses	65,508	56,591
Total Deductions	1,020,869	2,406,426
CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS	1,508,651	69,635
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	13,721,041	13,651,406
End of year	\$ 15,229,692	\$ 13,721,041

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN:

The Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan ("Plan") is administered by Fein, Such, Kahn & Shepard, P.C. ("Company," "Plan Sponsor" or "Plan Administrator"). The following description of the Plan is provided for general information purposes only. More complete information is provided in the Summary Plan Description and Plan Document, which are available from the Company.

General:

The Plan is a voluntary, participant-directed, defined-contribution 401(k) plan as defined under the Internal Revenue Code ("IRC"), which became effective July 1, 1994, for the benefit of all eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as restated.

Eligibility:

Employees of the Company who have completed three months of continuous employment and have attained age 18 are eligible to participate in the Plan. Employees are eligible to receive employer-matching contributions after completing 12 months of service. The entry date will be the first day of the subsequent payroll period in which the employee became eligible. The following classes of employees are not eligible to participate in the Plan: employees whose employment is governed by a collective bargaining agreement, unless the agreement requires the employees to be included under the Plan; employees who are nonresident aliens who do not receive earned income from the Company; and employees whose principal site of employment is Puerto Rico. Employees are automatically enrolled at an initial deferral rate of 6% of eligible employee compensation, unless the employee files the necessary opt-out documents. Participant deferrals are automatically increased by 1% annually on December 31st, up to 10%, unless the employee files the necessary opt-out documents.

Employee Contributions:

Participants may make voluntary pretax contributions up to the lesser of 85% of eligible compensation or annual Internal Revenue Service ("IRS") dollar limits. Participants may also make Roth 401(k) contributions subject to certain statutory limitations. Participants, who have attained age 50 before the end of the Plan Year, are eligible to make catch-up contributions between 75% and 85% of eligible compensation, subject to IRS limitations. All eligible employees may elect to roll over tax deferred contributions that were received from another qualified plan. Participants may elect to change their deferral percentage at any time, effective at the beginning of each payroll period.

Employer Contributions:

The Company may, at its discretion, elect to contribute on behalf of each eligible participant, an employer-matching contribution. For the years ended December 31, 2021 and 2020, the Company made an employer-matching contribution equal to the lesser of 25% of the first 6% of eligible compensation, or 25% of the participant's contribution percentage, if less than 6%. For the years ended December 31, 2021 and 2020, the Company made discretionary employer-matching contributions of \$62,630 and \$80,572, respectively. The Company may also make nonelective employer contributions to all eligible participants who are enrolled in the Plan during the contribution period. Nonelective employer contributions, if made, are determined by the Company using a formula, based on either the participant's contributions to the Plan or the participant's eligible compensation for that payroll period. Eligibility is determined during the period the contribution is made. For Plan years 2021 and 2020, qualified nonelective employer contributions were \$17,355 and \$13,424.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN: (Continued)

Investment Options:

Upon enrollment in the Plan, participants may direct their contributions in any of the investment options available. A separate account is maintained for each participant, and interest and dividends earned by each fund are reinvested in that fund. Participants may change their investment options daily.

Participants' Accounts:

Each participant's account is credited with the participant's contribution and an allocation of: (a) the Company's matching and discretionary contributions, if any; (b) Plan earnings, gains or losses; and (c) charged with an allocation of administrative expenses. Portfolio fees normally charged by the investment funds are applied against the participant's account and reported as a deduction to investment returns. Allocations are based on a participant's compensation or account balances, as defined in the Plan Document.

The Plan permits participants to self-direct the investments of their accounts in a variety of investment options. All participants have elected to self-direct their accounts. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting:

Participants are immediately 100% vested in their voluntary employee contributions and rollover contributions, plus actual earnings thereon. Vesting of the Company's nonelective contributions and matching contributions, plus actual earnings thereon, are based on years of service. Participants who attain the normal retirement age (defined as 65), or become disabled, are automatically 100% vested in their accounts. Participants become 100% vested upon attainment of age 65, or upon death or disability of the participant. Vesting in nonelective contributions and matching contributions for all employees is subject to a six-year, graded vesting schedule based on years of service as follows:

Vested Years of Service	Percentage
Less than 1	0%
At least 1, but less than 2	10%
At least 2, but less than 3	20%
At least 3, but less than 4	40%
At least 4, but less than 5	60%
At least 5, but less than 6	80%
At least 6	100%

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN: (Continued)

Notes Receivable from Participants:

Participants may borrow from their vested account balances a minimum of \$1,000 up to a maximum of the lesser of one-half of their vested account balances of \$50,000 (reduced by the highest value of any outstanding loan balance in the preceding 12 months), whichever is less. Loans bear interest at rates that are commensurate with local prevailing rates being charged by institutions that are in the business of lending money for similar types of commercial loans. The interest rate will remain fixed throughout the duration of the loan. Terms depend on the type of note; a general note must be repaid within five years, while notes used to acquire a primary residence shall be repaid over a ten-year period. Loans will be secured by one-half of the participant's vested balance reduced by any outstanding loans on the date the loan was issued. Notes must be repaid through payroll deductions and are secured by the balances in the participants' accounts. If a participant is terminated prior to repayment of the loan balance, the remaining balance on the loan is considered to be a deemed distribution to the participant. Participants may be granted five loans during a twelve-month period. Only two loans per participant can be outstanding at a time.

Benefit Payments:

After retirement, death, or disability, participants are entitled to receive a lump-sum distribution, monthly installments, annual installments, or a variety of annuity options. Participants have the option to leave amounts in the Plan up to the mandatory distribution date, which is defined as the later of April 1st following the calendar year of attaining the age of 72 or age at retirement. Upon termination, vested benefits can be rolled over to another qualified plan or an individual retirement account ("IRA"), or distributed in a lump-sum payment or partial withdrawals. If the vested balance is \$5,000 or less, any amount exceeding \$1,000 will be distributed to an IRA for the participant's benefit. If the participant's vested balance is \$1,000 or less, the participant will receive a lump-sum distribution without consent.

Hardship withdrawals are subject to approval by the Plan Administrator and also subject to income tax withholding and penalties. The minimum hardship withdrawal allowed under the Plan is \$500.

In-service Withdrawals:

Participants attaining the age of 59½ may request a withdrawal of all or part of the vested portion of their account.

Retirement:

The Plan's normal retirement age is 65. There is no early retirement provision under the Plan.

Forfeitures:

Forfeitures are used to pay administrative expenses. Any remaining amounts will be used to reduce future employer contributions. The balance in the forfeiture and unallocated accounts at December 31, 2021 and 2020, was \$1,222 and \$1,229, respectively. The Plan used \$11,196 and \$10,589 during the years ended December 31, 2021 and 2020, respectively, to reduce future employer contributions.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Accounting:

The financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition:

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for fair value measurements.

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

Notes Receivable from Participants:

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent notes receivable from participants are recorded as a distribution based upon the terms of the Plan Document. No allowance for credit losses has been recorded as of December 31, 2021 and 2020.

Payment of Benefits:

Benefits are recorded when paid.

Administrative Expenses:

The Plan's expenses are paid either by the Plan or the Plan Sponsor, as provided by the Plan Document. Expenses that are paid directly by the Plan Sponsor are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan, are recorded as deductions in the accompanying statements of changes in net assets available for benefits. Certain expenses that are paid by the Company and reimbursed from the Plan are recorded as accrued expenses by the Plan. Investment-related expenses are included in net appreciation in fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Mutual Fund Fees:

Investments in mutual funds are subject to sales charges in the form of front-end loads, back-end loads or 12b-1 fees. Allowable fees under Section 12b-1 of the Investment Company Act of 1940 are annual fees deducted to pay for marketing and distribution costs of the funds. These fees are deducted prior to the allocation of the Plan's investment earnings activity and, thus, not separately identifiable as an expense.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Subsequent Events:

The Plan has evaluated its subsequent events and transactions occurring after December 31, 2021 through October 13, 2022, the date that the financial statements were available to be issued.

