

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 ☐ an amended return/report ☐ the final return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☐
D	Check box if filing under: ☒ Form 5558 ☐ special extension (enter description) ☐ automatic extension ☐ the DFVC program
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan <u>CAMPBELL, CONROY & O'NEIL PROFESSIONAL CORPORATION 401(K) PLAN</u>
1b	Three-digit plan number (PN) ▶ <u>001</u>
	1c Effective date of plan <u>02/01/1984</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>CAMPBELL CONROY & O'NEIL PROFESSIONAL CORPORATION</u> <u>1 CONSTITUTION PLAZA</u> <u>BOSTON, MA 02129</u>
2b	Employer Identification Number (EIN) <u>04-2781045</u>
2c	Plan Sponsor's telephone number <u>617-241-3000</u>
2d	Business code (see instructions) <u>541110</u>

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

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

SIGN HERE	Filed with authorized/valid electronic signature.	10/14/2022	STEPHANIE MAHONEY
	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	117
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)	80
a(2) Total number of active participants at the end of the plan year		6a(2)	88
b Retired or separated participants receiving benefits.....		6b	0
c Other retired or separated participants entitled to future benefits		6c	41
d Subtotal. Add lines 6a(2) , 6b , and 6c		6d	129
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.		6e	1
f Total. Add lines 6d and 6e		6f	130
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)		6g	120
h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		6h	9
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7	
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2A 2E 2F 2G 2J 2K 2S 2T 3D			
b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:			
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor		9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)			
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☐ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary		b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <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 CAMPBELL, CONROY & O'NEIL PROFESSIONAL CORPORATION 401(K) PLAN	B Three-digit plan number (PN) ▶	001
C Plan sponsor's name as shown on line 2a of Form 5500 CAMPBELL CONROY & O'NEIL PROFESSIONAL CORPORATION	D Employer Identification Number (EIN) 04-2781045	

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

1 Information on Persons Receiving Only Eligible Indirect Compensation

- a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☒ Yes ☐ No
- b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

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

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

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

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

MORGAN STANLEY SMITH BARNEY LLC

1585 BROADWAY
NEW YORK, NY 10036

(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?
16	CONSULTANT	69728	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

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

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 60 64 65	RECORDKEEPER	-79202	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 ☐

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

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

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

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

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

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

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

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
AF WASH MUT INV R4 - AMERICAN FUND 95-2566717	0.35%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
J H SMALL CAP VAL T - JANUS SERVIC 43-1804048	0.35%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
J H TRITON T - JANUS SERVICES LLC 43-1804048	0.35%	

Part I Service Provider Information (continued)

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

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MFS INTL DIVRSN R3 - MFS SERVICE C 04-2865649	0.50%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
MFS MA INV TRUST R3 - MFS SERVICE 04-2865649	0.50%	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
FIDELITY INVESTMENTS INSTITUTIONAL	60	0
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
PIMCO TOT RETURN ADM - DST ASSET M 430 W 7TH STREET STE 219432 KANSAS CITY, MO 64105	0.25%	

Part II Service Providers Who Fail or Refuse to Provide Information

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

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

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

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

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

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>		
A Name of plan <u>CAMPBELL, CONROY & O'NEIL PROFESSIONAL CORPORATION 401(K) PLAN</u>	B Three-digit plan number (PN) ►	<u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>CAMPBELL CONROY & O'NEIL PROFESSIONAL CORPORATION</u>	D Employer Identification Number (EIN) <u>04-2781045</u>	

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

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a	0	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	664736	737191
(2) Participant contributions.....	1b(2)	0	6760
(3) Other	1b(3)	0	0
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	1876740	2219388
(2) U.S. Government securities	1c(2)	0	0
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)	0	0
(B) All other	1c(3)(B)	0	0
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	0	0
(B) Common	1c(4)(B)	0	0
(5) Partnership/joint venture interests	1c(5)	0	0
(6) Real estate (other than employer real property)	1c(6)	0	0
(7) Loans (other than to participants)	1c(7)	0	0
(8) Participant loans	1c(8)	165259	146206
(9) Value of interest in common/collective trusts.....	1c(9)	0	0
(10) Value of interest in pooled separate accounts	1c(10)	0	0
(11) Value of interest in master trust investment accounts.....	1c(11)	0	0
(12) Value of interest in 103-12 investment entities	1c(12)	0	0
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	36182077	41164496
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)	0	0
(15) Other.....	1c(15)	0	0

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	1d(1)	0	0
(2) Employer real property.....	1d(2)	0	0
e Buildings and other property used in plan operation	1e	0	0
f Total assets (add all amounts in lines 1a through 1e)	1f	38888812	44274041

Liabilities

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

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	38888812	44274041
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Part II Income and Expense Statement

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

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	930525	
(B) Participants	2a(1)(B)	913118	
(C) Others (including rollovers).....	2a(1)(C)	78728	
(2) Noncash contributions.....	2a(2)	0	1922371
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	-3579	
(B) U.S. Government securities	2b(1)(B)	0	
(C) Corporate debt instruments	2b(1)(C)	0	
(D) Loans (other than to participants)	2b(1)(D)	0	
(E) Participant loans.....	2b(1)(E)	13011	
(F) Other	2b(1)(F)	0	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		9432
(2) Dividends: (A) Preferred stock.....	2b(2)(A)	0	3320301
(B) Common stock	2b(2)(B)	0	
(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	3320301	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		3320301
(3) Rents	2b(3)		0
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	0	0
(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	0	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	0	0
(B) Other	2b(5)(B)	0	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		0
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		0
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		0
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		2881580
c Other income.....	2c		11424
d Total income. Add all income amounts in column (b) and enter total.....	2d		8145108
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	2757929	
(2) To insurance carriers for the provision of benefits.....	2e(2)	0	
(3) Other.....	2e(3)	0	
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		2757929
f Corrective distributions (see instructions).....	2f		0
g Certain deemed distributions of participant loans (see instructions).....	2g		0
h Interest expense.....	2h		0
i Administrative expenses: (1) Professional fees.....	2i(1)	0	
(2) Contract administrator fees.....	2i(2)	0	
(3) Investment advisory and management fees.....	2i(3)	0	
(4) Other.....	2i(4)	1950	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		1950
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		2759879
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		5385229
l Transfers of assets:			
(1) To this plan.....	2l(1)		0
(2) From this plan.....	2l(2)		0

Part III Accountant's Opinion

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

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

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

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

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

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

(1) Name: WOLF & COMPANY

(2) EIN: 04-2689883

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		252426

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

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

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

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

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

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

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

A Name of plan CAMPBELL, CONROY & O'NEIL PROFESSIONAL CORPORATION 401(K) PLAN	B Three-digit plan number (PN) ► 001
C Plan sponsor's name as shown on line 2a of Form 5500 CAMPBELL CONROY & O'NEIL PROFESSIONAL CORPORATION	D Employer Identification Number (EIN) 04-2781045

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

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

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

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

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

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

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

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

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

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

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

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

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

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

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

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

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

14a

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

14b

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

14c

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

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

15a

b The corresponding number for the second preceding plan year

15b

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

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

16a

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

16b

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

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

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

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

a Enter the percentage of plan assets held as:

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

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

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

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

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

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

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

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

☐ Yes.

