

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2021 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information				
1a Name of plan <u>CARE INDEED 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>03/01/2019</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>03/01/2019</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>				
1c Effective date of plan <u>03/01/2019</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>CARE INDEED, INC.</u> <u>890 SANTA CRUZ AVENUE</u> <u>MENLO PARK, CA 94025</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>2b Employer Identification Number (EIN) <u>27-3187998</u></td> </tr> <tr> <td>2c Plan Sponsor's telephone number <u>415-813-6888</u></td> </tr> <tr> <td>2d Business code (see instructions) <u>624100</u></td> </tr> </table>	2b Employer Identification Number (EIN) <u>27-3187998</u>	2c Plan Sponsor's telephone number <u>415-813-6888</u>	2d Business code (see instructions) <u>624100</u>	
2b Employer Identification Number (EIN) <u>27-3187998</u>					
2c Plan Sponsor's telephone number <u>415-813-6888</u>					
2d Business code (see instructions) <u>624100</u>					

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2022	TJ PADILLA
	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	484
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)	392
a(2) Total number of active participants at the end of the plan year		6a(2)	358
b Retired or separated participants receiving benefits.....		6b	3
c Other retired or separated participants entitled to future benefits		6c	158
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	519
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	0
f Total. Add lines 6d and 6e		6f	519
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	452
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	31
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2G 2J 2K 2S 2T 3D 3H			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ 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 CARE INDEED 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CARE INDEED, INC.	D Employer Identification Number (EIN) 27-3187998	

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
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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)

NEWPORT GROUP, INC.

27-2037969

(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?
13 15 21	RECORDKEEPER	40567	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☐ No ☒

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

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

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

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

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

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

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

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

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan CARE INDEED 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 CARE INDEED, INC.	D Employer Identification Number (EIN) 27-3187998	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	10356	38231
(9) Value of interest in common/collective trusts	1c(9)	22150	40567
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	1082789	1775436
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	1115295 1854234
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	0 0
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	1115295 1854234

Part II Income and Expense Statement

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

		(a) Amount	(b) Total
Income			
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	87206
	(B) Participants	2a(1)(B)	630937
	(C) Others (including rollovers).....	2a(1)(C)	3325
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	721468
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	1572
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	1572
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	59290
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	59290
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		1
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		131751
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		914082
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	134381	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		134381
f Corrective distributions (see instructions).....	2f		21132
g Certain deemed distributions of participant loans (see instructions).....	2g		405
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)	385	
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)	18840	
(4) Other.....	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		19225
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		175143
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		738939
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: CHUGH CPA'S LLP

(2) EIN: 47-2202224

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		3235

	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?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
4i	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

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

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

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

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

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

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

A Name of plan CARE INDEED 401(K) RETIREMENT PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 CARE INDEED, INC.	D Employer Identification Number (EIN) 27-3187998

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

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

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 75-3182674 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)? If the plan is a defined benefit plan, go to line 8.	☐ Yes ☐ No ☐ N/A
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 _____

CARE INDEED 401(k) RETIREMENT PLAN

**Report of Independent Auditors and
Financial Statements with
Supplemental Schedules**

December 31, 2021

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REPORT OF INDEPENDENT AUDITORS

To the Administrative Committee of
the Care Indeed 401(k) Retirement Plan
Menlo Park, CA 94025

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of Care Indeed 401(k) Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Care Indeed 401(k) Retirement Plan and to meet our other ethical responsibilities in accordance with the relevant

ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Care Indeed 401(k) Retirement Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt Care Indeed 401(k) Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedule Required by ERISA

The supplemental schedules of assets (held at end of year) and delinquent participant contributions 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 were derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

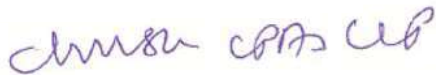
In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations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

In our opinion—

- the form and content of the supplemental schedule, 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 schedule 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).

Other Matter – Auditor’s Report on the 2020 Financial Statements

We were engaged to audit the financial statements of the Plan as of and for the year ended December 31, 2020. 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 8, 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 those financial statements, and (b) the form and content of the information included in those 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.



Chugh CPAs, LLP
Cerritos, CA
October 6, 2022

Care Indeed 401(k) Retirement Plan
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets		
Investments, at fair value	\$ 1,816,003	\$ 1,104,939
Receivables		
Notes receivable from participants	38,231	10,356
Employer receivable	-	500
Total receivables	<u>38,231</u>	<u>10,856</u>
Total Assets	<u>1,854,234</u>	<u>1,115,795</u>
Liabilities		
Excess contributions payable	<u>21,132</u>	<u>-</u>
Net assets available for benefits	<u>\$ 1,833,102</u>	<u>\$ 1,115,795</u>

See accompanying notes to financial statements.

Care Indeed 401(k) Retirement Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions:

Contributions:

Participants	\$	613,130
Employer		86,706
Total contributions		<u>699,836</u>

Investment income:

Net appreciation in fair value of investments		131,752
Interest and dividends		59,290
Total investment income		<u>191,042</u>

Interest income on notes receivable from participants		<u>1,572</u>
Total additions		<u>892,450</u>

Deductions:

Benefits paid to participants		155,918
Administrative expenses		19,225
Total deductions		<u>175,143</u>

Increase in net assets **717,307**

Net assets available for benefits:

Beginning of year		<u>1,115,795</u>
End of year	\$	<u>1,833,102</u>

See accompanying notes to financial statements.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Note 1. Plan Description

The following description of the Care Indeed 401(k) Retirement Plan (the “Plan”) provides only general information. Participants should refer to the plan agreement for a more complete description of the plan’s provisions.

General

The Plan was established on March 1, 2019, in accordance with Section 401(k) of the Internal Revenue Code.

Eligibility

The Plan provides eligibility for participation for all employees of Care Indeed Inc. (the “Company”) who are at least 21 years of age, and upon completion of 6 consecutive months from date of employment during which employee completes 200 hours of service.

The following employees are excluded employees, not entitled to participate in the Plan:

- Union employees whose employment is governed by a collective bargaining agreement
- Certain nonresident aliens who have no earned income from sources within the United States
- Leased employees

Plan Administration

The plan sponsor has contracted Newport Group to act as the recordkeeper for the plan. The trustee for the plan is Newport Trust Company. The plan currently pays for certain plan administration and investment service related expenses.