NOTE 3 - INFORMATION CERTIFIED BY THE TRUSTEE:

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, 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 years ended December 31, 2021 and 2020, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, the Trustee of the Plan.

NOTE 4 - FAIR VALUE MEASUREMENTS:

Fair value measurements establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

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

Level 2: Inputs to the valuation methodology include:

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

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

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

The assets 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.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 4 - FAIR VALUE MEASUREMENTS: (Continued)

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

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 and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded (Level 1 input).

Money Market Funds: Valued at the closing price reported on the active market on which individual securities are traded. Money market funds are included in self-directed brokerage accounts. (Level 1 inputs)

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value:

Assets at Fair Value
at December 31, 2021

	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 104,549	\$ -	\$ -	\$ 104,549
Mutual Funds	14,855,803	-	-	14,855,803
Total Assets at Fair Value	<u>\$14,960,352</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$14,960,352</u>

Assets at Fair Value
at December 31, 2020

	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 155,810	\$ -	\$ -	\$ 155,810
Mutual Funds	13,236,769	-	-	13,236,769
Total Assets at Fair Value	<u>\$13,392,606</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$13,392,606</u>

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 5 - TAX STATUS:

The IRS has determined, and informed the Company by a letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The Plan has since been amended; however, the Plan Administrator believes that the Plan is designed and operated in compliance with the Plan Document and applicable requirements of the IRC.

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 (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2021 and 2020, there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability (or asset) or disclosure in the financial statements.

The Plan has recognized no interest or penalties related to uncertain tax positions for the years ended December 31, 2021 and 2020. The Plan is subject to routing audits by taxing jurisdictions; however, there are no audits for any periods in progress.

NOTE 6 - PLAN TERMINATION:

Although the Company has not expressed an intention to terminate the Plan, it may do so at any time under the provisions of ERISA. Upon termination of the Plan, participants will become 100% vested and entitled to their full account balance, including all Company contributions and earnings thereon, as of the termination date.

NOTE 7 - PARTY-IN-INTEREST TRANSACTIONS:

The Plan's investments include investments managed by Fidelity Management Trust Company, the Trustee, as defined by the Plan, and, therefore, those transactions are considered as party-in-interest transactions. Additionally, administrative expenses are paid to the Trustee who acts as the recordkeeper of the Plan. These transactions with the Trustee qualify as party-in-interest transactions.

Notes receivable from Plan participants qualify as party-in-interest transactions.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 8 - RISKS AND UNCERTAINTIES:

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits. The participant solely determines the extent to which such amounts will be diversified, if at all. Subsequent to December 31, 2021, the Plan's investments depreciated in value by approximately 22%.

NOTE 9 - CONCENTRATION:

As of December 31, 2021 and 2020, the Plan held four and three investments, respectively, that represented 46% and 35%, respectively, of net assets available for benefits.

NOTE 10 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500:

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2021 and 2020, to Form 5500:

	2021	2020
Net assets available for benefits per financial statements	\$ 15,229,692	\$ 13,721,041
Other employer contributions receivable	(17,355)	-
Net Assets Available for Benefits per Form 5500	<u>\$ 15,212,337</u>	<u>\$ 13,721,041</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements for the years ended December 31, 2021 and 2020, to Form 5500:

	2021	2020
Changes in net assets available for benefits per financial statements	\$ 1,508,651	\$ 69,635
Changes in other employer contributions receivable	(17,355)	-
Changes in Net Assets Available for Benefits per Form 5500	<u>\$ 1,491,296</u>	<u>\$ 69,635</u>

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2021

EIN: 22-3140786 - Plan #001

(a)	(b) Identity of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(e) Current Value
*	Fidelity Government Money Market Fund	Money Market Fund	\$ 104,549
*	Fidelity Freedom Index Fund 2025 Investor Class	Mutual Fund	1,945,542
*	Fidelity 500 Index Fund	Mutual Fund	1,550,209
*	Fidelity Freedom Index Fund 2030 Investor Class	Mutual Fund	1,844,037
*	Fidelity Freedom Index Fund 2035 Investor Class	Mutual Fund	1,641,528
*	Fidelity Freedom Index Fund 2045 Investor Class	Mutual Fund	1,133,659
*	Fidelity Freedom Index Fund 2040 Investor Class	Mutual Fund	1,133,318
*	Fidelity Freedom Index Fund 2020 Investor Class	Mutual Fund	742,877
*	Fidelity Freedom Index Fund 2050 Investor Class	Mutual Fund	778,404
*	Fidelity Mid Cap Index Fund	Mutual Fund	656,239
	American Funds Growth Fund of America R6	Mutual Fund	317,809
*	Fidelity Freedom Index 2055 Fund Investor Class	Mutual Fund	453,400
*	Fidelity International Index Fund	Mutual Fund	344,513
*	Fidelity Small Cap Index Fund	Mutual Fund	336,571
*	Fidelity Freedom Index 2010 Investor Class	Mutual Fund	159,103
	T. Rowe Price Overseas Stock Fund Class I	Mutual Fund	145,390
	PIMCO Total Return Admin	Mutual Fund	150,774
	BlackRock Equity Dividend Fund K Shares	Mutual Fund	227,293
*	Fidelity Freedom Index Fund 2015 Investor Class	Mutual Fund	210,430
	American Funds Growth & Inc Port R6	Mutual Fund	186,044
	PIMCO Stock Plus Small Fund Admin	Mutual Fund	24,537
	BlackRock High Yield Bond Portfolio Class K	Mutual Fund	42,963
	Franklin Small Cap Value Fund Class R6	Mutual Fund	23,417
*	Fidelity Freedom Index Fund 2060 Investor Class	Mutual Fund	108,965
	John Hancock Income Fund Class R6	Mutual Fund	114,218
	American Funds Capital Income Builder R6	Mutual Fund	65,079
	Janus Henderson Venture N	Mutual Fund	43,403
	Invesco Oppenheimer Discovery Mid Cap Growth R6	Mutual Fund	288,409
*	Fidelity U.S. Bond Index Fund	Mutual Fund	64,580
*	Fidelity Freedom Index Fund 2005 Investor Class	Mutual Fund	33,538

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN**SUPPLEMENTAL INFORMATION****SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - Continued
DECEMBER 31, 2021**

(a)	(b) Identity of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(e) Current Value
	PGIM Global Real Estate Fund - Class R6	Mutual Fund	40,098
*	Fidelity Short-Term Treasury Bond Index Fund	Mutual Fund	14,777
	American Funds CSV Growth & Inc PTF R6	Mutual Fund	13,983
	American Funds U.S. Government Securities Fund F	Mutual Fund	10,128
*	Fidelity Freedom Index Fund Inc Investor Class	Mutual Fund	1,242
	PGIM Jennison Natural Resources R6	Mutual Fund	6,048
	American Funds Moderate Growth & Income R6	Mutual Fund	3,130
*	Fidelity Freedom Index Fund 2065 Investor Class	Mutual Fund	148
		Interest rates from 3.25% to 5.50% maturing through May 2026	
	Notes Receivable from Participants		229,858
			<u>\$ 15,190,210</u>

* Indicates party-in-interest to the Plan

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
DECEMBER 31, 2021

EIN: 22-3140786 - Plan #001

Participant Contributions transferred late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included: X				
\$ 36,447	\$ 36,447	\$ 14,304	\$ -	\$ -

FEIN, SUCH, KAHN & SHEPARD, P.C.
401(k) RETIREMENT PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

DECEMBER 31, 2021 AND 2020



SobelCo
Certified Public Accountants & Advisors

FEIN, SUCH, KAHN & SHEPARD, P.C.
401(k) RETIREMENT PLAN

DECEMBER 31, 2021 AND 2020

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INDEPENDENT AUDITORS' REPORT

To the Plan Administrator and Trustees of
the Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan

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

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

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

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

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

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

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

Auditors’ Responsibilities for the Audit of the 2021 Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan’s internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

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

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to, or is derived from, the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA.
- The information in the supplemental schedules related to assets held by, and certified to by, a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Fein, Such, Kahn, & Shepard P.C. 401(k) Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 12, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA.