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

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

☐ No. Other. Provide explanation _____



Campbell, Conroy & O’Neil
Professional Corporation 401(k) Plan
Financial Statements and Supplemental Schedules
As of December 31, 2021 and 2020 and for the
Year Ended December 31, 2021



Campbell, Conroy & O’Neil
Professional Corporation
401(k) Plan

E.I.N. 04-2781045

Plan Number 001

Financial Statements and Supplemental Schedules

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Independent Auditor's Report

To the Plan Administrator of the Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan:

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion on the 2021 Financial Statements

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

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

- The information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

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

Responsibilities of Management for the 2021 Financial Statements

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

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

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

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

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

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

In our opinion:

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

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL'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 the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Wolfe + Company, P.C.

Boston, Massachusetts

October 12, 2022

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Statements of Net Assets Available for Benefits

December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments at fair value	<u>\$ 43,383,884</u>	<u>\$ 38,058,817</u>
Receivables:		
Employer contributions	737,191	664,736
Participant contributions	6,760	-
Notes receivable from participants	<u>146,206</u>	<u>165,259</u>
Total receivables	<u>890,157</u>	<u>829,995</u>
Net assets available for benefits	<u><u>\$ 44,274,041</u></u>	<u><u>\$ 38,888,812</u></u>

See independent auditor's report and notes to financial statements.

Campbell, Conroy & O’Neil Professional Corporation 401(k) Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2021

Additions:

Investment income:	
Net appreciation in fair value of investments	\$ 2,881,581
Dividends and interest	3,316,721
Total investment income	<u>6,198,302</u>
 Interest income on notes receivable from participants	 <u>13,011</u>
 Contributions:	
Employer	930,525
Participants	913,118
Rollovers	78,728
Total contributions	<u>1,922,371</u>
 Revenue credit	 <u>11,424</u>
 Total additions	 <u>8,145,108</u>

Deductions:

Benefits paid to participants	2,757,929
Administrative fees	<u>1,950</u>
 Total deductions	 <u>2,759,879</u>
 Net increase	 5,385,229
 Net assets available for benefits:	
Beginning of the year	<u>38,888,812</u>
 End of the year	 <u><u>\$ 44,274,041</u></u>

See independent auditor’s report and notes to financial statements.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements

1. DESCRIPTION OF THE PLAN

The following description of the Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan document, and related amendments, for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan sponsored by Campbell Conroy & O'Neil, Professional Corporation (the "Company") and is intended to provide eligible employees with supplemental retirement income. The Plan offers tax benefits for employees and is funded through Company and participant contributions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

All assets acquired under the Plan as a result of participant and Company contributions, income and other additions will be administered, distributed, forfeited and otherwise governed by the provisions of the Plan.

Eligibility

All full-time employees are automatically enrolled in the Plan and may begin making elective deferrals on the entry date, January 1 or July 1, following the employee's attaining the age of 21 and completing ninety days of Eligibility Service, as defined.

Part-time employees may participate in the Plan upon attaining the age of 21 and completing one thousand hours of service during an Eligibility Compensation Period, as defined.

Participant Contributions

An active participant may elect to make two types of contributions to the Plan as follows:

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (continued)

Participant Contributions (concluded)

Compensation deferral contributions

Upon automatic enrollment in the Plan, a participant, unless affirmatively elected otherwise, is required to make contributions to the Plan equal to 3% of Compensation, as defined. Participants may elect a contribution percentage between 0% and 60% of pre-tax and post-tax annual compensation at the time of automatic enrollment or any time thereafter. Participant deferrals are remitted by the Company to the Plan on the participants' behalf.

Rollover contributions

An active participant may, at the discretion of the Plan Administrator, contribute to the Plan distributions from other qualified plans or individual retirement accounts, if the contributions satisfy the tax law requirements for a qualified rollover, with no commingled funds.

Employer Matching Contributions

The Plan allows for discretionary matching contributions by the Company equal to a percentage of participant deferral contributions. The percentage is declared by the Board of Directors for each plan year. For the year ended December 31, 2021, the Company elected to match the participants' deferral contributions up to 4% of compensation.

Employer Profit-Sharing Contributions

The Plan also allows for discretionary profit-sharing contributions. Employees are entitled to receive profit-sharing contributions for a plan year if employed on the last day of the plan year and having worked at least 1,000 hours during the plan year.

Vesting

A participant will have a fully vested interest in that portion of their account attributable to compensation deferral contributions, rollover contributions and related investment earnings.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (continued)

Vesting (concluded)

Participants vest in matching contributions and profit-sharing contributions as follows:

<u>Completed Years of Credited Service</u>	<u>Vested Percentage</u>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years or more	100%

Forfeitures

Only contributions made by the Company are subject to forfeiture. Forfeitures are used to reduce employer contributions to the Plan. Forfeitures used to reduce employer contributions amounted to \$120,000 in 2021. Forfeitures available to reduce future employer contributions amount to \$60,500 and \$66,600 at December 31, 2021 and 2020, respectively.

Investments

The Plan offers a number of investment options which vary by investment objective. Participants elect in which investment or investments they wish their account invested. Participants may change their investment options daily.

Participant Accounts

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

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (concluded)

Notes Receivable from Participants

Loans to participants are made in accordance with provisions in the Plan. Each loan shall be fully secured by the participant's vested interest in the Plan and shall be in an amount not greater than the lesser of \$50,000 or 50% of the participant's vested account balance. Each loan bears an adequate rate of interest as determined by the Plan Administrator and will generally be required to be repaid through regular payroll deductions within five (5) years of the date it is made, unless such loan is used to acquire a principal residence of the participant in which case the loan will be required to be repaid within ten (10) years of the date it is made.

Pursuant to the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act"), Plan participants could request a delay of note repayments for repayments that occurred between March 27, 2020 and December 31, 2020 for one year. The participant's note was re-amortized and included any interest accrued during the period of delay. The ability to request a delay in note repayments under the CARES Act ceased as of December 31, 2020. Additionally, the CARES Act increased the limit for Plan loans to \$100,000 made to qualified individuals from March 27, 2020 to September 22, 2020.

Distributions

Distributions are made as lump sum payments or installment payments.

Retirement, Disability, or Death

Participants who retire or become disabled will be entitled to 100% of their account balance. Upon death, the participant's beneficiary will be entitled to 100% of the account balance, payable in accordance with the Plan document.

Other Termination of Employment

Upon termination of employment for any reason other than retirement, disability, or death, the participant shall be entitled to receive the distribution of his/her vested account balance, payable in accordance with the Plan document.