Participant Contributions

Employee contributions to the Plan are deferrals of the employee’s compensation made through a direct reduction of compensation in each payroll period. The plan has two kinds of Elective Deferrals, the participants are able to make– 1) Pre-Tax 401(k) deferrals or 2) Roth 401(k) deferrals. The maximum tax deferred contribution may not exceed 90% of their annual eligible earnings, as defined in the Plan, on a tax – deferred basis, up to a maximum amount allowed by the Internal Revenue Code (“IRC”).

Furthermore, the Plan allows for automatic enrollment into the Plan at a contribution rate of 4% of eligible compensation, unless the employee affirmatively elects otherwise.

Employer Contributions

The Company may make discretionary matching contributions equal to a discretionary percentage determined by the Company, of the participant's elective deferrals. For the year ended December

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

31, 2021, the Company contributed a matching contribution of \$0.25 for \$1.00 up to 4% participants elective deferrals.

Vesting

Participants are immediately vested in their voluntary contributions plus actual earnings thereon. Vesting in the company contributions portion of their accounts plus earnings thereon is based on years of services. A participant is 100 percent vested after 6 years of credited service.

Rollover Contributions

Participants are allowed to make rollover contributions of amounts received from other tax-qualified employer-sponsored retirement plans and individual retirement accounts. Such contributions are deposited in the appropriate investment funds in accordance with the participant's direction and the Plan's provisions.

Participant Accounts

Each participant's account is credited with participant's contribution and earnings thereon and allocations of the Company's contribution and related earnings and charged with an allocation of administrative expenses. Allocations of investment earnings are based strictly on the participant's selection of investments and timing of purchase. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

Participants may direct investments of their account balance among several investment options.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest.

Participants may borrow from their fund accounts a minimum of \$500 up to a maximum equal to the lesser of \$50,000 or 50% of the value of their vested account balance. Loan terms shall not be for more than five years unless the loan is for the purchase of a principal residence. Loan used to purchase primary residence may be repaid within period of no more than 30 years. The loans are secured by the remaining vested balance in the participant's account and bear interest at a rate commensurate with prevailing rates as determined by the Plan administrator. Principal and interest are paid ratably through payroll deductions.

Benefit Payments

Upon retirement, death, disability, or termination, a participant or his/her beneficiary may elect to receive accumulated retirement benefits in a single distribution in cash. In addition, a terminated participant may also elect to transfer into an individual retirement accounts all amounts which qualify as a rollover under the provisions of the Internal Revenue Code of 1986, as amended.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Forfeitures

Forfeitures may be used to pay plan administrative expenses or to reduce employer contributions.

Plan Termination

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

Note 2. Significant Accounting Policies

Basis of Presentation

The financial statements of the plan are prepared using accrual basis of accounting, in conformity with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

GAAP requires the plan management/administrator to make estimates and assumptions that affect certain reported amounts of net assets and changes therein. Actual results may differ from those estimates.

Investments

The plan's investments are stated at market value. Shares of registered investment companies are valued at quoted market prices, which represent the net asset value of shares held by the Plan at year end. Participants loan are valued at their outstanding balances, which approximates fair value. Purchases and sales of securities are recorded on a trade- date basis. Investment income is recorded on the accrual basis. Dividend income is accrued on the ex-dividend date.

A stable value fund is a form of common collective trust fund which is composed primarily of fully benefit-responsive investment contracts and is valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value.

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. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefits payment is recorded.

Net Appreciation in Fair Value of Investments

Net appreciation in fair value of investments, as recorded in the accompanying statements of changes in net assets available for benefits, includes changes in the fair value of investments acquired, sold, or held during the year.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Administrative Expenses

Certain administrative fees are paid by the Plan.

Note 3. Risks and Uncertainties

The Plan's investments include funds which invest in various types of investment securities. The Fidelity 500 Index and JP Morgan Core Plus Bond Class A each represented approximately 32% and 9%, respectively, of the total investments at December 31, 2021. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in risks in the near term could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 4. Fair Value Measurements

The fair value measurement standard establishes 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 measurement) and the lowest priority to unobservable inputs (Level 3 measurements).:

Level 1 - Inputs to the valuation methodology are quoted prices in active markets for identical assets or liabilities

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; inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

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: Categorized as Level 1 and are valued at the closing price reported on the active market on which the individual securities are traded.

Common collective trust: Units held in common/collective trust (CCT) are valued using the NAV practical expedient of the CCT. The NAV practical expedient is based on the fair value of the underlying assets owned by the CCT, minus its liabilities, and then divided by the number of units outstanding. The CCT may be redeemed at NAV daily without restrictions.

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

The following tables set forth by level within the fair value hierarchy a summary of the Plan's investments measured at fair value as of December 31, 2021 and 2020:

	December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 1,780,447	\$ -	\$ -	\$ 1,780,447
Total assets in the value hierarchy	<u>\$ 1,780,447</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 1,780,447
Investments measured at NAV practical expedient				<u>35,556</u>
Investments at fair value				\$ 1,816,003

	December 31, 2020			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 1,082,789	\$ -	\$ -	\$ 1,082,789
Total assets in the value hierarchy	<u>\$ 1,082,789</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 1,082,789
Investments measured at NAV practical expedient				<u>22,150</u>
Investments at fair value				\$ 1,104,939

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statements of Net Assets Available for Benefits.

Note 5. Information Prepared and Certified by Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Newport Trust Company, the trustee of the Plan, has certified to the completeness and accuracy of:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2021 and 2020;
- Net appreciation in fair value of investments, dividends and interest (which includes interest income from notes receivable) reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2021;
- Investments reflected on the schedule of assets (held at end of year).

Note 6. Income Tax Status

The Plan was determined to qualify under Section 401 (k) of the Internal Revenue Code (the Code) and therefore, is exempt from federal income taxes under Section 501(a) of the Code. The Plan is exempt from state taxes under similar statutes. As long as the plan maintains its tax exemption, the Plan is not liable for federal and state taxes.