Certified Public Accountants

Livingston, New Jersey
October 13, 2022

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2021	2020
ASSETS		
Participant-directed Investments at Fair Value:		
Interest-bearing cash	\$ 104,549	\$ 155,810
Investments	14,855,803	13,236,796
Total Investments	14,960,352	13,392,606
Receivables:		
Notes receivable from participants	229,858	315,011
Participant contributions	19,092	-
Employer contributions	3,035	13,424
Other employer contributions	17,355	-
Total Receivables	269,340	328,435
NET ASSETS AVAILABLE FOR BENEFITS	\$ 15,229,692	\$ 13,721,041

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31,	
	2021	2020
ADDITIONS:		
Additions in Net Assets Attributed to:		
Investment Income:		
Interest and dividends	\$ 420,477	\$ 313,012
Net appreciation in fair value of investments	1,515,004	1,452,902
Total Investment Income	1,935,481	1,765,914
Interest income on notes receivable from participants	17,288	14,506
Contributions:		
Participant	496,766	601,645
Employer	79,985	93,996
Total Contributions	576,751	695,641
Total Additions	2,529,520	2,476,061
DEDUCTIONS:		
Deductions from Net Assets Attributed to:		
Benefit payments	955,361	2,349,835
Administrative expenses	65,508	56,591
Total Deductions	1,020,869	2,406,426
CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS	1,508,651	69,635
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	13,721,041	13,651,406
End of year	\$ 15,229,692	\$ 13,721,041

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN:

The Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan ("Plan") is administered by Fein, Such, Kahn & Shepard, P.C. ("Company," "Plan Sponsor" or "Plan Administrator"). The following description of the Plan is provided for general information purposes only. More complete information is provided in the Summary Plan Description and Plan Document, which are available from the Company.

General:

The Plan is a voluntary, participant-directed, defined-contribution 401(k) plan as defined under the Internal Revenue Code ("IRC"), which became effective July 1, 1994, for the benefit of all eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as restated.

Eligibility:

Employees of the Company who have completed three months of continuous employment and have attained age 18 are eligible to participate in the Plan. Employees are eligible to receive employer-matching contributions after completing 12 months of service. The entry date will be the first day of the subsequent payroll period in which the employee became eligible. The following classes of employees are not eligible to participate in the Plan: employees whose employment is governed by a collective bargaining agreement, unless the agreement requires the employees to be included under the Plan; employees who are nonresident aliens who do not receive earned income from the Company; and employees whose principal site of employment is Puerto Rico. Employees are automatically enrolled at an initial deferral rate of 6% of eligible employee compensation, unless the employee files the necessary opt-out documents. Participant deferrals are automatically increased by 1% annually on December 31st, up to 10%, unless the employee files the necessary opt-out documents.

Employee Contributions:

Participants may make voluntary pretax contributions up to the lesser of 85% of eligible compensation or annual Internal Revenue Service ("IRS") dollar limits. Participants may also make Roth 401(k) contributions subject to certain statutory limitations. Participants, who have attained age 50 before the end of the Plan Year, are eligible to make catch-up contributions between 75% and 85% of eligible compensation, subject to IRS limitations. All eligible employees may elect to roll over tax deferred contributions that were received from another qualified plan. Participants may elect to change their deferral percentage at any time, effective at the beginning of each payroll period.

Employer Contributions:

The Company may, at its discretion, elect to contribute on behalf of each eligible participant, an employer-matching contribution. For the years ended December 31, 2021 and 2020, the Company made an employer-matching contribution equal to the lesser of 25% of the first 6% of eligible compensation, or 25% of the participant's contribution percentage, if less than 6%. For the years ended December 31, 2021 and 2020, the Company made discretionary employer-matching contributions of \$62,630 and \$80,572, respectively. The Company may also make nonelective employer contributions to all eligible participants who are enrolled in the Plan during the contribution period. Nonelective employer contributions, if made, are determined by the Company using a formula, based on either the participant's contributions to the Plan or the participant's eligible compensation for that payroll period. Eligibility is determined during the period the contribution is made. For Plan years 2021 and 2020, qualified nonelective employer contributions were \$17,355 and \$13,424.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN: (Continued)

Investment Options:

Upon enrollment in the Plan, participants may direct their contributions in any of the investment options available. A separate account is maintained for each participant, and interest and dividends earned by each fund are reinvested in that fund. Participants may change their investment options daily.

Participants' Accounts:

Each participant's account is credited with the participant's contribution and an allocation of: (a) the Company's matching and discretionary contributions, if any; (b) Plan earnings, gains or losses; and (c) charged with an allocation of administrative expenses. Portfolio fees normally charged by the investment funds are applied against the participant's account and reported as a deduction to investment returns. Allocations are based on a participant's compensation or account balances, as defined in the Plan Document.

The Plan permits participants to self-direct the investments of their accounts in a variety of investment options. All participants have elected to self-direct their accounts. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting:

Participants are immediately 100% vested in their voluntary employee contributions and rollover contributions, plus actual earnings thereon. Vesting of the Company's nonelective contributions and matching contributions, plus actual earnings thereon, are based on years of service. Participants who attain the normal retirement age (defined as 65), or become disabled, are automatically 100% vested in their accounts. Participants become 100% vested upon attainment of age 65, or upon death or disability of the participant. Vesting in nonelective contributions and matching contributions for all employees is subject to a six-year, graded vesting schedule based on years of service as follows:

Vested Years of Service	Percentage
Less than 1	0%
At least 1, but less than 2	10%
At least 2, but less than 3	20%
At least 3, but less than 4	40%
At least 4, but less than 5	60%
At least 5, but less than 6	80%
At least 6	100%

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN: (Continued)

Notes Receivable from Participants:

Participants may borrow from their vested account balances a minimum of \$1,000 up to a maximum of the lesser of one-half of their vested account balances of \$50,000 (reduced by the highest value of any outstanding loan balance in the preceding 12 months), whichever is less. Loans bear interest at rates that are commensurate with local prevailing rates being charged by institutions that are in the business of lending money for similar types of commercial loans. The interest rate will remain fixed throughout the duration of the loan. Terms depend on the type of note; a general note must be repaid within five years, while notes used to acquire a primary residence shall be repaid over a ten-year period. Loans will be secured by one-half of the participant's vested balance reduced by any outstanding loans on the date the loan was issued. Notes must be repaid through payroll deductions and are secured by the balances in the participants' accounts. If a participant is terminated prior to repayment of the loan balance, the remaining balance on the loan is considered to be a deemed distribution to the participant. Participants may be granted five loans during a twelve-month period. Only two loans per participant can be outstanding at a time.

Benefit Payments:

After retirement, death, or disability, participants are entitled to receive a lump-sum distribution, monthly installments, annual installments, or a variety of annuity options. Participants have the option to leave amounts in the Plan up to the mandatory distribution date, which is defined as the later of April 1st following the calendar year of attaining the age of 72 or age at retirement. Upon termination, vested benefits can be rolled over to another qualified plan or an individual retirement account ("IRA"), or distributed in a lump-sum payment or partial withdrawals. If the vested balance is \$5,000 or less, any amount exceeding \$1,000 will be distributed to an IRA for the participant's benefit. If the participant's vested balance is \$1,000 or less, the participant will receive a lump-sum distribution without consent.

Hardship withdrawals are subject to approval by the Plan Administrator and also subject to income tax withholding and penalties. The minimum hardship withdrawal allowed under the Plan is \$500.