Distributions can also be made as in-service hardship withdrawals and upon attaining age fifty-nine and a half.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The presentation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

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

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

Notes Receivable from Participants

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

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

SIGNIFICANT ACCOUNTING POLICIES (concluded)

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants and processing of benefit payments are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

3. FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance as permitted by 29 CFR 2520.130-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity Management Trust Company, the Plan's Trustee, except for comparing such information certified by the Trustee to information included in the Plan's financial statements and supplemental schedule of assets (held at end of year). The Plan Administrator has obtained a certification from the Trustee for 2021 and 2020 that such information is complete and accurate.

Information certified as of and for the year ended December 31, 2021 and as of December 31, 2020 is as follows:

	2021	2020
Investments at fair value:		
Mutual funds	\$ 41,164,496	\$ 36,182,077
Money market fund	2,219,388	1,876,740
Notes receivable from participants	146,206	165,259
Investment income:		
Net appreciation in fair value of investments	2,881,581	
Dividends and interest	3,316,721	
Interest income on notes receivable from participants	13,011	

The Trustee also certified the information in the Schedule of Assets (Held at End of Year) included in the financial statements.

See independent auditor's report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

4. FAIR VALUE MEASUREMENTS

Accounting principles have established a hierarchical framework which prioritizes and ranks the level of market price observability used in measuring investments at fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value.

Investments held by the Plan are measured using inputs from one of the three levels of the fair value hierarchy. Inputs are broadly defined as assumptions market participants would use in pricing an asset or liability. The three levels of the fair value hierarchy are as follows:

Level 1 – Valuation is based on quoted prices in active markets for identical assets. Valuations are obtained from readily available pricing sources for market transactions involving identical assets.

Level 2 – Valuation is based on observable inputs other than Level 1 prices, such as quoted prices for similar assets; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets.

Level 3 – Valuation is based on unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets. Level 3 assets include financial instruments whose value is determined using unobservable inputs to pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

In certain cases, inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the investment.

See independent auditor's report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

FAIR VALUE MEASUREMENTS (concluded)

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

The preceding method 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 method is 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.

Investments at Fair Value on a Recurring Basis

The following table summarizes the valuation of the Plan's investments by the fair value hierarchy levels as of December 31, 2021 and 2020:

December 31, 2021				
	Level 1	Level 2	Level 3	Fair Value
Mutual funds	\$ 41,164,496	\$ -	\$ -	\$ 41,164,496
Money market fund	2,219,388	-	-	2,219,388
Total investments	<u>\$ 43,383,884</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 43,383,884</u>
December 31, 2020				
	Level 1	Level 2	Level 3	Fair Value
Mutual funds	\$ 36,182,077	\$ -	\$ -	\$ 36,182,077
Money market fund	1,876,740	-	-	1,876,740
Total investments	<u>\$ 38,058,817</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 38,058,817</u>

See independent auditor's report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

5. TAX STATUS OF THE PLAN

The Plan has adopted a Fidelity Management & Research Co. prototype plan for which the latest determination letter is dated June 30, 2020 and in which the Internal Revenue Service (“IRS”) stated that the prototype plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, the Plan Administrator believes that the Plan was qualified as of the financial statement date, and no provision for income taxes has been included in the Plan’s financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or the Department of Labor (“DOL”). The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by the IRS and DOL; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to examinations for years prior to 2018.

6. PLAN TERMINATION

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

7. RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Plan investments include shares of mutual funds managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the Trustee as defined by the Plan; and therefore, these transactions qualify as party-in-interest transactions. Administrative costs for record keeping fees and to originate and maintain loans amounted to \$1,950 for the year ended December 31, 2021. Fees paid for investment management services are included as a reduction of the return earned in each mutual fund. Notes receivable from participants also qualify as party-in-interest transactions.

See independent auditor’s report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Concluded)

RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS (concluded)

Revenue Credit Program

Fidelity, the Plan's provider of record-keeping services, may receive revenue sharing payments from mutual funds in which Plan assets are invested, either directly or indirectly from alliance organizations. The administrative services agreement between the Plan and Fidelity provides that, to the extent revenue sharing payments received by Fidelity exceed administrative fees charged to the Plan by Fidelity, the excess will be credited to the Plan. The Plan may direct the Trustee, to allocate the balances to eligible participant and beneficiary accounts on a pro rata basis on their account balances in the Trust, excluding amounts invested in a loan. The amount received for this credit was \$11,424 for the year ended December 31, 2021.

As of December 31, 2021 and 2020, the revenue credit account balance after investment earnings was approximately \$114,355 and \$102,920, respectively. There were no amounts allocated to participants from the revenue credit account and no administrative expenses paid from the revenue credit accounts during 2021.

8. RISKS AND UNCERTAINTIES

The Plan invests in a variety of investment vehicles. Investments are exposed to various risks, such as interest rate, market, and credit risks. Because of the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

9. PROHIBITED TRANSACTIONS

During 2019, 2018, and 2016, the Company was delinquent in remitting certain participant deferrals and loan repayments to the Plan totaling \$141,898, \$55,445, and \$55,083, respectively. During 2021, the Company has made self-correcting contributions to the Plan to correct lost earnings on all delinquent remittances.

10. SUBSEQUENT EVENTS

Management has evaluated subsequent events through October 12, 2022, which is the date the financial statements were available to be issued. There were no subsequent events that require adjustment to or disclosure in the financial statements.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

E.I.N. 04-2781045

Plan Number 001

Year Ended December 31, 2021

Description of Transaction	Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Check here if Late Participant Loan Repayments are included: ☒	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Delinquent participant contributions for 2019	\$ 141,898	\$ -	\$ 141,898	\$ -	\$ -
Delinquent participant contributions for 2018	\$ 55,445	\$ -	\$ 55,445	\$ -	\$ -
Delinquent participant contributions for 2016	\$ 55,083	\$ -	\$ 55,083	\$ -	\$ -

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

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

E.I.N. 04-2781045

Plan Number 001

December 31, 2021

a	b	c	d	e
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost (1)	Current Value
		Shares		
	American Century Investments	49,175		\$ 96,261
	American Funds Washington	42,075		2,528,272
	American Funds Washington	9,150		546,331
	Baron Funds	73,891		2,501,956
	Baron Funds	20,955		846,793
*	Fidelity Investments	11,975		1,979,650
*	Fidelity Investments	4,071		355,045
*	Fidelity Investments	32,026		503,774
*	Fidelity Investments	4,586		76,359
*	Fidelity Investments	5,949		91,488
*	Fidelity Investments	96,748		1,871,105
*	Fidelity Investments	39,961		676,942
*	Fidelity Investments	64,599		786,819
*	Fidelity Investments	62,254		868,443
*	Fidelity Investments	158,037		2,226,745
*	Fidelity Investments	38,146		620,628
*	Fidelity Investments	4,510		67,023
*	Fidelity Investments	3,233		43,220
*	Fidelity Investments	35,710		423,518
*	Fidelity Investments	2,219,388		2,219,388
*	Fidelity Investments	233,241		8,506,282
*	Fidelity Investments	7,615		375,336
*	Fidelity Investments	39,388		2,118,655
*	Fidelity Investments	93,734		3,953,698
*	Fidelity Investments	159,989		1,916,664
*	Fidelity Investments	73,794		1,084,032
	Massachusetts Financial Services	28,367		696,967
	Massachusetts Financial Services	87,683		3,609,923
	PIMCO	174,544		1,792,567
				<u>43,383,884</u>
*	Participant loans	Loans to participants at a reasonable rate of interest fixed at the time the loan is made, interest rate on outstanding loans - 8.00%		<u>146,206</u>
		Total assets		<u>\$ 43,530,090</u>

There were no investment assets which were both acquired and disposed of during the plan year.