GAAP requires the plan administrator to evaluate uncertain tax positions taken by the plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to 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, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7. Party-In-Interest Transactions

Party-in-interest transactions under ERISA include notes receivable from participants and are exempt from the prohibited transaction rules under ERISA.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Note 8. Prohibited Transactions

During 2021, the Company failed to remit certain employee deferrals and loan repayments in a timely manner, aggregating \$81,915, to the plan within the period prescribed by Department of Labor regulations. The plan sponsor compensated participants for any lost earnings resulting from the delay. The plan sponsor calculated the lost income associated with the delay aggregated to \$3,235.

Note 9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for plan benefits per the financial statements to total income per Form 5500:

	<u>2021</u>	<u>2020</u>
Net assets available for plan benefits		
per the financial statements	\$ 1,833,102	\$ 1,115,795
Employer receivable	-	(500)
Excess contributions payable	21,132	-
Net assets available for benefits per the Form 5500	<u>\$ 1,854,234</u>	<u>\$ 1,115,295</u>

The following is a reconciliation of net change in net assets available for benefits per the financial statements to total income per Form 5500 for the year ended December 31, 2021:

	<u>2021</u>
Additions to net assets per the financial statements	\$ 892,450
Employer receivable	500
Excess contributions payable	21,132
Additions to net assets per Form 5500	<u>\$ 914,082</u>

Note 10. Subsequent Events

The Plan has evaluated subsequent events that have occurred through September 1, 2022, which is the date the financial statements were available to be issued.

Effective April 1, 2022, the plan changed its recordkeeper from Newport Group to ADP. Additionally, the trustee of the plan was changed from Newport Trust Company to Reliance Trust Company.

SUPPLEMENTAL SCHEDULES

Care Indeed 401(k) Retirement Plan
Schedule H, Line 4(i) - Schedule of Assets (Held At End of Year)
Employer Identification Number: 27-3187998
December 31, 2021

		(c) Description of investment including maturity date, rate of		(d) Cost	(e) Current value
(a)	(b) Identity of issue, borrower, lessor, or similar party interest, collateral, par or maturity value				
	AMERICAN CENTURY INFL-ADJ BOND INV	Mutual Fund	**	\$	42,388
	AMERICAN FUNDS EUROPACIFIC GR R6	Mutual Fund	**		118,853
	AMERICAN FUNDS NEW PERSPECTIVE R6	Mutual Fund	**		33,803
	AMERICAN FUNDS NEW WORLD R6	Mutual Fund	**		77,886
	BLACKROCK GLOBAL ALLOCATION INSTL	Mutual Fund	**		24,722
	BLACKROCK STRATEGIC GLOBAL BOND INSTL	Mutual Fund	**		24,274
	BLACKROCK US GOV BOND I	Mutual Fund	**		37,911
	CALVERT EQUITY A	Mutual Fund	**		17,744
	DELAWARE EMERGING MARKETS A	Mutual Fund	**		33,801
	FIDELITY 500 INDEX	Mutual Fund	**		571,464
	FIDELITY INTERNATIONAL INDEX	Mutual Fund	**		91,814
	FIDELITY MID CAP INDEX	Mutual Fund	**		26,430
	FIDELITY SMALL CAP INDEX	Mutual Fund	**		41,084
	JANUS HEND DEV WORLD BD I	Mutual Fund	**		22,824
	JANUS HENDERSON BALANCED FUND I SHARES	Mutual Fund	**		24,712
	JANUS HENDERSON GLOBAL EQTY INCOME FUN	Mutual Fund	**		60,231
	JANUS HENDERSON SMALL CAP VALUE FUND I	Mutual Fund	**		17,731
	JANUS HENDERSON TRITON FUND I SHARES	Mutual Fund	**		17,752
	JP MORGAN CORE PLUS BOND CLASS A	Mutual Fund	**		170,307
	LOOMIS SAYLES STRATEGIC INCOME A	Mutual Fund	**		80,995
	LORD ABBETT HIGH YIELD R4	Mutual Fund	**		33,416
	MFS EMERGING MARKET DEBT FUND CLASS A	Mutual Fund	**		17,645
	MFS GROWTH A	Mutual Fund	**		17,746
	MFS MID CAP GROWTH FUND CLASS A	Mutual Fund	**		17,742
	MFS VALUE FUND A	Mutual Fund	**		31,580
	NATIONWIDE BOND INDEX A	Mutual Fund	**		17,763
	NUVEEN SANTA BARBARA DIVIDEND GR I	Mutual Fund	**		17,792
	PRINCIPAL REAL ESTATE SEC A	Mutual Fund	**		35,693
	VICTORY ESTABLISHED VALUE	Mutual Fund	**		17,754
	VICTORY TRIVALENT INTERNATIONAL SM-CAP	Mutual Fund	**		31,579
	PUTNAM STABLE VALUE FUND 20	Stable Value Fund	**		40,567
				\$	1,816,003
* PARTICIPANTS LOANS		Interest rates (5.25% TO 6.25%)		\$	38,230

* Indicates party-in-interest of the Plan

**Cost is not required for participant-directed investments

Care Indeed 401(k) Retirement Plan
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
SCHEDULE H, LINE 4(a)
Employer Identification Number:27-3187998
December 31, 2021

The Plan sponsor failed to remit participants contributions in a timely manner for a total of \$81,915. Estimated corrective lost earnings totalled \$3,235, which was deposited in 2021.

CARE INDEED 401(k) RETIREMENT PLAN

**Report of Independent Auditors and
Financial Statements with
Supplemental Schedules**

December 31, 2021

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REPORT OF INDEPENDENT AUDITORS

To the Administrative Committee of
the Care Indeed 401(k) Retirement Plan
Menlo Park, CA 94025

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of Care Indeed 401(k) Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Care Indeed 401(k) Retirement Plan and to meet our other ethical responsibilities in accordance with the relevant

ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Care Indeed 401(k) Retirement Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt Care Indeed 401(k) Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedule Required by ERISA

The supplemental schedules of assets (held at end of year) and delinquent participant contributions 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 were derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

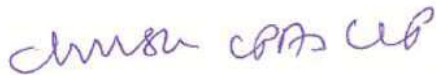
In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations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

In our opinion—

- the form and content of the supplemental schedule, 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 schedule 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).