In-service Withdrawals:

Participants attaining the age of 59½ may request a withdrawal of all or part of the vested portion of their account.

Retirement:

The Plan's normal retirement age is 65. There is no early retirement provision under the Plan.

Forfeitures:

Forfeitures are used to pay administrative expenses. Any remaining amounts will be used to reduce future employer contributions. The balance in the forfeiture and unallocated accounts at December 31, 2021 and 2020, was \$1,222 and \$1,229, respectively. The Plan used \$11,196 and \$10,589 during the years ended December 31, 2021 and 2020, respectively, to reduce future employer contributions.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Accounting:

The financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition:

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for fair value measurements.

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

Notes Receivable from Participants:

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent notes receivable from participants are recorded as a distribution based upon the terms of the Plan Document. No allowance for credit losses has been recorded as of December 31, 2021 and 2020.

Payment of Benefits:

Benefits are recorded when paid.

Administrative Expenses:

The Plan's expenses are paid either by the Plan or the Plan Sponsor, as provided by the Plan Document. Expenses that are paid directly by the Plan Sponsor are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan, are recorded as deductions in the accompanying statements of changes in net assets available for benefits. Certain expenses that are paid by the Company and reimbursed from the Plan are recorded as accrued expenses by the Plan. Investment-related expenses are included in net appreciation in fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Mutual Fund Fees:

Investments in mutual funds are subject to sales charges in the form of front-end loads, back-end loads or 12b-1 fees. Allowable fees under Section 12b-1 of the Investment Company Act of 1940 are annual fees deducted to pay for marketing and distribution costs of the funds. These fees are deducted prior to the allocation of the Plan's investment earnings activity and, thus, not separately identifiable as an expense.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Subsequent Events:

The Plan has evaluated its subsequent events and transactions occurring after December 31, 2021 through October 13, 2022, the date that the financial statements were available to be issued.

NOTE 3 - INFORMATION CERTIFIED BY THE TRUSTEE:

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, 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 years ended December 31, 2021 and 2020, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, the Trustee of the Plan.

NOTE 4 - FAIR VALUE MEASUREMENTS:

Fair value measurements establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

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

Level 2: Inputs to the valuation methodology include:

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

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

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

The assets 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.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 4 - FAIR VALUE MEASUREMENTS: (Continued)

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

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 and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded (Level 1 input).

Money Market Funds: Valued at the closing price reported on the active market on which individual securities are traded. Money market funds are included in self-directed brokerage accounts. (Level 1 inputs)

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value:

Assets at Fair Value
at December 31, 2021

	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 104,549	\$ -	\$ -	\$ 104,549
Mutual Funds	14,855,803	-	-	14,855,803
Total Assets at Fair Value	<u>\$14,960,352</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$14,960,352</u>

Assets at Fair Value
at December 31, 2020

	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 155,810	\$ -	\$ -	\$ 155,810
Mutual Funds	13,236,769	-	-	13,236,769
Total Assets at Fair Value	<u>\$13,392,606</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$13,392,606</u>

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 5 - TAX STATUS:

The IRS has determined, and informed the Company by a letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The Plan has since been amended; however, the Plan Administrator believes that the Plan is designed and operated in compliance with the Plan Document and applicable requirements of the IRC.

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 (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2021 and 2020, there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability (or asset) or disclosure in the financial statements.

The Plan has recognized no interest or penalties related to uncertain tax positions for the years ended December 31, 2021 and 2020. The Plan is subject to routing audits by taxing jurisdictions; however, there are no audits for any periods in progress.

NOTE 6 - PLAN TERMINATION:

Although the Company has not expressed an intention to terminate the Plan, it may do so at any time under the provisions of ERISA. Upon termination of the Plan, participants will become 100% vested and entitled to their full account balance, including all Company contributions and earnings thereon, as of the termination date.

NOTE 7 - PARTY-IN-INTEREST TRANSACTIONS:

The Plan's investments include investments managed by Fidelity Management Trust Company, the Trustee, as defined by the Plan, and, therefore, those transactions are considered as party-in-interest transactions. Additionally, administrative expenses are paid to the Trustee who acts as the recordkeeper of the Plan. These transactions with the Trustee qualify as party-in-interest transactions.

Notes receivable from Plan participants qualify as party-in-interest transactions.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 8 - RISKS AND UNCERTAINTIES:

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits. The participant solely determines the extent to which such amounts will be diversified, if at all. Subsequent to December 31, 2021, the Plan's investments depreciated in value by approximately 22%.

NOTE 9 - CONCENTRATION:

As of December 31, 2021 and 2020, the Plan held four and three investments, respectively, that represented 46% and 35%, respectively, of net assets available for benefits.

NOTE 10 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500:

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2021 and 2020, to Form 5500:

	2021	2020
Net assets available for benefits per financial statements	\$ 15,229,692	\$ 13,721,041
Other employer contributions receivable	(17,355)	-
Net Assets Available for Benefits per Form 5500	<u>\$ 15,212,337</u>	<u>\$ 13,721,041</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements for the years ended December 31, 2021 and 2020, to Form 5500:

	2021	2020
Changes in net assets available for benefits per financial statements	\$ 1,508,651	\$ 69,635
Changes in other employer contributions receivable	(17,355)	-
Changes in Net Assets Available for Benefits per Form 5500	<u>\$ 1,491,296</u>	<u>\$ 69,635</u>

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2021

EIN: 22-3140786 - Plan #001

(a)	(b) Identity of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(e) Current Value
*	Fidelity Government Money Market Fund	Money Market Fund	\$ 104,549
*	Fidelity Freedom Index Fund 2025 Investor Class	Mutual Fund	1,945,542
*	Fidelity 500 Index Fund	Mutual Fund	1,550,209
*	Fidelity Freedom Index Fund 2030 Investor Class	Mutual Fund	1,844,037
*	Fidelity Freedom Index Fund 2035 Investor Class	Mutual Fund	1,641,528
*	Fidelity Freedom Index Fund 2045 Investor Class	Mutual Fund	1,133,659
*	Fidelity Freedom Index Fund 2040 Investor Class	Mutual Fund	1,133,318
*	Fidelity Freedom Index Fund 2020 Investor Class	Mutual Fund	742,877
*	Fidelity Freedom Index Fund 2050 Investor Class	Mutual Fund	778,404
*	Fidelity Mid Cap Index Fund	Mutual Fund	656,239
	American Funds Growth Fund of America R6	Mutual Fund	317,809
*	Fidelity Freedom Index 2055 Fund Investor Class	Mutual Fund	453,400
*	Fidelity International Index Fund	Mutual Fund	344,513
*	Fidelity Small Cap Index Fund	Mutual Fund	336,571
*	Fidelity Freedom Index 2010 Investor Class	Mutual Fund	159,103
	T. Rowe Price Overseas Stock Fund Class I	Mutual Fund	145,390
	PIMCO Total Return Admin	Mutual Fund	150,774
	BlackRock Equity Dividend Fund K Shares	Mutual Fund	227,293
*	Fidelity Freedom Index Fund 2015 Investor Class	Mutual Fund	210,430
	American Funds Growth & Inc Port R6	Mutual Fund	186,044
	PIMCO Stock Plus Small Fund Admin	Mutual Fund	24,537
	BlackRock High Yield Bond Portfolio Class K	Mutual Fund	42,963
	Franklin Small Cap Value Fund Class R6	Mutual Fund	23,417
*	Fidelity Freedom Index Fund 2060 Investor Class	Mutual Fund	108,965
	John Hancock Income Fund Class R6	Mutual Fund	114,218
	American Funds Capital Income Builder R6	Mutual Fund	65,079
	Janus Henderson Venture N	Mutual Fund	43,403
	Invesco Oppenheimer Discovery Mid Cap Growth R6	Mutual Fund	288,409
*	Fidelity U.S. Bond Index Fund	Mutual Fund	64,580
*	Fidelity Freedom Index Fund 2005 Investor Class	Mutual Fund	33,538