* Party-in-interest

(1) Cost information is not required for participant-directed investments.

See independent auditor's report.



Campbell, Conroy & O’Neil
Professional Corporation 401(k) Plan
Financial Statements and Supplemental Schedules
As of December 31, 2021 and 2020 and for the
Year Ended December 31, 2021



Campbell, Conroy & O’Neil
Professional Corporation
401(k) Plan

E.I.N. 04-2781045

Plan Number 001

Financial Statements and Supplemental Schedules

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Independent Auditor's Report

To the Plan Administrator of the Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan:

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion on the 2021 Financial Statements

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

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

- The information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

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

Responsibilities of Management for the 2021 Financial Statements

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

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

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

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

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

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

In our opinion:

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

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL'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 the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Wolfe + Company, P.C.

Boston, Massachusetts

October 12, 2022

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Statements of Net Assets Available for Benefits

December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments at fair value	<u>\$ 43,383,884</u>	<u>\$ 38,058,817</u>
Receivables:		
Employer contributions	737,191	664,736
Participant contributions	6,760	-
Notes receivable from participants	<u>146,206</u>	<u>165,259</u>
Total receivables	<u>890,157</u>	<u>829,995</u>
Net assets available for benefits	<u><u>\$ 44,274,041</u></u>	<u><u>\$ 38,888,812</u></u>

See independent auditor's report and notes to financial statements.

Campbell, Conroy & O’Neil Professional Corporation 401(k) Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2021

Additions:

Investment income:	
Net appreciation in fair value of investments	\$ 2,881,581
Dividends and interest	3,316,721
Total investment income	<u>6,198,302</u>
Interest income on notes receivable from participants	<u>13,011</u>
Contributions:	
Employer	930,525
Participants	913,118
Rollovers	78,728
Total contributions	<u>1,922,371</u>
Revenue credit	<u>11,424</u>
Total additions	<u>8,145,108</u>

Deductions:

Benefits paid to participants	2,757,929
Administrative fees	<u>1,950</u>
Total deductions	<u>2,759,879</u>
Net increase	5,385,229
Net assets available for benefits:	
Beginning of the year	<u>38,888,812</u>
End of the year	<u><u>\$ 44,274,041</u></u>

See independent auditor’s report and notes to financial statements.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements

1. DESCRIPTION OF THE PLAN

The following description of the Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan document, and related amendments, for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan sponsored by Campbell Conroy & O'Neil, Professional Corporation (the "Company") and is intended to provide eligible employees with supplemental retirement income. The Plan offers tax benefits for employees and is funded through Company and participant contributions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

All assets acquired under the Plan as a result of participant and Company contributions, income and other additions will be administered, distributed, forfeited and otherwise governed by the provisions of the Plan.

Eligibility

All full-time employees are automatically enrolled in the Plan and may begin making elective deferrals on the entry date, January 1 or July 1, following the employee's attaining the age of 21 and completing ninety days of Eligibility Service, as defined.

Part-time employees may participate in the Plan upon attaining the age of 21 and completing one thousand hours of service during an Eligibility Compensation Period, as defined.

Participant Contributions

An active participant may elect to make two types of contributions to the Plan as follows:

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (continued)

Participant Contributions (concluded)

Compensation deferral contributions

Upon automatic enrollment in the Plan, a participant, unless affirmatively elected otherwise, is required to make contributions to the Plan equal to 3% of Compensation, as defined. Participants may elect a contribution percentage between 0% and 60% of pre-tax and post-tax annual compensation at the time of automatic enrollment or any time thereafter. Participant deferrals are remitted by the Company to the Plan on the participants' behalf.

Rollover contributions

An active participant may, at the discretion of the Plan Administrator, contribute to the Plan distributions from other qualified plans or individual retirement accounts, if the contributions satisfy the tax law requirements for a qualified rollover, with no commingled funds.

Employer Matching Contributions

The Plan allows for discretionary matching contributions by the Company equal to a percentage of participant deferral contributions. The percentage is declared by the Board of Directors for each plan year. For the year ended December 31, 2021, the Company elected to match the participants' deferral contributions up to 4% of compensation.

Employer Profit-Sharing Contributions

The Plan also allows for discretionary profit-sharing contributions. Employees are entitled to receive profit-sharing contributions for a plan year if employed on the last day of the plan year and having worked at least 1,000 hours during the plan year.

Vesting

A participant will have a fully vested interest in that portion of their account attributable to compensation deferral contributions, rollover contributions and related investment earnings.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (continued)

Vesting (concluded)

Participants vest in matching contributions and profit-sharing contributions as follows:

<u>Completed Years of Credited Service</u>	<u>Vested Percentage</u>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years or more	100%

Forfeitures

Only contributions made by the Company are subject to forfeiture. Forfeitures are used to reduce employer contributions to the Plan. Forfeitures used to reduce employer contributions amounted to \$120,000 in 2021. Forfeitures available to reduce future employer contributions amount to \$60,500 and \$66,600 at December 31, 2021 and 2020, respectively.

Investments

The Plan offers a number of investment options which vary by investment objective. Participants elect in which investment or investments they wish their account invested. Participants may change their investment options daily.

Participant Accounts

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

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (concluded)

Notes Receivable from Participants

Loans to participants are made in accordance with provisions in the Plan. Each loan shall be fully secured by the participant's vested interest in the Plan and shall be in an amount not greater than the lesser of \$50,000 or 50% of the participant's vested account balance. Each loan bears an adequate rate of interest as determined by the Plan Administrator and will generally be required to be repaid through regular payroll deductions within five (5) years of the date it is made, unless such loan is used to acquire a principal residence of the participant in which case the loan will be required to be repaid within ten (10) years of the date it is made.

Pursuant to the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act"), Plan participants could request a delay of note repayments for repayments that occurred between March 27, 2020 and December 31, 2020 for one year. The participant's note was re-amortized and included any interest accrued during the period of delay. The ability to request a delay in note repayments under the CARES Act ceased as of December 31, 2020. Additionally, the CARES Act increased the limit for Plan loans to \$100,000 made to qualified individuals from March 27, 2020 to September 22, 2020.

Distributions

Distributions are made as lump sum payments or installment payments.

Retirement, Disability, or Death

Participants who retire or become disabled will be entitled to 100% of their account balance. Upon death, the participant's beneficiary will be entitled to 100% of the account balance, payable in accordance with the Plan document.

Other Termination of Employment

Upon termination of employment for any reason other than retirement, disability, or death, the participant shall be entitled to receive the distribution of his/her vested account balance, payable in accordance with the Plan document.