Other Matter – Auditor’s Report on the 2020 Financial Statements

We were engaged to audit the financial statements of the Plan as of and for the year ended December 31, 2020. 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 8, 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 those financial statements, and (b) the form and content of the information included in those 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.



Chugh CPAs, LLP
Cerritos, CA
October 6, 2022

Care Indeed 401(k) Retirement Plan
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets		
Investments, at fair value	\$ 1,816,003	\$ 1,104,939
Receivables		
Notes receivable from participants	38,231	10,356
Employer receivable	-	500
Total receivables	<u>38,231</u>	<u>10,856</u>
Total Assets	<u>1,854,234</u>	<u>1,115,795</u>
Liabilities		
Excess contributions payable	<u>21,132</u>	<u>-</u>
Net assets available for benefits	<u>\$ 1,833,102</u>	<u>\$ 1,115,795</u>

See accompanying notes to financial statements.

Care Indeed 401(k) Retirement Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions:

Contributions:

Participants	\$	613,130
Employer		86,706
Total contributions		<u>699,836</u>

Investment income:

Net appreciation in fair value of investments		131,752
Interest and dividends		59,290
Total investment income		<u>191,042</u>

Interest income on notes receivable from participants		<u>1,572</u>
Total additions		<u>892,450</u>

Deductions:

Benefits paid to participants		155,918
Administrative expenses		19,225
Total deductions		<u>175,143</u>

Increase in net assets **717,307**

Net assets available for benefits:

Beginning of year		<u>1,115,795</u>
End of year	\$	<u>1,833,102</u>

See accompanying notes to financial statements.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Note 1. Plan Description

The following description of the Care Indeed 401(k) Retirement Plan (the “Plan”) provides only general information. Participants should refer to the plan agreement for a more complete description of the plan’s provisions.

General

The Plan was established on March 1, 2019, in accordance with Section 401(k) of the Internal Revenue Code.

Eligibility

The Plan provides eligibility for participation for all employees of Care Indeed Inc. (the “Company”) who are at least 21 years of age, and upon completion of 6 consecutive months from date of employment during which employee completes 200 hours of service.

The following employees are excluded employees, not entitled to participate in the Plan:

- Union employees whose employment is governed by a collective bargaining agreement
- Certain nonresident aliens who have no earned income from sources within the United States
- Leased employees

Plan Administration

The plan sponsor has contracted Newport Group to act as the recordkeeper for the plan. The trustee for the plan is Newport Trust Company. The plan currently pays for certain plan administration and investment service related expenses.

Participant Contributions

Employee contributions to the Plan are deferrals of the employee’s compensation made through a direct reduction of compensation in each payroll period. The plan has two kinds of Elective Deferrals, the participants are able to make– 1) Pre-Tax 401(k) deferrals or 2) Roth 401(k) deferrals. The maximum tax deferred contribution may not exceed 90% of their annual eligible earnings, as defined in the Plan, on a tax – deferred basis, up to a maximum amount allowed by the Internal Revenue Code (“IRC”).

Furthermore, the Plan allows for automatic enrollment into the Plan at a contribution rate of 4% of eligible compensation, unless the employee affirmatively elects otherwise.

Employer Contributions

The Company may make discretionary matching contributions equal to a discretionary percentage determined by the Company, of the participant's elective deferrals. For the year ended December

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

31, 2021, the Company contributed a matching contribution of \$0.25 for \$1.00 up to 4% participants elective deferrals.

Vesting

Participants are immediately vested in their voluntary contributions plus actual earnings thereon. Vesting in the company contributions portion of their accounts plus earnings thereon is based on years of services. A participant is 100 percent vested after 6 years of credited service.

Rollover Contributions

Participants are allowed to make rollover contributions of amounts received from other tax-qualified employer-sponsored retirement plans and individual retirement accounts. Such contributions are deposited in the appropriate investment funds in accordance with the participant's direction and the Plan's provisions.

Participant Accounts

Each participant's account is credited with participant's contribution and earnings thereon and allocations of the Company's contribution and related earnings and charged with an allocation of administrative expenses. Allocations of investment earnings are based strictly on the participant's selection of investments and timing of purchase. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

Participants may direct investments of their account balance among several investment options.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest.

Participants may borrow from their fund accounts a minimum of \$500 up to a maximum equal to the lesser of \$50,000 or 50% of the value of their vested account balance. Loan terms shall not be for more than five years unless the loan is for the purchase of a principal residence. Loan used to purchase primary residence may be repaid within period of no more than 30 years. The loans are secured by the remaining vested balance in the participant's account and bear interest at a rate commensurate with prevailing rates as determined by the Plan administrator. Principal and interest are paid ratably through payroll deductions.

Benefit Payments

Upon retirement, death, disability, or termination, a participant or his/her beneficiary may elect to receive accumulated retirement benefits in a single distribution in cash. In addition, a terminated participant may also elect to transfer into an individual retirement accounts all amounts which qualify as a rollover under the provisions of the Internal Revenue Code of 1986, as amended.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Forfeitures

Forfeitures may be used to pay plan administrative expenses or to reduce employer contributions.

Plan Termination

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

Note 2. Significant Accounting Policies

Basis of Presentation

The financial statements of the plan are prepared using accrual basis of accounting, in conformity with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

GAAP requires the plan management/administrator to make estimates and assumptions that affect certain reported amounts of net assets and changes therein. Actual results may differ from those estimates.

Investments

The plan's investments are stated at market value. Shares of registered investment companies are valued at quoted market prices, which represent the net asset value of shares held by the Plan at year end. Participants loan are valued at their outstanding balances, which approximates fair value. Purchases and sales of securities are recorded on a trade- date basis. Investment income is recorded on the accrual basis. Dividend income is accrued on the ex-dividend date.

A stable value fund is a form of common collective trust fund which is composed primarily of fully benefit-responsive investment contracts and is valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value.

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. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefits payment is recorded.

Net Appreciation in Fair Value of Investments

Net appreciation in fair value of investments, as recorded in the accompanying statements of changes in net assets available for benefits, includes changes in the fair value of investments acquired, sold, or held during the year.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Administrative Expenses

Certain administrative fees are paid by the Plan.