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN**SUPPLEMENTAL INFORMATION****SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - Continued
DECEMBER 31, 2021**

(a)	(b) Identity of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(e) Current Value
	PGIM Global Real Estate Fund - Class R6	Mutual Fund	40,098
*	Fidelity Short-Term Treasury Bond Index Fund	Mutual Fund	14,777
	American Funds CSV Growth & Inc PTF R6	Mutual Fund	13,983
	American Funds U.S. Government Securities Fund F	Mutual Fund	10,128
*	Fidelity Freedom Index Fund Inc Investor Class	Mutual Fund	1,242
	PGIM Jennison Natural Resources R6	Mutual Fund	6,048
	American Funds Moderate Growth & Income R6	Mutual Fund	3,130
*	Fidelity Freedom Index Fund 2065 Investor Class	Mutual Fund	148
		Interest rates from 3.25% to 5.50% maturing through May 2026	
	Notes Receivable from Participants		229,858
			<u>\$ 15,190,210</u>

* Indicates party-in-interest to the Plan

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
DECEMBER 31, 2021

EIN: 22-3140786 - Plan #001

Participant Contributions transferred late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included: X				
\$ 36,447	\$ 36,447	\$ 14,304	\$ -	\$ -

FEIN, SUCH, KAHN & SHEPARD, P.C.
401(k) RETIREMENT PLAN

FINANCIAL STATEMENTS AND
SUPPLEMENTAL SCHEDULES

DECEMBER 31, 2021 AND 2020



SobelCo
Certified Public Accountants & Advisors

FEIN, SUCH, KAHN & SHEPARD, P.C.
401(k) RETIREMENT PLAN

DECEMBER 31, 2021 AND 2020

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INDEPENDENT AUDITORS' REPORT

To the Plan Administrator and Trustees of
the Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan

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

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

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

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

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

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

Basis for Opinion on the 2021 Financial Statements

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (“GAAS”). Our responsibilities under those standards are further described in the Auditors’ Responsibilities for the Audit of the 2021 Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the 2021 Financial Statements

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

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

Auditors’ Responsibilities for the Audit of the 2021 Financial Statements

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

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan’s internal control. Accordingly, no such opinion is expressed.

- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

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

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

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to, or is derived from, the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA.
- The information in the supplemental schedules related to assets held by, and certified to by, a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of Fein, Such, Kahn, & Shepard P.C. 401(k) Plan. As permitted by 29 CFR 2520.103-8 of the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA, the plan administrator instructed us not to perform and we did not perform any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 12, 2021, we indicated that (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion and accordingly, we did not express an opinion on the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the Department of Labor's *Rules and Regulations for Reporting and Disclosure* under ERISA.



Certified Public Accountants

Livingston, New Jersey
October 13, 2022

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	December 31,	
	2021	2020
ASSETS		
Participant-directed Investments at Fair Value:		
Interest-bearing cash	\$ 104,549	\$ 155,810
Investments	14,855,803	13,236,796
Total Investments	14,960,352	13,392,606
Receivables:		
Notes receivable from participants	229,858	315,011
Participant contributions	19,092	-
Employer contributions	3,035	13,424
Other employer contributions	17,355	-
Total Receivables	269,340	328,435
NET ASSETS AVAILABLE FOR BENEFITS	\$ 15,229,692	\$ 13,721,041

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended December 31,	
	2021	2020
ADDITIONS:		
Additions in Net Assets Attributed to:		
Investment Income:		
Interest and dividends	\$ 420,477	\$ 313,012
Net appreciation in fair value of investments	1,515,004	1,452,902
Total Investment Income	1,935,481	1,765,914
Interest income on notes receivable from participants	17,288	14,506
Contributions:		
Participant	496,766	601,645
Employer	79,985	93,996
Total Contributions	576,751	695,641
Total Additions	2,529,520	2,476,061
DEDUCTIONS:		
Deductions from Net Assets Attributed to:		
Benefit payments	955,361	2,349,835
Administrative expenses	65,508	56,591
Total Deductions	1,020,869	2,406,426
CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS	1,508,651	69,635
NET ASSETS AVAILABLE FOR BENEFITS:		
Beginning of year	13,721,041	13,651,406
End of year	\$ 15,229,692	\$ 13,721,041

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN:

The Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan ("Plan") is administered by Fein, Such, Kahn & Shepard, P.C. ("Company," "Plan Sponsor" or "Plan Administrator"). The following description of the Plan is provided for general information purposes only. More complete information is provided in the Summary Plan Description and Plan Document, which are available from the Company.

General:

The Plan is a voluntary, participant-directed, defined-contribution 401(k) plan as defined under the Internal Revenue Code ("IRC"), which became effective July 1, 1994, for the benefit of all eligible employees of the Company. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as restated.

Eligibility:

Employees of the Company who have completed three months of continuous employment and have attained age 18 are eligible to participate in the Plan. Employees are eligible to receive employer-matching contributions after completing 12 months of service. The entry date will be the first day of the subsequent payroll period in which the employee became eligible. The following classes of employees are not eligible to participate in the Plan: employees whose employment is governed by a collective bargaining agreement, unless the agreement requires the employees to be included under the Plan; employees who are nonresident aliens who do not receive earned income from the Company; and employees whose principal site of employment is Puerto Rico. Employees are automatically enrolled at an initial deferral rate of 6% of eligible employee compensation, unless the employee files the necessary opt-out documents. Participant deferrals are automatically increased by 1% annually on December 31st, up to 10%, unless the employee files the necessary opt-out documents.

Employee Contributions:

Participants may make voluntary pretax contributions up to the lesser of 85% of eligible compensation or annual Internal Revenue Service ("IRS") dollar limits. Participants may also make Roth 401(k) contributions subject to certain statutory limitations. Participants, who have attained age 50 before the end of the Plan Year, are eligible to make catch-up contributions between 75% and 85% of eligible compensation, subject to IRS limitations. All eligible employees may elect to roll over tax deferred contributions that were received from another qualified plan. Participants may elect to change their deferral percentage at any time, effective at the beginning of each payroll period.

Employer Contributions:

The Company may, at its discretion, elect to contribute on behalf of each eligible participant, an employer-matching contribution. For the years ended December 31, 2021 and 2020, the Company made an employer-matching contribution equal to the lesser of 25% of the first 6% of eligible compensation, or 25% of the participant's contribution percentage, if less than 6%. For the years ended December 31, 2021 and 2020, the Company made discretionary employer-matching contributions of \$62,630 and \$80,572, respectively. The Company may also make nonelective employer contributions to all eligible participants who are enrolled in the Plan during the contribution period. Nonelective employer contributions, if made, are determined by the Company using a formula, based on either the participant's contributions to the Plan or the participant's eligible compensation for that payroll period. Eligibility is determined during the period the contribution is made. For Plan years 2021 and 2020, qualified nonelective employer contributions were \$17,355 and \$13,424.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN: (Continued)

Investment Options:

Upon enrollment in the Plan, participants may direct their contributions in any of the investment options available. A separate account is maintained for each participant, and interest and dividends earned by each fund are reinvested in that fund. Participants may change their investment options daily.

Participants' Accounts:

Each participant's account is credited with the participant's contribution and an allocation of: (a) the Company's matching and discretionary contributions, if any; (b) Plan earnings, gains or losses; and (c) charged with an allocation of administrative expenses. Portfolio fees normally charged by the investment funds are applied against the participant's account and reported as a deduction to investment returns. Allocations are based on a participant's compensation or account balances, as defined in the Plan Document.