Distributions can also be made as in-service hardship withdrawals and upon attaining age fifty-nine and a half.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The presentation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

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

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

Notes Receivable from Participants

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

See independent auditor's report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

SIGNIFICANT ACCOUNTING POLICIES (concluded)

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants and processing of benefit payments are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

3. FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance as permitted by 29 CFR 2520.130-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity Management Trust Company, the Plan's Trustee, except for comparing such information certified by the Trustee to information included in the Plan's financial statements and supplemental schedule of assets (held at end of year). The Plan Administrator has obtained a certification from the Trustee for 2021 and 2020 that such information is complete and accurate.

Information certified as of and for the year ended December 31, 2021 and as of December 31, 2020 is as follows:

	2021	2020
Investments at fair value:		
Mutual funds	\$ 41,164,496	\$ 36,182,077
Money market fund	2,219,388	1,876,740
Notes receivable from participants	146,206	165,259
Investment income:		
Net appreciation in fair value of investments	2,881,581	
Dividends and interest	3,316,721	
Interest income on notes receivable from participants	13,011	

The Trustee also certified the information in the Schedule of Assets (Held at End of Year) included in the financial statements.

See independent auditor's report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

4. FAIR VALUE MEASUREMENTS

Accounting principles have established a hierarchical framework which prioritizes and ranks the level of market price observability used in measuring investments at fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value.

Investments held by the Plan are measured using inputs from one of the three levels of the fair value hierarchy. Inputs are broadly defined as assumptions market participants would use in pricing an asset or liability. The three levels of the fair value hierarchy are as follows:

Level 1 – Valuation is based on quoted prices in active markets for identical assets. Valuations are obtained from readily available pricing sources for market transactions involving identical assets.

Level 2 – Valuation is based on observable inputs other than Level 1 prices, such as quoted prices for similar assets; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets.

Level 3 – Valuation is based on unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets. Level 3 assets include financial instruments whose value is determined using unobservable inputs to pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

In certain cases, inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the investment.

See independent auditor's report.

Campbell, Conroy & O’Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

FAIR VALUE MEASUREMENTS (concluded)

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

The preceding method 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 method is 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.

Investments at Fair Value on a Recurring Basis

The following table summarizes the valuation of the Plan’s investments by the fair value hierarchy levels as of December 31, 2021 and 2020:

December 31, 2021				
	Level 1	Level 2	Level 3	Fair Value
Mutual funds	\$ 41,164,496	\$ -	\$ -	\$ 41,164,496
Money market fund	2,219,388	-	-	2,219,388
Total investments	<u>\$ 43,383,884</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 43,383,884</u>
December 31, 2020				
	Level 1	Level 2	Level 3	Fair Value
Mutual funds	\$ 36,182,077	\$ -	\$ -	\$ 36,182,077
Money market fund	1,876,740	-	-	1,876,740
Total investments	<u>\$ 38,058,817</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 38,058,817</u>

See independent auditor’s report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

5. TAX STATUS OF THE PLAN

The Plan has adopted a Fidelity Management & Research Co. prototype plan for which the latest determination letter is dated June 30, 2020 and in which the Internal Revenue Service (“IRS”) stated that the prototype plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, the Plan Administrator believes that the Plan was qualified as of the financial statement date, and no provision for income taxes has been included in the Plan’s financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or the Department of Labor (“DOL”). The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by the IRS and DOL; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to examinations for years prior to 2018.

6. PLAN TERMINATION

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

7. RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Plan investments include shares of mutual funds managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the Trustee as defined by the Plan; and therefore, these transactions qualify as party-in-interest transactions. Administrative costs for record keeping fees and to originate and maintain loans amounted to \$1,950 for the year ended December 31, 2021. Fees paid for investment management services are included as a reduction of the return earned in each mutual fund. Notes receivable from participants also qualify as party-in-interest transactions.

See independent auditor’s report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Concluded)

RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS (concluded)

Revenue Credit Program

Fidelity, the Plan's provider of record-keeping services, may receive revenue sharing payments from mutual funds in which Plan assets are invested, either directly or indirectly from alliance organizations. The administrative services agreement between the Plan and Fidelity provides that, to the extent revenue sharing payments received by Fidelity exceed administrative fees charged to the Plan by Fidelity, the excess will be credited to the Plan. The Plan may direct the Trustee, to allocate the balances to eligible participant and beneficiary accounts on a pro rata basis on their account balances in the Trust, excluding amounts invested in a loan. The amount received for this credit was \$11,424 for the year ended December 31, 2021.

As of December 31, 2021 and 2020, the revenue credit account balance after investment earnings was approximately \$114,355 and \$102,920, respectively. There were no amounts allocated to participants from the revenue credit account and no administrative expenses paid from the revenue credit accounts during 2021.

8. RISKS AND UNCERTAINTIES

The Plan invests in a variety of investment vehicles. Investments are exposed to various risks, such as interest rate, market, and credit risks. Because of the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

9. PROHIBITED TRANSACTIONS

During 2019, 2018, and 2016, the Company was delinquent in remitting certain participant deferrals and loan repayments to the Plan totaling \$141,898, \$55,445, and \$55,083, respectively. During 2021, the Company has made self-correcting contributions to the Plan to correct lost earnings on all delinquent remittances.

10. SUBSEQUENT EVENTS

Management has evaluated subsequent events through October 12, 2022, which is the date the financial statements were available to be issued. There were no subsequent events that require adjustment to or disclosure in the financial statements.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

E.I.N. 04-2781045

Plan Number 001

Year Ended December 31, 2021

Description of Transaction	Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Check here if Late Participant Loan Repayments are included: ☒	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Delinquent participant contributions for 2019	\$ 141,898	\$ -	\$ 141,898	\$ -	\$ -
Delinquent participant contributions for 2018	\$ 55,445	\$ -	\$ 55,445	\$ -	\$ -
Delinquent participant contributions for 2016	\$ 55,083	\$ -	\$ 55,083	\$ -	\$ -

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

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

E.I.N. 04-2781045

Plan Number 001

December 31, 2021

a	b	c	d	e
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost (1)	Current Value
		Shares		
	American Century Investments	49,175		\$ 96,261
	American Funds Washington	42,075		2,528,272
	American Funds Washington	9,150		546,331
	Baron Funds	73,891		2,501,956
	Baron Funds	20,955		846,793
*	Fidelity Investments	11,975		1,979,650
*	Fidelity Investments	4,071		355,045
*	Fidelity Investments	32,026		503,774
*	Fidelity Investments	4,586		76,359
*	Fidelity Investments	5,949		91,488
*	Fidelity Investments	96,748		1,871,105
*	Fidelity Investments	39,961		676,942
*	Fidelity Investments	64,599		786,819
*	Fidelity Investments	62,254		868,443
*	Fidelity Investments	158,037		2,226,745
*	Fidelity Investments	38,146		620,628
*	Fidelity Investments	4,510		67,023
*	Fidelity Investments	3,233		43,220
*	Fidelity Investments	35,710		423,518
*	Fidelity Investments	2,219,388		2,219,388
*	Fidelity Investments	233,241		8,506,282
*	Fidelity Investments	7,615		375,336
*	Fidelity Investments	39,388		2,118,655
*	Fidelity Investments	93,734		3,953,698
*	Fidelity Investments	159,989		1,916,664
*	Fidelity Investments	73,794		1,084,032
	Massachusetts Financial Services	28,367		696,967
	Massachusetts Financial Services	87,683		3,609,923
	PIMCO	174,544		1,792,567
				43,383,884
*	Participant loans	Loans to participants at a reasonable rate of interest fixed at the time the loan is made, interest rate on outstanding loans - 8.00%		146,206
		Total assets		\$ 43,530,090

There were no investment assets which were both acquired and disposed of during the plan year.