Note 3. Risks and Uncertainties

The Plan's investments include funds which invest in various types of investment securities. The Fidelity 500 Index and JP Morgan Core Plus Bond Class A each represented approximately 32% and 9%, respectively, of the total investments at December 31, 2021. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in risks in the near term could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 4. Fair Value Measurements

The fair value measurement standard establishes 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 measurement) and the lowest priority to unobservable inputs (Level 3 measurements).:

Level 1 - Inputs to the valuation methodology are quoted prices in active markets for identical assets or liabilities

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; inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

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: Categorized as Level 1 and are valued at the closing price reported on the active market on which the individual securities are traded.

Common collective trust: Units held in common/collective trust (CCT) are valued using the NAV practical expedient of the CCT. The NAV practical expedient is based on the fair value of the underlying assets owned by the CCT, minus its liabilities, and then divided by the number of units outstanding. The CCT may be redeemed at NAV daily without restrictions.

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

The following tables set forth by level within the fair value hierarchy a summary of the Plan's investments measured at fair value as of December 31, 2021 and 2020:

	December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 1,780,447	\$ -	\$ -	\$ 1,780,447
Total assets in the value hierarchy	<u>\$ 1,780,447</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 1,780,447
Investments measured at NAV practical expedient				<u>35,556</u>
Investments at fair value				\$ 1,816,003

	December 31, 2020			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 1,082,789	\$ -	\$ -	\$ 1,082,789
Total assets in the value hierarchy	<u>\$ 1,082,789</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 1,082,789
Investments measured at NAV practical expedient				<u>22,150</u>
Investments at fair value				\$ 1,104,939

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statements of Net Assets Available for Benefits.

Note 5. Information Prepared and Certified by Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Newport Trust Company, the trustee of the Plan, has certified to the completeness and accuracy of:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2021 and 2020;
- Net appreciation in fair value of investments, dividends and interest (which includes interest income from notes receivable) reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2021;
- Investments reflected on the schedule of assets (held at end of year).

Note 6. Income Tax Status

The Plan was determined to qualify under Section 401 (k) of the Internal Revenue Code (the Code) and therefore, is exempt from federal income taxes under Section 501(a) of the Code. The Plan is exempt from state taxes under similar statutes. As long as the plan maintains its tax exemption, the Plan is not liable for federal and state taxes.

GAAP requires the plan administrator to evaluate uncertain tax positions taken by the plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to 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, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7. Party-In-Interest Transactions

Party-in-interest transactions under ERISA include notes receivable from participants and are exempt from the prohibited transaction rules under ERISA.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Note 8. Prohibited Transactions

During 2021, the Company failed to remit certain employee deferrals and loan repayments in a timely manner, aggregating \$81,915, to the plan within the period prescribed by Department of Labor regulations. The plan sponsor compensated participants for any lost earnings resulting from the delay. The plan sponsor calculated the lost income associated with the delay aggregated to \$3,235.

Note 9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for plan benefits per the financial statements to total income per Form 5500:

	<u>2021</u>	<u>2020</u>
Net assets available for plan benefits		
per the financial statements	\$ 1,833,102	\$ 1,115,795
Employer receivable	-	(500)
Excess contributions payable	21,132	-
Net assets available for benefits per the Form 5500	<u>\$ 1,854,234</u>	<u>\$ 1,115,295</u>

The following is a reconciliation of net change in net assets available for benefits per the financial statements to total income per Form 5500 for the year ended December 31, 2021:

	<u>2021</u>
Additions to net assets per the financial statements	\$ 892,450
Employer receivable	500
Excess contributions payable	21,132
Additions to net assets per Form 5500	<u>\$ 914,082</u>

Note 10. Subsequent Events

The Plan has evaluated subsequent events that have occurred through September 1, 2022, which is the date the financial statements were available to be issued.

Effective April 1, 2022, the plan changed its recordkeeper from Newport Group to ADP. Additionally, the trustee of the plan was changed from Newport Trust Company to Reliance Trust Company.

SUPPLEMENTAL SCHEDULES

Care Indeed 401(k) Retirement Plan
Schedule H, Line 4(i) - Schedule of Assets (Held At End of Year)
Employer Identification Number: 27-3187998
December 31, 2021

		(c) Description of investment including maturity date, rate of		(d) Cost	(e) Current value
(a)	(b) Identity of issue, borrower, lessor, or similar party interest, collateral, par or maturity value				
	AMERICAN CENTURY INFL-ADJ BOND INV	Mutual Fund	**	\$	42,388
	AMERICAN FUNDS EUROPACIFIC GR R6	Mutual Fund	**		118,853
	AMERICAN FUNDS NEW PERSPECTIVE R6	Mutual Fund	**		33,803
	AMERICAN FUNDS NEW WORLD R6	Mutual Fund	**		77,886
	BLACKROCK GLOBAL ALLOCATION INSTL	Mutual Fund	**		24,722
	BLACKROCK STRATEGIC GLOBAL BOND INSTL	Mutual Fund	**		24,274
	BLACKROCK US GOV BOND I	Mutual Fund	**		37,911
	CALVERT EQUITY A	Mutual Fund	**		17,744
	DELAWARE EMERGING MARKETS A	Mutual Fund	**		33,801
	FIDELITY 500 INDEX	Mutual Fund	**		571,464
	FIDELITY INTERNATIONAL INDEX	Mutual Fund	**		91,814
	FIDELITY MID CAP INDEX	Mutual Fund	**		26,430
	FIDELITY SMALL CAP INDEX	Mutual Fund	**		41,084
	JANUS HEND DEV WORLD BD I	Mutual Fund	**		22,824
	JANUS HENDERSON BALANCED FUND I SHARES	Mutual Fund	**		24,712
	JANUS HENDERSON GLOBAL EQTY INCOME FUN	Mutual Fund	**		60,231
	JANUS HENDERSON SMALL CAP VALUE FUND I	Mutual Fund	**		17,731
	JANUS HENDERSON TRITON FUND I SHARES	Mutual Fund	**		17,752
	JP MORGAN CORE PLUS BOND CLASS A	Mutual Fund	**		170,307
	LOOMIS SAYLES STRATEGIC INCOME A	Mutual Fund	**		80,995
	LORD ABBETT HIGH YIELD R4	Mutual Fund	**		33,416
	MFS EMERGING MARKET DEBT FUND CLASS A	Mutual Fund	**		17,645
	MFS GROWTH A	Mutual Fund	**		17,746
	MFS MID CAP GROWTH FUND CLASS A	Mutual Fund	**		17,742
	MFS VALUE FUND A	Mutual Fund	**		31,580
	NATIONWIDE BOND INDEX A	Mutual Fund	**		17,763
	NUVEEN SANTA BARBARA DIVIDEND GR I	Mutual Fund	**		17,792
	PRINCIPAL REAL ESTATE SEC A	Mutual Fund	**		35,693
	VICTORY ESTABLISHED VALUE	Mutual Fund	**		17,754
	VICTORY TRIVALENT INTERNATIONAL SM-CAP	Mutual Fund	**		31,579
	PUTNAM STABLE VALUE FUND 20	Stable Value Fund	**		40,567
				\$	1,816,003
* PARTICIPANTS LOANS		Interest rates (5.25% TO 6.25%)		\$	38,230