The Plan permits participants to self-direct the investments of their accounts in a variety of investment options. All participants have elected to self-direct their accounts. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Vesting:

Participants are immediately 100% vested in their voluntary employee contributions and rollover contributions, plus actual earnings thereon. Vesting of the Company's nonelective contributions and matching contributions, plus actual earnings thereon, are based on years of service. Participants who attain the normal retirement age (defined as 65), or become disabled, are automatically 100% vested in their accounts. Participants become 100% vested upon attainment of age 65, or upon death or disability of the participant. Vesting in nonelective contributions and matching contributions for all employees is subject to a six-year, graded vesting schedule based on years of service as follows:

Vested Years of Service	Percentage
Less than 1	0%
At least 1, but less than 2	10%
At least 2, but less than 3	20%
At least 3, but less than 4	40%
At least 4, but less than 5	60%
At least 5, but less than 6	80%
At least 6	100%

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 1 - DESCRIPTION OF PLAN: (Continued)

Notes Receivable from Participants:

Participants may borrow from their vested account balances a minimum of \$1,000 up to a maximum of the lesser of one-half of their vested account balances of \$50,000 (reduced by the highest value of any outstanding loan balance in the preceding 12 months), whichever is less. Loans bear interest at rates that are commensurate with local prevailing rates being charged by institutions that are in the business of lending money for similar types of commercial loans. The interest rate will remain fixed throughout the duration of the loan. Terms depend on the type of note; a general note must be repaid within five years, while notes used to acquire a primary residence shall be repaid over a ten-year period. Loans will be secured by one-half of the participant's vested balance reduced by any outstanding loans on the date the loan was issued. Notes must be repaid through payroll deductions and are secured by the balances in the participants' accounts. If a participant is terminated prior to repayment of the loan balance, the remaining balance on the loan is considered to be a deemed distribution to the participant. Participants may be granted five loans during a twelve-month period. Only two loans per participant can be outstanding at a time.

Benefit Payments:

After retirement, death, or disability, participants are entitled to receive a lump-sum distribution, monthly installments, annual installments, or a variety of annuity options. Participants have the option to leave amounts in the Plan up to the mandatory distribution date, which is defined as the later of April 1st following the calendar year of attaining the age of 72 or age at retirement. Upon termination, vested benefits can be rolled over to another qualified plan or an individual retirement account ("IRA"), or distributed in a lump-sum payment or partial withdrawals. If the vested balance is \$5,000 or less, any amount exceeding \$1,000 will be distributed to an IRA for the participant's benefit. If the participant's vested balance is \$1,000 or less, the participant will receive a lump-sum distribution without consent.

Hardship withdrawals are subject to approval by the Plan Administrator and also subject to income tax withholding and penalties. The minimum hardship withdrawal allowed under the Plan is \$500.

In-service Withdrawals:

Participants attaining the age of 59½ may request a withdrawal of all or part of the vested portion of their account.

Retirement:

The Plan's normal retirement age is 65. There is no early retirement provision under the Plan.

Forfeitures:

Forfeitures are used to pay administrative expenses. Any remaining amounts will be used to reduce future employer contributions. The balance in the forfeiture and unallocated accounts at December 31, 2021 and 2020, was \$1,222 and \$1,229, respectively. The Plan used \$11,196 and \$10,589 during the years ended December 31, 2021 and 2020, respectively, to reduce future employer contributions.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES:

Basis of Accounting:

The financial statements have been prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America.

Use of Estimates:

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan Administrator to make estimates and assumptions that affect certain reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Accordingly, actual results may differ from those estimates.

Investment Valuation and Income Recognition:

Investments are reported at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for fair value measurements.

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

Notes Receivable from Participants:

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest. Interest income is recorded on the accrual basis. Related fees are recorded as administrative expenses and are expensed when they are incurred. Delinquent notes receivable from participants are recorded as a distribution based upon the terms of the Plan Document. No allowance for credit losses has been recorded as of December 31, 2021 and 2020.

Payment of Benefits:

Benefits are recorded when paid.

Administrative Expenses:

The Plan's expenses are paid either by the Plan or the Plan Sponsor, as provided by the Plan Document. Expenses that are paid directly by the Plan Sponsor are excluded from these financial statements. Certain expenses incurred in connection with the general administration of the Plan that are paid by the Plan, are recorded as deductions in the accompanying statements of changes in net assets available for benefits. Certain expenses that are paid by the Company and reimbursed from the Plan are recorded as accrued expenses by the Plan. Investment-related expenses are included in net appreciation in fair value of investments presented in the accompanying statements of changes in net assets available for benefits.

Mutual Fund Fees:

Investments in mutual funds are subject to sales charges in the form of front-end loads, back-end loads or 12b-1 fees. Allowable fees under Section 12b-1 of the Investment Company Act of 1940 are annual fees deducted to pay for marketing and distribution costs of the funds. These fees are deducted prior to the allocation of the Plan's investment earnings activity and, thus, not separately identifiable as an expense.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 2 - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES: (Continued)

Subsequent Events:

The Plan has evaluated its subsequent events and transactions occurring after December 31, 2021 through October 13, 2022, the date that the financial statements were available to be issued.

NOTE 3 - INFORMATION CERTIFIED BY THE TRUSTEE:

Certain information related to investments and notes receivable from participants disclosed in the accompanying financial statements and ERISA-required supplemental schedules, 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 years ended December 31, 2021 and 2020, was obtained by management and agreed to or derived from information certified as complete and accurate by Fidelity Management Trust Company, the Trustee of the Plan.

NOTE 4 - FAIR VALUE MEASUREMENTS:

Fair value measurements establish a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

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

Level 2: Inputs to the valuation methodology include:

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

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

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

The assets 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.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 4 - FAIR VALUE MEASUREMENTS: (Continued)

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

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 and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded (Level 1 input).

Money Market Funds: Valued at the closing price reported on the active market on which individual securities are traded. Money market funds are included in self-directed brokerage accounts. (Level 1 inputs)

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date.

The following tables set forth by level, within the fair value hierarchy, the Plan's assets at fair value:

Assets at Fair Value
at December 31, 2021

	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 104,549	\$ -	\$ -	\$ 104,549
Mutual Funds	14,855,803	-	-	14,855,803
Total Assets at Fair Value	<u>\$14,960,352</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$14,960,352</u>

Assets at Fair Value
at December 31, 2020

	Level 1	Level 2	Level 3	Total
Money Market Funds	\$ 155,810	\$ -	\$ -	\$ 155,810
Mutual Funds	13,236,769	-	-	13,236,769
Total Assets at Fair Value	<u>\$13,392,606</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$13,392,606</u>

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 5 - TAX STATUS:

The IRS has determined, and informed the Company by a letter dated June 30, 2020, that the Plan and related trust are designed in accordance with applicable sections of the IRC. The Plan has since been amended; however, the Plan Administrator believes that the Plan is designed and operated in compliance with the Plan Document and applicable requirements of the IRC.

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 (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan Administrator has analyzed the tax positions taken by the Plan and has concluded that, as of December 31, 2021 and 2020, there are no uncertain positions taken, or expected to be taken, that would require recognition of a liability (or asset) or disclosure in the financial statements.

The Plan has recognized no interest or penalties related to uncertain tax positions for the years ended December 31, 2021 and 2020. The Plan is subject to routing audits by taxing jurisdictions; however, there are no audits for any periods in progress.

NOTE 6 - PLAN TERMINATION:

Although the Company has not expressed an intention to terminate the Plan, it may do so at any time under the provisions of ERISA. Upon termination of the Plan, participants will become 100% vested and entitled to their full account balance, including all Company contributions and earnings thereon, as of the termination date.

NOTE 7 - PARTY-IN-INTEREST TRANSACTIONS:

The Plan's investments include investments managed by Fidelity Management Trust Company, the Trustee, as defined by the Plan, and, therefore, those transactions are considered as party-in-interest transactions. Additionally, administrative expenses are paid to the Trustee who acts as the recordkeeper of the Plan. These transactions with the Trustee qualify as party-in-interest transactions.