* Party-in-interest

(1) Cost information is not required for participant-directed investments.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

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

E.I.N. 04-2781045

Plan Number 001

December 31, 2021

a	b	c	d	e
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost (1)	Current Value
		Shares		
	American Century Investments	49,175		\$ 96,261
	American Funds Washington	42,075		2,528,272
	American Funds Washington	9,150		546,331
	Baron Funds	73,891		2,501,956
	Baron Funds	20,955		846,793
*	Fidelity Investments	11,975		1,979,650
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*	Fidelity Investments	32,026		503,774
*	Fidelity Investments	4,586		76,359
*	Fidelity Investments	5,949		91,488
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*	Fidelity Investments	38,146		620,628
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*	Fidelity Investments	2,219,388		2,219,388
*	Fidelity Investments	233,241		8,506,282
*	Fidelity Investments	7,615		375,336
*	Fidelity Investments	39,388		2,118,655
*	Fidelity Investments	93,734		3,953,698
*	Fidelity Investments	159,989		1,916,664
*	Fidelity Investments	73,794		1,084,032
	Massachusetts Financial Services	28,367		696,967
	Massachusetts Financial Services	87,683		3,609,923
	PIMCO	174,544		1,792,567
				<u>43,383,884</u>
*	Participant loans	Loans to participants at a reasonable rate of interest fixed at the time the loan is made, interest rate on outstanding loans - 8.00%		<u>146,206</u>
		Total assets		<u>\$ 43,530,090</u>

There were no investment assets which were both acquired and disposed of during the plan year.

* Party-in-interest

(1) Cost information is not required for participant-directed investments.

See independent auditor's report.



Campbell, Conroy & O’Neil
Professional Corporation 401(k) Plan
Financial Statements and Supplemental Schedules
As of December 31, 2021 and 2020 and for the
Year Ended December 31, 2021



Campbell, Conroy & O’Neil
Professional Corporation
401(k) Plan

E.I.N. 04-2781045

Plan Number 001

Financial Statements and Supplemental Schedules

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Independent Auditor's Report

To the Plan Administrator of the Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan:

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

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

Management, having determined it is permissible in the circumstances, has elected to have the audit of the 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) 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 DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

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

Opinion on the 2021 Financial Statements

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

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (U.S. GAAP).

- The information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

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

Responsibilities of Management for the 2021 Financial Statements

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

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

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

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

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit of the 2021 Financial Statements section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audit did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of U.S. GAAP.

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

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

Other Matters

2021 Supplemental Schedules Required by ERISA

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

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

In our opinion:

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

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plan. As permitted by 29 CFR 2520.103-8 of the DOL'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 the 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements other than that derived from the certified information were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Wolfe + Company, P.C.

Boston, Massachusetts

October 12, 2022

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Statements of Net Assets Available for Benefits

December 31, 2021 and 2020

	<u>2021</u>	<u>2020</u>
Assets		
Investments at fair value	<u>\$ 43,383,884</u>	<u>\$ 38,058,817</u>
Receivables:		
Employer contributions	737,191	664,736
Participant contributions	6,760	-
Notes receivable from participants	<u>146,206</u>	<u>165,259</u>
Total receivables	<u>890,157</u>	<u>829,995</u>
Net assets available for benefits	<u><u>\$ 44,274,041</u></u>	<u><u>\$ 38,888,812</u></u>

See independent auditor's report and notes to financial statements.

Campbell, Conroy & O’Neil Professional Corporation 401(k) Plan

Statement of Changes in Net Assets Available for Benefits

Year Ended December 31, 2021

Additions:

Investment income:	
Net appreciation in fair value of investments	\$ 2,881,581
Dividends and interest	3,316,721
Total investment income	<u>6,198,302</u>
Interest income on notes receivable from participants	<u>13,011</u>
Contributions:	
Employer	930,525
Participants	913,118
Rollovers	78,728
Total contributions	<u>1,922,371</u>
Revenue credit	<u>11,424</u>
Total additions	<u>8,145,108</u>

Deductions:

Benefits paid to participants	2,757,929
Administrative fees	<u>1,950</u>
Total deductions	<u>2,759,879</u>
Net increase	5,385,229
Net assets available for benefits:	
Beginning of the year	<u>38,888,812</u>
End of the year	<u><u>\$ 44,274,041</u></u>

See independent auditor’s report and notes to financial statements.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements

1. DESCRIPTION OF THE PLAN

The following description of the Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan (the "Plan") provides only general information. Participants should refer to the Plan document, and related amendments, for a complete description of the Plan's provisions.

General

The Plan is a defined contribution plan sponsored by Campbell Conroy & O'Neil, Professional Corporation (the "Company") and is intended to provide eligible employees with supplemental retirement income. The Plan offers tax benefits for employees and is funded through Company and participant contributions. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

All assets acquired under the Plan as a result of participant and Company contributions, income and other additions will be administered, distributed, forfeited and otherwise governed by the provisions of the Plan.

Eligibility

All full-time employees are automatically enrolled in the Plan and may begin making elective deferrals on the entry date, January 1 or July 1, following the employee's attaining the age of 21 and completing ninety days of Eligibility Service, as defined.

Part-time employees may participate in the Plan upon attaining the age of 21 and completing one thousand hours of service during an Eligibility Compensation Period, as defined.

Participant Contributions

An active participant may elect to make two types of contributions to the Plan as follows:

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (continued)

Participant Contributions (concluded)

Compensation deferral contributions

Upon automatic enrollment in the Plan, a participant, unless affirmatively elected otherwise, is required to make contributions to the Plan equal to 3% of Compensation, as defined. Participants may elect a contribution percentage between 0% and 60% of pre-tax and post-tax annual compensation at the time of automatic enrollment or any time thereafter. Participant deferrals are remitted by the Company to the Plan on the participants' behalf.

Rollover contributions

An active participant may, at the discretion of the Plan Administrator, contribute to the Plan distributions from other qualified plans or individual retirement accounts, if the contributions satisfy the tax law requirements for a qualified rollover, with no commingled funds.

Employer Matching Contributions

The Plan allows for discretionary matching contributions by the Company equal to a percentage of participant deferral contributions. The percentage is declared by the Board of Directors for each plan year. For the year ended December 31, 2021, the Company elected to match the participants' deferral contributions up to 4% of compensation.