* Indicates party-in-interest of the Plan

**Cost is not required for participant-directed investments

Care Indeed 401(k) Retirement Plan
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
SCHEDULE H, LINE 4(a)
Employer Identification Number:27-3187998
December 31, 2021

The Plan sponsor failed to remit participants contributions in a timely manner for a total of \$81,915. Estimated corrective lost earnings totalled \$3,235, which was deposited in 2021.

CARE INDEED 401(k) RETIREMENT PLAN

**Report of Independent Auditors and
Financial Statements with
Supplemental Schedules**

December 31, 2021

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REPORT OF INDEPENDENT AUDITORS

To the Administrative Committee of
the Care Indeed 401(k) Retirement Plan
Menlo Park, CA 94025

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of Care Indeed 401(k) Retirement Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audit need not extend to any statements or information related to assets held for investment of the plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained a certification from a qualified institution as of and for the year ended December 31, 2021, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

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

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

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of Care Indeed 401(k) Retirement Plan and to meet our other ethical responsibilities in accordance with the relevant

ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

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

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

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

Auditor's Responsibilities for the Audit of the Financial Statements

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

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of Care Indeed 401(k) Retirement Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.

- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt Care Indeed 401(k) Retirement Plan's ability to continue as a going concern for a reasonable period of time.

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

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

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

Supplemental Schedule Required by ERISA

The supplemental schedules of assets (held at end of year) and delinquent participant contributions 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 were derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with generally accepted auditing standards. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

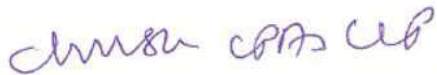
In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the Department of Labor's Rules and Regulations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

In our opinion—

- the form and content of the supplemental schedule, 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 schedule 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).

Other Matter – Auditor’s Report on the 2020 Financial Statements

We were engaged to audit the financial statements of the Plan as of and for the year ended December 31, 2020. 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 8, 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 those financial statements, and (b) the form and content of the information included in those 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.



Chugh CPAs, LLP
Cerritos, CA
October 6, 2022

Care Indeed 401(k) Retirement Plan
Statements of Net Assets Available for Benefits
December 31, 2021 and 2020

	2021	2020
Assets		
Investments, at fair value	\$ 1,816,003	\$ 1,104,939
Receivables		
Notes receivable from participants	38,231	10,356
Employer receivable	-	500
Total receivables	<u>38,231</u>	<u>10,856</u>
Total Assets	<u>1,854,234</u>	<u>1,115,795</u>
Liabilities		
Excess contributions payable	<u>21,132</u>	<u>-</u>
Net assets available for benefits	<u>\$ 1,833,102</u>	<u>\$ 1,115,795</u>

See accompanying notes to financial statements.

Care Indeed 401(k) Retirement Plan
Statement of Changes in Net Assets Available for Benefits
For the Year Ended December 31, 2021

Additions:

Contributions:

Participants	\$	613,130
Employer		86,706
Total contributions		<u>699,836</u>

Investment income:

Net appreciation in fair value of investments		131,752
Interest and dividends		59,290
Total investment income		<u>191,042</u>

Interest income on notes receivable from participants		<u>1,572</u>
Total additions		<u>892,450</u>

Deductions:

Benefits paid to participants		155,918
Administrative expenses		19,225
Total deductions		<u>175,143</u>

Increase in net assets **717,307**

Net assets available for benefits:

Beginning of year		<u>1,115,795</u>
End of year	\$	<u>1,833,102</u>

See accompanying notes to financial statements.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Note 1. Plan Description

The following description of the Care Indeed 401(k) Retirement Plan (the “Plan”) provides only general information. Participants should refer to the plan agreement for a more complete description of the plan’s provisions.

General

The Plan was established on March 1, 2019, in accordance with Section 401(k) of the Internal Revenue Code.

Eligibility

The Plan provides eligibility for participation for all employees of Care Indeed Inc. (the “Company”) who are at least 21 years of age, and upon completion of 6 consecutive months from date of employment during which employee completes 200 hours of service.

The following employees are excluded employees, not entitled to participate in the Plan:

- Union employees whose employment is governed by a collective bargaining agreement
- Certain nonresident aliens who have no earned income from sources within the United States
- Leased employees

Plan Administration

The plan sponsor has contracted Newport Group to act as the recordkeeper for the plan. The trustee for the plan is Newport Trust Company. The plan currently pays for certain plan administration and investment service related expenses.

Participant Contributions

Employee contributions to the Plan are deferrals of the employee’s compensation made through a direct reduction of compensation in each payroll period. The plan has two kinds of Elective Deferrals, the participants are able to make– 1) Pre-Tax 401(k) deferrals or 2) Roth 401(k) deferrals. The maximum tax deferred contribution may not exceed 90% of their annual eligible earnings, as defined in the Plan, on a tax – deferred basis, up to a maximum amount allowed by the Internal Revenue Code (“IRC”).

Furthermore, the Plan allows for automatic enrollment into the Plan at a contribution rate of 4% of eligible compensation, unless the employee affirmatively elects otherwise.