Notes receivable from Plan participants qualify as party-in-interest transactions.

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2021 AND 2020

NOTE 8 - RISKS AND UNCERTAINTIES:

The Plan invests in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Market risks include global events which could impact the value of investment securities, such as pandemic or international conflict. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits. The participant solely determines the extent to which such amounts will be diversified, if at all. Subsequent to December 31, 2021, the Plan's investments depreciated in value by approximately 22%.

NOTE 9 - CONCENTRATION:

As of December 31, 2021 and 2020, the Plan held four and three investments, respectively, that represented 46% and 35%, respectively, of net assets available for benefits.

NOTE 10 - RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500:

The following is a reconciliation of net assets available for benefits per the financial statements at December 31, 2021 and 2020, to Form 5500:

	2021	2020
Net assets available for benefits per financial statements	\$ 15,229,692	\$ 13,721,041
Other employer contributions receivable	(17,355)	-
Net Assets Available for Benefits per Form 5500	<u>\$ 15,212,337</u>	<u>\$ 13,721,041</u>

The following is a reconciliation of changes in net assets available for benefits per the financial statements for the years ended December 31, 2021 and 2020, to Form 5500:

	2021	2020
Changes in net assets available for benefits per financial statements	\$ 1,508,651	\$ 69,635
Changes in other employer contributions receivable	(17,355)	-
Changes in Net Assets Available for Benefits per Form 5500	<u>\$ 1,491,296</u>	<u>\$ 69,635</u>

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2021

EIN: 22-3140786 - Plan #001

(a)	(b) Identity of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(e) Current Value
*	Fidelity Government Money Market Fund	Money Market Fund	\$ 104,549
*	Fidelity Freedom Index Fund 2025 Investor Class	Mutual Fund	1,945,542
*	Fidelity 500 Index Fund	Mutual Fund	1,550,209
*	Fidelity Freedom Index Fund 2030 Investor Class	Mutual Fund	1,844,037
*	Fidelity Freedom Index Fund 2035 Investor Class	Mutual Fund	1,641,528
*	Fidelity Freedom Index Fund 2045 Investor Class	Mutual Fund	1,133,659
*	Fidelity Freedom Index Fund 2040 Investor Class	Mutual Fund	1,133,318
*	Fidelity Freedom Index Fund 2020 Investor Class	Mutual Fund	742,877
*	Fidelity Freedom Index Fund 2050 Investor Class	Mutual Fund	778,404
*	Fidelity Mid Cap Index Fund	Mutual Fund	656,239
	American Funds Growth Fund of America R6	Mutual Fund	317,809
*	Fidelity Freedom Index 2055 Fund Investor Class	Mutual Fund	453,400
*	Fidelity International Index Fund	Mutual Fund	344,513
*	Fidelity Small Cap Index Fund	Mutual Fund	336,571
*	Fidelity Freedom Index 2010 Investor Class	Mutual Fund	159,103
	T. Rowe Price Overseas Stock Fund Class I	Mutual Fund	145,390
	PIMCO Total Return Admin	Mutual Fund	150,774
	BlackRock Equity Dividend Fund K Shares	Mutual Fund	227,293
*	Fidelity Freedom Index Fund 2015 Investor Class	Mutual Fund	210,430
	American Funds Growth & Inc Port R6	Mutual Fund	186,044
	PIMCO Stock Plus Small Fund Admin	Mutual Fund	24,537
	BlackRock High Yield Bond Portfolio Class K	Mutual Fund	42,963
	Franklin Small Cap Value Fund Class R6	Mutual Fund	23,417
*	Fidelity Freedom Index Fund 2060 Investor Class	Mutual Fund	108,965
	John Hancock Income Fund Class R6	Mutual Fund	114,218
	American Funds Capital Income Builder R6	Mutual Fund	65,079
	Janus Henderson Venture N	Mutual Fund	43,403
	Invesco Oppenheimer Discovery Mid Cap Growth R6	Mutual Fund	288,409
*	Fidelity U.S. Bond Index Fund	Mutual Fund	64,580
*	Fidelity Freedom Index Fund 2005 Investor Class	Mutual Fund	33,538

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN**SUPPLEMENTAL INFORMATION****SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR) - Continued
DECEMBER 31, 2021**

(a)	(b) Identity of Issue, Borrower Lessor or Similar Party	(c) Description of Investment	(e) Current Value
	PGIM Global Real Estate Fund - Class R6	Mutual Fund	40,098
*	Fidelity Short-Term Treasury Bond Index Fund	Mutual Fund	14,777
	American Funds CSV Growth & Inc PTF R6	Mutual Fund	13,983
	American Funds U.S. Government Securities Fund F	Mutual Fund	10,128
*	Fidelity Freedom Index Fund Inc Investor Class	Mutual Fund	1,242
	PGIM Jennison Natural Resources R6	Mutual Fund	6,048
	American Funds Moderate Growth & Income R6	Mutual Fund	3,130
*	Fidelity Freedom Index Fund 2065 Investor Class	Mutual Fund	148
		Interest rates from 3.25% to 5.50% maturing through May 2026	
	Notes Receivable from Participants		229,858
			<u>\$ 15,190,210</u>

* Indicates party-in-interest to the Plan

FEIN, SUCH, KAHN & SHEPARD, P.C. 401(k) RETIREMENT PLAN
SUPPLEMENTAL INFORMATION
SCHEDULE H, LINE 4a - SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
DECEMBER 31, 2021

EIN: 22-3140786 - Plan #001

Participant Contributions transferred late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Check here if Late Participant Loan Repayments are included: X				
\$ 36,447	\$ 36,447	\$ 14,304	\$ -	\$ -

October 13, 2022

To the Plan Administrator and Trustees
Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
7 Century Drive
Parsippany, NJ 07054

Except as discussed in the following paragraph, in planning and performing our audit of the financial statements of Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan ("Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 ("ERISA"), as of and for the year ended December 31, 2021, in accordance with auditing standards generally accepted in the United States of America, we considered the Plan's internal control over financial reporting ("internal control") as a basis for designing audit procedures that are appropriate in the circumstances for the purpose of issuing our report on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, we do not express an opinion on the effectiveness of the Plan's internal control.

We were engaged to perform an ERISA Section 103(a)(3)(C) audit of those financial statements as permitted by 29 CFR 2520.103-8 of the Department of Labor's ("DOL") *Rules and Regulations for Reporting and Disclosure* under the Employee Retirement Income Security Act of 1974. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan ("investment information") by Fidelity Management Trust Company, the Trustee of the Plan, that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. Our audit also did not include a consideration of internal control relating to the investment information.

Our consideration of internal control was for the limited purpose described in the preceding paragraphs and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that have not been identified. However, as discussed below, we identified certain deficiencies in internal control that we consider to be material weaknesses and other deficiencies that we consider to be significant deficiencies.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies in internal control, such that there is a reasonable possibility that a material misstatement of the Plan's financial statements will not be prevented, or detected and corrected, on a timely basis. We did not identify any deficiencies in internal control that we consider to be material weaknesses.

A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the following deficiencies in the Plan's internal control to be significant deficiencies:

Automatic enrollment and escalation features:

Effective January 1, 2019, Fein, Such, Kahn & Shepard, P.C. ("Plan Sponsor") added an automatic escalation feature to the Plan to increase deferrals by 1% annually up to 10% for all eligible participants unless they elect to opt out or set their deferral rate a 0%. The Plan Sponsor did not implement the automatic escalation for any participants on both January 1, 2020 and January 1, 2021, as defined by the Plan, and as a result, proper deferral amounts were not withheld from payroll. The Plan Sponsor self-corrected the 2020 missed deferrals, plus earnings and interest thereon, during the 2021 Plan year. The Plan Sponsor adjusted the rates in payroll once this error was identified in October 2021. The Plan Sponsor corrected the 2021 missed deferrals, however, the calculation only the deferral increase for one year but it should have been for two years. The Plan Sponsor is in process of correcting the additional 1% deferral plus earnings and interest thereon.