Employer Profit-Sharing Contributions

The Plan also allows for discretionary profit-sharing contributions. Employees are entitled to receive profit-sharing contributions for a plan year if employed on the last day of the plan year and having worked at least 1,000 hours during the plan year.

Vesting

A participant will have a fully vested interest in that portion of their account attributable to compensation deferral contributions, rollover contributions and related investment earnings.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (continued)

Vesting (concluded)

Participants vest in matching contributions and profit-sharing contributions as follows:

<u>Completed Years of Credited Service</u>	<u>Vested Percentage</u>
Less than 2 years	0%
2 years	20%
3 years	40%
4 years	60%
5 years	80%
6 years or more	100%

Forfeitures

Only contributions made by the Company are subject to forfeiture. Forfeitures are used to reduce employer contributions to the Plan. Forfeitures used to reduce employer contributions amounted to \$120,000 in 2021. Forfeitures available to reduce future employer contributions amount to \$60,500 and \$66,600 at December 31, 2021 and 2020, respectively.

Investments

The Plan offers a number of investment options which vary by investment objective. Participants elect in which investment or investments they wish their account invested. Participants may change their investment options daily.

Participant Accounts

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

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

DESCRIPTION OF THE PLAN (concluded)

Notes Receivable from Participants

Loans to participants are made in accordance with provisions in the Plan. Each loan shall be fully secured by the participant's vested interest in the Plan and shall be in an amount not greater than the lesser of \$50,000 or 50% of the participant's vested account balance. Each loan bears an adequate rate of interest as determined by the Plan Administrator and will generally be required to be repaid through regular payroll deductions within five (5) years of the date it is made, unless such loan is used to acquire a principal residence of the participant in which case the loan will be required to be repaid within ten (10) years of the date it is made.

Pursuant to the Coronavirus Aid, Relief, and Economic Security Act (the "CARES Act"), Plan participants could request a delay of note repayments for repayments that occurred between March 27, 2020 and December 31, 2020 for one year. The participant's note was re-amortized and included any interest accrued during the period of delay. The ability to request a delay in note repayments under the CARES Act ceased as of December 31, 2020. Additionally, the CARES Act increased the limit for Plan loans to \$100,000 made to qualified individuals from March 27, 2020 to September 22, 2020.

Distributions

Distributions are made as lump sum payments or installment payments.

Retirement, Disability, or Death

Participants who retire or become disabled will be entitled to 100% of their account balance. Upon death, the participant's beneficiary will be entitled to 100% of the account balance, payable in accordance with the Plan document.

Other Termination of Employment

Upon termination of employment for any reason other than retirement, disability, or death, the participant shall be entitled to receive the distribution of his/her vested account balance, payable in accordance with the Plan document.

Distributions can also be made as in-service hardship withdrawals and upon attaining age fifty-nine and a half.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

2. SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation

The financial statements of the Plan are prepared on the accrual basis of accounting.

Use of Estimates

The presentation of financial statements in conformity with accounting principles generally accepted in the United States of America ("GAAP") requires the Plan Administrator to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation and Income Recognition

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

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

Notes Receivable from Participants

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

See independent auditor's report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

SIGNIFICANT ACCOUNTING POLICIES (concluded)

Payment of Benefits

Benefits are recorded when paid.

Administrative Expenses

Certain expenses of maintaining the Plan are paid directly by the Company and are excluded from these financial statements. Fees related to the administration of notes receivable from participants and processing of benefit payments are charged directly to the participant's account and are included in administrative expenses. Investment related expenses are included in net appreciation (depreciation) of fair value of investments.

3. FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

The Plan Administrator has elected the method of compliance as permitted by 29 CFR 2520.130-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Accordingly, as permitted under such election, the Plan Administrator instructed the Plan's independent auditors not to perform any auditing procedures with respect to the following information certified by Fidelity Management Trust Company, the Plan's Trustee, except for comparing such information certified by the Trustee to information included in the Plan's financial statements and supplemental schedule of assets (held at end of year). The Plan Administrator has obtained a certification from the Trustee for 2021 and 2020 that such information is complete and accurate.

Information certified as of and for the year ended December 31, 2021 and as of December 31, 2020 is as follows:

	2021	2020
Investments at fair value:		
Mutual funds	\$ 41,164,496	\$ 36,182,077
Money market fund	2,219,388	1,876,740
Notes receivable from participants	146,206	165,259
Investment income:		
Net appreciation in fair value of investments	2,881,581	
Dividends and interest	3,316,721	
Interest income on notes receivable from participants	13,011	

The Trustee also certified the information in the Schedule of Assets (Held at End of Year) included in the financial statements.

See independent auditor's report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

4. FAIR VALUE MEASUREMENTS

Accounting principles have established a hierarchical framework which prioritizes and ranks the level of market price observability used in measuring investments at fair value. Market price observability is impacted by a number of factors, including the type of investment and the characteristics specific to the investment. Investments with readily available active quoted prices or for which fair value can be measured from actively quoted prices generally will have a higher degree of market price observability and a lesser degree of judgment used in measuring fair value.

Investments held by the Plan are measured using inputs from one of the three levels of the fair value hierarchy. Inputs are broadly defined as assumptions market participants would use in pricing an asset or liability. The three levels of the fair value hierarchy are as follows:

Level 1 – Valuation is based on quoted prices in active markets for identical assets. Valuations are obtained from readily available pricing sources for market transactions involving identical assets.

Level 2 – Valuation is based on observable inputs other than Level 1 prices, such as quoted prices for similar assets; quoted prices in markets that are not active; or other inputs that are observable or can be corroborated by observable market data for substantially the full term of the assets.

Level 3 – Valuation is based on unobservable inputs that are supported by little or no market activity and that are significant to the fair value of the assets. Level 3 assets include financial instruments whose value is determined using unobservable inputs to pricing models, discounted cash flow methodologies, or similar techniques, as well as instruments for which the determination of fair value requires significant management judgment or estimation.

In certain cases, inputs used to measure fair value may fall into different levels of the fair value hierarchy. In such cases, an investment's level within the fair value hierarchy is based on the lowest level of input that is significant to the fair value measurement. The Plan's assessment of the significance of a particular input to the fair value measurement in its entirety requires judgment and considers factors specific to the investment.

See independent auditor's report.

Campbell, Conroy & O’Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

FAIR VALUE MEASUREMENTS (concluded)

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

The preceding method 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 method is 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.

Investments at Fair Value on a Recurring Basis

The following table summarizes the valuation of the Plan’s investments by the fair value hierarchy levels as of December 31, 2021 and 2020:

	December 31, 2021			Fair Value
	Level 1	Level 2	Level 3	
Mutual funds	\$ 41,164,496	\$ -	\$ -	\$ 41,164,496
Money market fund	2,219,388	-	-	2,219,388
Total investments	<u>\$ 43,383,884</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 43,383,884</u>
	December 31, 2020			Fair Value
	Level 1	Level 2	Level 3	
Mutual funds	\$ 36,182,077	\$ -	\$ -	\$ 36,182,077
Money market fund	1,876,740	-	-	1,876,740
Total investments	<u>\$ 38,058,817</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 38,058,817</u>

See independent auditor’s report.