Employer Contributions

The Company may make discretionary matching contributions equal to a discretionary percentage determined by the Company, of the participant's elective deferrals. For the year ended December

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

31, 2021, the Company contributed a matching contribution of \$0.25 for \$1.00 up to 4% participants elective deferrals.

Vesting

Participants are immediately vested in their voluntary contributions plus actual earnings thereon. Vesting in the company contributions portion of their accounts plus earnings thereon is based on years of services. A participant is 100 percent vested after 6 years of credited service.

Rollover Contributions

Participants are allowed to make rollover contributions of amounts received from other tax-qualified employer-sponsored retirement plans and individual retirement accounts. Such contributions are deposited in the appropriate investment funds in accordance with the participant's direction and the Plan's provisions.

Participant Accounts

Each participant's account is credited with participant's contribution and earnings thereon and allocations of the Company's contribution and related earnings and charged with an allocation of administrative expenses. Allocations of investment earnings are based strictly on the participant's selection of investments and timing of purchase. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account.

Investment Options

Participants may direct investments of their account balance among several investment options.

Notes Receivable from Participants

Notes receivable from participants are measured at their unpaid principal balance plus any accrued but unpaid interest.

Participants may borrow from their fund accounts a minimum of \$500 up to a maximum equal to the lesser of \$50,000 or 50% of the value of their vested account balance. Loan terms shall not be for more than five years unless the loan is for the purchase of a principal residence. Loan used to purchase primary residence may be repaid within period of no more than 30 years. The loans are secured by the remaining vested balance in the participant's account and bear interest at a rate commensurate with prevailing rates as determined by the Plan administrator. Principal and interest are paid ratably through payroll deductions.

Benefit Payments

Upon retirement, death, disability, or termination, a participant or his/her beneficiary may elect to receive accumulated retirement benefits in a single distribution in cash. In addition, a terminated participant may also elect to transfer into an individual retirement accounts all amounts which qualify as a rollover under the provisions of the Internal Revenue Code of 1986, as amended.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Forfeitures

Forfeitures may be used to pay plan administrative expenses or to reduce employer contributions.

Plan Termination

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

Note 2. Significant Accounting Policies

Basis of Presentation

The financial statements of the plan are prepared using accrual basis of accounting, in conformity with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates

GAAP requires the plan management/administrator to make estimates and assumptions that affect certain reported amounts of net assets and changes therein. Actual results may differ from those estimates.

Investments

The plan's investments are stated at market value. Shares of registered investment companies are valued at quoted market prices, which represent the net asset value of shares held by the Plan at year end. Participants loan are valued at their outstanding balances, which approximates fair value. Purchases and sales of securities are recorded on a trade- date basis. Investment income is recorded on the accrual basis. Dividend income is accrued on the ex-dividend date.

A stable value fund is a form of common collective trust fund which is composed primarily of fully benefit-responsive investment contracts and is valued at the net asset value of units of the bank collective trust. The net asset value is used as a practical expedient to estimate fair value.

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. If a participant ceases to make loan repayments and the plan administrator deems the participant loan to be in default, the participant loan balance is reduced, and a benefits payment is recorded.

Net Appreciation in Fair Value of Investments

Net appreciation in fair value of investments, as recorded in the accompanying statements of changes in net assets available for benefits, includes changes in the fair value of investments acquired, sold, or held during the year.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Administrative Expenses

Certain administrative fees are paid by the Plan.

Note 3. Risks and Uncertainties

The Plan's investments include funds which invest in various types of investment securities. The Fidelity 500 Index and JP Morgan Core Plus Bond Class A each represented approximately 32% and 9%, respectively, of the total investments at December 31, 2021. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in risks in the near term could materially affect participants' account balances and the amounts reported in the statement of net assets available for benefits and the statement of changes in net assets available for benefits.

Note 4. Fair Value Measurements

The fair value measurement standard establishes 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 measurement) and the lowest priority to unobservable inputs (Level 3 measurements).:

Level 1 - Inputs to the valuation methodology are quoted prices in active markets for identical assets or liabilities

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; inputs that are derived principally from or corroborated by observable market data by correlation or other means.
- If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

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

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

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

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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: Categorized as Level 1 and are valued at the closing price reported on the active market on which the individual securities are traded.

Common collective trust: Units held in common/collective trust (CCT) are valued using the NAV practical expedient of the CCT. The NAV practical expedient is based on the fair value of the underlying assets owned by the CCT, minus its liabilities, and then divided by the number of units outstanding. The CCT may be redeemed at NAV daily without restrictions.

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

The following tables set forth by level within the fair value hierarchy a summary of the Plan's investments measured at fair value as of December 31, 2021 and 2020:

	December 31, 2021			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 1,780,447	\$ -	\$ -	\$ 1,780,447
Total assets in the value hierarchy	<u>\$ 1,780,447</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 1,780,447
Investments measured at NAV practical expedient				<u>35,556</u>
Investments at fair value				\$ 1,816,003

	December 31, 2020			
	Level 1	Level 2	Level 3	Total
Mutual funds	\$ 1,082,789	\$ -	\$ -	\$ 1,082,789
Total assets in the value hierarchy	<u>\$ 1,082,789</u>	<u>\$ -</u>	<u>\$ -</u>	\$ 1,082,789
Investments measured at NAV practical expedient				<u>22,150</u>
Investments at fair value				\$ 1,104,939

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Certain investments that are measured at fair value using the NAV per share (or its equivalent) practical expedient have not been categorized in the fair value hierarchy. The fair value amounts presented in this table are intended to permit reconciliation of the fair value hierarchy to the amounts presented in the Statements of Net Assets Available for Benefits.

Note 5. Information Prepared and Certified by Trustee

The Plan administrator has elected the method of compliance permitted by 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, Newport Trust Company, the trustee of the Plan, has certified to the completeness and accuracy of:

- Investments and notes receivable from participants reflected on the accompanying statements of net assets available for benefits as of December 31, 2021 and 2020;
- Net appreciation in fair value of investments, dividends and interest (which includes interest income from notes receivable) reflected on the accompanying statement of changes in net assets available for benefits for the year ended December 31, 2021;
- Investments reflected on the schedule of assets (held at end of year).