In addition, there was one new hire in 2021 that was not automatically enrolled and did not opt out. The Plan Sponsor is in process of correcting the missed deferrals plus earnings and interest thereon.

We recommend the Plan Sponsor implement controls surrounding the automatic increase and enrollment features of the plan to ensure they are properly applied.

Payroll deferral rates:

During the audit, there was an instance identified where too much was withheld from an employee's paycheck. The Plan Sponsor is in process of correcting the excess contributions.

We recommend the Plan Sponsor implement controls surrounding the reconciliation of deferral rates in both payroll and Fidelity Management Trust Company, the Trustee of the Plan.

This communication is intended solely for the information and use of Mr. James E. Shepard, Esq., Fein, Such, Kahn & Shepard, P.C., the Plan Administrator, and the Trustees of Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan, and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,



SOBEL & CO. LLC
Certified Public Accountants

Livingston, New Jersey
October 13, 2022

October 13, 2022

To the Plan Administrator and Trustees
Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan
7 Century Drive
Parsippany, NJ 07054

We have audited the financial statements of Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan ("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") for the year ended December 31, 2021, and have issued our report thereon dated October 13, 2022. As permitted by ERISA Section 103(a)(3)(C), our audit did not extend to any statements or information related to assets held for investment of the Plan ("investment information") by Fidelity Management Trust Company, the Trustee, which is a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, that prepared and certified the statements or information regarding assets so held in accordance with 29 CFR 2520.103-5. 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 ERISA-required supplemental schedules, 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 ("GAAP"). 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 GAAP. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our engagement letter dated January 18, 2022. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Plan are described in Note 2 to the financial statements. No new accounting policies were adopted, and the application of existing policies was not changed during 2021. We noted no transactions entered into by the Plan during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements and are based on your knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate affecting the financial statements was the fair value of investments.

Management's estimate of the fair value of the investments is based on a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The investments are valued as follows:

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 and to transact at that price. The mutual funds held by the Plan are deemed to be actively traded. (Level 1 input)

Money Market Funds: Valued at the closing price reported on the active market on which individual securities are traded. (Level 1 inputs)

We evaluated the key factors and assumptions to develop these fair values and contract value in determining that they are reasonable in relation to the financial statements taken as a whole.

Certain financial statement disclosures are particularly sensitive because of their significance to financial statement users. The most sensitive disclosures affecting the financial statements were:

The disclosure of investments certified by the Plan Trustee in Note 3 to the financial statements.

The disclosure of the reconciliation of financial statements to Form 5500 in Note 11 to the financial statements.

The financial statement disclosures are neutral, consistent, and clear.

We have identified the following change in significant risk of material misstatement as part of our audit conclusion:

Management override of controls.

Form 5500 Procedures

We are required to obtain and read a substantially complete draft of Form 5500 prior to dating our auditors' report. The purpose of this procedure is to identify any material inconsistencies between the draft Form 5500 and the Plan's financial statements. We identified no material inconsistencies in performing and completing our audit.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Uncorrected Misstatements

Professional standards require us to accumulate all misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. As a result of our audit procedures, we did not detect any misstatements.

Reportable Findings

For purposes of this letter, a reportable finding is a matter that includes one or more of the following: (1) noncompliance or suspected noncompliance with laws and regulations, (2) a finding that in our professional judgment is significant and relevant to you regarding your responsibility to oversee the financial reporting process, and (3) an indication of internal control deficiencies identified during the audit that have not been previously communicated to management by other parties and that we determined are sufficiently important to merit management's attention.

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated October 13, 2022.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and other accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the Plan's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the Plan's auditors. However, these discussions occurred in the normal course of our professional relationship, and our responses were not a condition to our retention.

Other Matters

During our audit, we became aware of matters that are an opportunity for strengthening internal controls, improving operating efficiency, and reducing expenses. The memorandum that accompanies this letter summarizes our comments and recommendations regarding the matters.

Our responsibility for the ERISA-required supplemental schedules accompanying the financial statements is to perform adequate procedures to evaluate whether the form and content of the ERISA-required supplemental schedules, other than that agreed to or derived from the certified investment information, is presented in compliance with the Department of Labor's ("DOL") *Rules and Regulations for Reporting and Disclosure* under ERISA, and whether the information in the supplemental schedules related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

This information is intended solely for the use of the Trustee and Participants of Fein, Such, Kahn & Shepard, P.C. 401(k) Retirement Plan, and is not intended to be, and should not be, used by anyone other than these specified parties.

Very truly yours,



SOBEL & CO. LLC
Certified Public Accountants

SUMMARY OF COMMENTS AND RECOMMENDATIONS

Minimum Balances of Terminated Participants

Finding

Controls over monitoring terminated participant accounts with balances of less than \$5,000 should be designed and implemented.

Recommendation

We recommend the Plan Sponsor establish policies and procedures to monitor all participants' accounts that are terminated to ensure the account balance is greater than \$5,000. If a terminated participant's account balance is less than \$5,000, the balance is required to be distributed in the form of a single lump-sum payment in accordance with the Plan Document. Ensuring participants with balances under \$5,000 are removed from the Plan keeps participant counts of the Plan down, and reduces administrative fees for the Plan by not paying fees for participants who are no longer affiliated with the Company.

Plan Forfeitures

Finding

During the audit, we noted forfeitures amounting to approximately \$1,222 existed as of December 31, 2021. Unallocated forfeitures are required per DOL regulations to be distributed on a frequent and consistent basis.

Impacts of Current Practice

According to the Summary Plan Description, forfeitures will be allocated as follows:

- 1) First be used to pay any administrative expenses
- 2) Remaining to be used to reduce the employer contribution.

The DOL considers forfeitures to be assets of the Plan participants that should, therefore, be distributed as soon as administratively feasible, but not less than once a year. If forfeitures are not distributed in a timely manner, the DOL and/or IRS may fine the Company for holding onto excess forfeitures in the Plan.

Recommendations

The Company should set up a policy to distribute the forfeited amount in the forfeiture account on a consistent basis. We recommend the forfeiture account be distributed on a periodic basis, but not less than once a year.

Benefit

Distributing the forfeiture account on a consistent and timely basis will relieve the Company of any potential fines and/or penalties that may be assessed by the DOL or IRS if the Plan is selected to be audited.

Separation of Duties

Finding

The accounting manager holds a majority of the responsibility related to the accounting, payroll and benefits functions. Although there is oversight from one of the shareholders, there is little involvement from other departments or personnel.

Impacts of Current Practice

Inadequate separation of duties can lead to internal weaknesses including management override of controls, frequency of errors across all responsibilities, and possibly fraud.

Recommendation

We recommend that the responsibilities surrounding inputting, authorizing, and transmitting data related to payroll, human resources, and benefits functions be performed by distinct individuals. We also recommend that more than two individuals be proficient in the processes in the event that both employees are unable to fulfill their roles. Due to the small size of the Company and the number of individuals charged with these roles, we recommend that the Company continue to review the responsibilities of those involved with the process in order to ensure the roles of these individuals are distinct and separate from each other.

Payroll reconciliation**Finding**

During our procedures we identified employee and employer contributions of approximately \$1,100 and \$10 that were mistakenly added to a participant's account, were correctly reversed in payroll, but were never reversed in Fidelity. The amount to be reversed from the participant's account was submitted to Fidelity in the following pay period in which the error occurred, however the correction was not made by Fidelity. While the amounts involved were immaterial, Plan Sponsor immediately identified the error, corrected the error in payroll, and informed Fidelity of the error. When such errors occur, we recommend Plan management reconcile the pay periods to ensure correction has been made in both payroll and Fidelity. In addition, management should periodically trace total remittances per the payroll system to the total plan deposits.