Campbell, Conroy & O'Neil

Professional Corporation 401(k) Plan

Notes to Financial Statements (Continued)

5. TAX STATUS OF THE PLAN

The Plan has adopted a Fidelity Management & Research Co. prototype plan for which the latest determination letter is dated June 30, 2020 and in which the Internal Revenue Service (“IRS”) stated that the prototype plan, as then designed, was in compliance with the applicable requirements of the Internal Revenue Code. The Plan has been amended since receiving the determination letter. However, the Plan Administrator believes that the Plan is currently designed and being operated in compliance with the applicable requirements of the Internal Revenue Code. Therefore, the Plan Administrator believes that the Plan was qualified as of the financial statement date, and no provision for income taxes has been included in the Plan’s financial statements.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS or the Department of Labor (“DOL”). The Plan Administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2021 and 2020, there are no uncertain tax positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine audits by the IRS and DOL; however, there are currently no audits for any tax periods in progress. The Plan Administrator believes it is no longer subject to examinations for years prior to 2018.

6. PLAN TERMINATION

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

7. RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS

Plan investments include shares of mutual funds managed by Fidelity Management Trust Company. Fidelity Management Trust Company is the Trustee as defined by the Plan; and therefore, these transactions qualify as party-in-interest transactions. Administrative costs for record keeping fees and to originate and maintain loans amounted to \$1,950 for the year ended December 31, 2021. Fees paid for investment management services are included as a reduction of the return earned in each mutual fund. Notes receivable from participants also qualify as party-in-interest transactions.

See independent auditor’s report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Notes to Financial Statements (Concluded)

RELATED PARTY AND PARTY IN INTEREST TRANSACTIONS (concluded)

Revenue Credit Program

Fidelity, the Plan's provider of record-keeping services, may receive revenue sharing payments from mutual funds in which Plan assets are invested, either directly or indirectly from alliance organizations. The administrative services agreement between the Plan and Fidelity provides that, to the extent revenue sharing payments received by Fidelity exceed administrative fees charged to the Plan by Fidelity, the excess will be credited to the Plan. The Plan may direct the Trustee, to allocate the balances to eligible participant and beneficiary accounts on a pro rata basis on their account balances in the Trust, excluding amounts invested in a loan. The amount received for this credit was \$11,424 for the year ended December 31, 2021.

As of December 31, 2021 and 2020, the revenue credit account balance after investment earnings was approximately \$114,355 and \$102,920, respectively. There were no amounts allocated to participants from the revenue credit account and no administrative expenses paid from the revenue credit accounts during 2021.

8. RISKS AND UNCERTAINTIES

The Plan invests in a variety of investment vehicles. Investments are exposed to various risks, such as interest rate, market, and credit risks. Because of the level of risk associated with certain investments and the level of uncertainty related to changes in the value of investments, it is at least reasonably possible that changes in the values of investments will occur in the near term and that such changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

9. PROHIBITED TRANSACTIONS

During 2019, 2018, and 2016, the Company was delinquent in remitting certain participant deferrals and loan repayments to the Plan totaling \$141,898, \$55,445, and \$55,083, respectively. During 2021, the Company has made self-correcting contributions to the Plan to correct lost earnings on all delinquent remittances.

10. SUBSEQUENT EVENTS

Management has evaluated subsequent events through October 12, 2022, which is the date the financial statements were available to be issued. There were no subsequent events that require adjustment to or disclosure in the financial statements.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

E.I.N. 04-2781045

Plan Number 001

Year Ended December 31, 2021

Description of Transaction	Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Check here if Late Participant Loan Repayments are included: ☒	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Delinquent participant contributions for 2019	\$ 141,898	\$ -	\$ 141,898	\$ -	\$ -
Delinquent participant contributions for 2018	\$ 55,445	\$ -	\$ 55,445	\$ -	\$ -
Delinquent participant contributions for 2016	\$ 55,083	\$ -	\$ 55,083	\$ -	\$ -

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

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

E.I.N. 04-2781045

Plan Number 001

December 31, 2021

a	b	c	d	e
	Identity of issue, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost (1)	Current Value
		Shares		
	American Century Investments	49,175		\$ 96,261
	American Funds Washington	42,075		2,528,272
	American Funds Washington	9,150		546,331
	Baron Funds	73,891		2,501,956
	Baron Funds	20,955		846,793
*	Fidelity Investments	11,975		1,979,650
*	Fidelity Investments	4,071		355,045
*	Fidelity Investments	32,026		503,774
*	Fidelity Investments	4,586		76,359
*	Fidelity Investments	5,949		91,488
*	Fidelity Investments	96,748		1,871,105
*	Fidelity Investments	39,961		676,942
*	Fidelity Investments	64,599		786,819
*	Fidelity Investments	62,254		868,443
*	Fidelity Investments	158,037		2,226,745
*	Fidelity Investments	38,146		620,628
*	Fidelity Investments	4,510		67,023
*	Fidelity Investments	3,233		43,220
*	Fidelity Investments	35,710		423,518
*	Fidelity Investments	2,219,388		2,219,388
*	Fidelity Investments	233,241		8,506,282
*	Fidelity Investments	7,615		375,336
*	Fidelity Investments	39,388		2,118,655
*	Fidelity Investments	93,734		3,953,698
*	Fidelity Investments	159,989		1,916,664
*	Fidelity Investments	73,794		1,084,032
	Massachusetts Financial Services	28,367		696,967
	Massachusetts Financial Services	87,683		3,609,923
	PIMCO	174,544		1,792,567
				<u>43,383,884</u>
*	Participant loans	Loans to participants at a reasonable rate of interest fixed at the time the loan is made, interest rate on outstanding loans - 8.00%		<u>146,206</u>
		Total assets		<u>\$ 43,530,090</u>

There were no investment assets which were both acquired and disposed of during the plan year.

* Party-in-interest

(1) Cost information is not required for participant-directed investments.

See independent auditor's report.

Campbell, Conroy & O'Neil Professional Corporation 401(k) Plan

Schedule H, Line 4a - Schedule of Delinquent Participant Contributions

E.I.N. 04-2781045

Plan Number 001

Year Ended December 31, 2021

Description of Transaction	Participant Contributions Transferred Late to Plan	Total that Constitute Nonexempt Prohibited Transactions			Total Fully Corrected Under VFCP and PTE 2002-51
	Check here if Late Participant Loan Repayments are included: ☒	Contributions Not Corrected	Contributions Corrected Outside VFCP	Contributions Pending Correction in VFCP	
Delinquent participant contributions for 2019	\$ 141,898	\$ -	\$ 141,898	\$ -	\$ -
Delinquent participant contributions for 2018	\$ 55,445	\$ -	\$ 55,445	\$ -	\$ -
Delinquent participant contributions for 2016	\$ 55,083	\$ -	\$ 55,083	\$ -	\$ -

See independent auditor's report.