Note 6. Income Tax Status

The Plan was determined to qualify under Section 401 (k) of the Internal Revenue Code (the Code) and therefore, is exempt from federal income taxes under Section 501(a) of the Code. The Plan is exempt from state taxes under similar statutes. As long as the plan maintains its tax exemption, the Plan is not liable for federal and state taxes.

GAAP requires the plan administrator to evaluate uncertain tax positions taken by the plan. The financial statement effects of a tax position are recognized when the position is more likely than not, based on the technical merits, to 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, there are no uncertain positions taken or expected to be taken. The Plan has recognized no interest or penalties related to uncertain tax positions. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

Note 7. Party-In-Interest Transactions

Party-in-interest transactions under ERISA include notes receivable from participants and are exempt from the prohibited transaction rules under ERISA.

CARE INDEED 401(K) RETIREMENT PLAN

Notes to Financial Statements

December 31, 2021

Note 8. Prohibited Transactions

During 2021, the Company failed to remit certain employee deferrals and loan repayments in a timely manner, aggregating \$81,915, to the plan within the period prescribed by Department of Labor regulations. The plan sponsor compensated participants for any lost earnings resulting from the delay. The plan sponsor calculated the lost income associated with the delay aggregated to \$3,235.

Note 9. Reconciliation of Financial Statements to Form 5500

The following is a reconciliation of net assets available for plan benefits per the financial statements to total income per Form 5500:

	<u>2021</u>	<u>2020</u>
Net assets available for plan benefits		
per the financial statements	\$ 1,833,102	\$ 1,115,795
Employer receivable	-	(500)
Excess contributions payable	21,132	-
Net assets available for benefits per the Form 5500	<u>\$ 1,854,234</u>	<u>\$ 1,115,295</u>

The following is a reconciliation of net change in net assets available for benefits per the financial statements to total income per Form 5500 for the year ended December 31, 2021:

	<u>2021</u>
Additions to net assets per the financial statements	\$ 892,450
Employer receivable	500
Excess contributions payable	21,132
Additions to net assets per Form 5500	<u>\$ 914,082</u>

Note 10. Subsequent Events

The Plan has evaluated subsequent events that have occurred through September 1, 2022, which is the date the financial statements were available to be issued.

Effective April 1, 2022, the plan changed its recordkeeper from Newport Group to ADP. Additionally, the trustee of the plan was changed from Newport Trust Company to Reliance Trust Company.

SUPPLEMENTAL SCHEDULES

Care Indeed 401(k) Retirement Plan
Schedule H, Line 4(i) - Schedule of Assets (Held At End of Year)
Employer Identification Number: 27-3187998
December 31, 2021

		(c) Description of investment including maturity date, rate of		(d) Cost	(e) Current value
(a)	(b) Identity of issue, borrower, lessor, or similar party interest, collateral, par or maturity value				
	AMERICAN CENTURY INFL-ADJ BOND INV	Mutual Fund	**	\$	42,388
	AMERICAN FUNDS EUROPACIFIC GR R6	Mutual Fund	**		118,853
	AMERICAN FUNDS NEW PERSPECTIVE R6	Mutual Fund	**		33,803
	AMERICAN FUNDS NEW WORLD R6	Mutual Fund	**		77,886
	BLACKROCK GLOBAL ALLOCATION INSTL	Mutual Fund	**		24,722
	BLACKROCK STRATEGIC GLOBAL BOND INSTL	Mutual Fund	**		24,274
	BLACKROCK US GOV BOND I	Mutual Fund	**		37,911
	CALVERT EQUITY A	Mutual Fund	**		17,744
	DELAWARE EMERGING MARKETS A	Mutual Fund	**		33,801
	FIDELITY 500 INDEX	Mutual Fund	**		571,464
	FIDELITY INTERNATIONAL INDEX	Mutual Fund	**		91,814
	FIDELITY MID CAP INDEX	Mutual Fund	**		26,430
	FIDELITY SMALL CAP INDEX	Mutual Fund	**		41,084
	JANUS HEND DEV WORLD BD I	Mutual Fund	**		22,824
	JANUS HENDERSON BALANCED FUND I SHARES	Mutual Fund	**		24,712
	JANUS HENDERSON GLOBAL EQTY INCOME FUN	Mutual Fund	**		60,231
	JANUS HENDERSON SMALL CAP VALUE FUND I	Mutual Fund	**		17,731
	JANUS HENDERSON TRITON FUND I SHARES	Mutual Fund	**		17,752
	JP MORGAN CORE PLUS BOND CLASS A	Mutual Fund	**		170,307
	LOOMIS SAYLES STRATEGIC INCOME A	Mutual Fund	**		80,995
	LORD ABBETT HIGH YIELD R4	Mutual Fund	**		33,416
	MFS EMERGING MARKET DEBT FUND CLASS A	Mutual Fund	**		17,645
	MFS GROWTH A	Mutual Fund	**		17,746
	MFS MID CAP GROWTH FUND CLASS A	Mutual Fund	**		17,742
	MFS VALUE FUND A	Mutual Fund	**		31,580
	NATIONWIDE BOND INDEX A	Mutual Fund	**		17,763
	NUVEEN SANTA BARBARA DIVIDEND GR I	Mutual Fund	**		17,792
	PRINCIPAL REAL ESTATE SEC A	Mutual Fund	**		35,693
	VICTORY ESTABLISHED VALUE	Mutual Fund	**		17,754
	VICTORY TRIVALENT INTERNATIONAL SM-CAP	Mutual Fund	**		31,579
	PUTNAM STABLE VALUE FUND 20	Stable Value Fund	**		40,567
				\$	1,816,003
* PARTICIPANTS LOANS		Interest rates (5.25% TO 6.25%)		\$	38,230

* Indicates party-in-interest of the Plan

**Cost is not required for participant-directed investments

Care Indeed 401(k) Retirement Plan
SCHEDULE OF DELINQUENT PARTICIPANT CONTRIBUTIONS
SCHEDULE H, LINE 4(a)
Employer Identification Number:27-3187998
December 31, 2021

The Plan sponsor failed to remit participants contributions in a timely manner for a total of \$81,915. Estimated corrective lost earnings totalled \$3,235, which was deposited in 2021.